

Job Description for Behavior Coach at Widmyer Elementary for 23/24 SY

Funding Source: Morgan County Partnership

Hours: 40 hours per week

Rate of pay: XX

Qualifications: Bachelors degree in human services (psychology, special education, social work, human services) is required. Minimum of 3 years school based experienced is preferred but not required.

Essential Job duties and responsibilities:

- Provides classroom management training & strategies to new and experienced elementary teachers, support staff and students to ensure that behavioral expectations are taught, reinforced and monitored at the class/school level
- Provides small group instruction to “at-risk” students following approved curriculum and West Virginia Student Success Standards
- Assists staff/assists in developing:
 - Defining and measuring behavior
 - Understanding principles of reinforcement and consequences
 - Teaching new behavior(s) & strategies
- Provides trainings to staff related to de-escalation techniques, prevention planning, and student specific behavior supports & interventions
- Knowledgeable about prevention planning, functions of behavior, and replacement behaviors
- Promotes and provides highly specialized positive behavior interventions in which “at risk” students thrive – behavior instruction that is explicit, intensive, and provides ample practice
- Works cooperatively with building administrators and student support staff to promote positive student behavior
- Manages crises and de-escalation situations in a calm and safe manner; models & communicates expectations for others
- Engages parents in student behavior intervention plans & process and empowers parents by providing them with skills and techniques to support the positive behavior development of their child
- Conducts conflict resolution and peer mediation sessions, as necessary
- Participates in building level/student level/teacher level meetings as necessary
- Consults with county social worker, administration, teachers, behavior coaches, and support staff as needed to ensure implementation, progress, fidelity and sustainability of behavior supports & programming
- Establishes, collects, and trains on data collection practices
- Participates in professional learning activities related to positive behavioral interventions, crises/de-escalation, prevention planning, and/or any other learning opportunities which further develop knowledge & skills

Additional requirements:

- Must pass criminal and background check
- Required participation in de-escalation and safety management trainings
- Willing to be involved in situations where students are experiencing crises/meltdowns
- Organizes and self-manages time during the work week in order to be available for student supports and/or scheduled instructional time
- Provides leadership to others through a calm and regulated approach to dealing with challenging behaviors
- Excellent communication skills
- Excellent documentation and organization skills
- Maintains regular attendance
- Performs all other duties as assigned by building level administration and/or employer

Physical Demands:

- Work is performed while standing, sitting, walking, running, and/or moving in a high paced environment
- Requires the ability to bend, squat, crawl, climb, push, lift, carry, push or pull light weights
- Requires the ability to participate in approved restraint and de-escalation training
- Requires the ability to work in small groups and/or 1:1 settings with “at-risk” students
- Requires the ability to navigate challenging behavior situations, safely