

**PLANO INDEPENDENT SCHOOL DISTRICT  
Job Description**

<b>Job Title:</b>	Behavior Instructional Intervention Specialist	<b>Wage Status:</b>	Exempt
<b>Reports To:</b>	Director Student, Family and Community Services – Student Management	<b>Pay Range:</b>	833
<b>Dept./School:</b>	Student, Family and Community Services	<b>Date Revised:</b>	5/3/2021

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**Primary Purpose:**

Collaborate with the Central Multi-Tiered Systems of Support Interventionist, Special Education Behavior Instructional Specialists, Multilingual Department, and school campus staff to provide support, training, and modeling/coaching and progress monitoring for general education staff in the area of positive behavioral interventions and supports for students.

**Qualifications:**

**Education/Certification:**

Bachelor's Degree in Education

Master's Degree in Education (preferred)

Valid Texas teaching certificate with required endorsements or training for subject and level assigned

**Special Knowledge/Skills:**

Knowledge of Federal, State, and Local Rules and Regulations for IDEA

In-depth knowledge of class-wide interventions and specialized instructional strategies for teaching students in the areas of behavior, social and emotional skills

Ability to provide staff development sessions in the area of behavior, social and emotional skills

Ability to work as a consultant to coach and model effective instructional, communication and behavior intervention strategies for students with behavior challenges and social and emotional learning

Excellent written and verbal communication skills

Strong organizational, communication, public relations, and interpersonal skills

Ability to problem solve

Project Management skills

**Experience:**

Minimum of three years as a classroom teacher

Minimum of two years implementing Positive Behavioral Interventions and Supports (PBIS) and Behavior RTI, and/or Problem Solving Models at the classroom, school, or district level

## **Job Title:** Behavior Instructional Intervention Specialist

Minimum of two years as an instructional coach

Minimum of two years developing and facilitating evidence based professional development

Previous experience working with students who have significant behavioral needs

### **Major Responsibilities and Duties:**

Managing, analyzing, utilizing student attendance, behavior and academic data (i.e., scoring probes, scheduling data collection, using collected data to drive student support) to ensure students at risk are receiving evidence based behavior interventions

Assist in preparing data for Federal reports utilizing student data in regards to evidence based interventions and progress of interventions

Actively progress monitors students receiving behavior interventions through random monthly audits of MTSS records to ensure compliance and adherence to district procedures, state guidelines, and federal regulations to provide training for Review 360 Behavior RTI plans and progress monitoring

Develops and/or coordinates Behavior Intervention staff development activities for school-based and district personnel that includes explicit training on, but is not limited to:

- Positive Behavior Interventions and Support Strategies and Techniques
- Classroom Management Basics to reinforce skills taught through Tier 2 and Tier 3 Supports
- Progress monitoring
- Levels of support with an emphasis on Tier 2 and Tier 3 Support
- Creating measurable goals

In collaboration with the MTSS Interventionist, provides training, consultation, coaching, and support to administrators, teachers, and school-based leadership teams to facilitate implementation of the Positive Behavior Interventions and Support framework with fidelity at the district and school levels

Works collaboratively with other departments to ensure alignment of practices and processes

Participate in Campus MTSS and Equity Committee (MEC) Meetings as requested to discuss Behavior Intervention Support

Providing direct services as follows:

- Training and ongoing coaching to school leadership teams and teachers on the MTSS framework
- Working to develop, implement, and sustain Positive Behavior Interventions and Supports within the MTSS Framework
- Analyzing and utilizing student and teacher data to guide data-based decision making and enhance direct instruction
- Supporting teachers in identifying student needs and providing appropriate interventions

Serves as a liaison between the school building and other District staff regarding Positive Behavior Interventions and Supports integration issues

Encourages and models skillful use of data to inform decision making

Serve as a daily resource to the campus administrators, teachers, parents/guardians, and community members regarding Positive Behavior Interventions and Support Integration

**Job Title:** Behavior Instructional Intervention Specialist

Provide technical assistance and support for Positive Behavior Intervention and Supports Integration and Sustainability

Assists Director of Student Management with monitoring the fidelity of implementation of Positive Behavior Intervention and Support

Maintains professional competence through professional reading and attending appropriate workshops, courses, and conferences in keeping with the needs of students and in accordance with district guidelines

Collaborate with campus staff to enhance their skills in the collection, maintenance, graphing, and analysis of students' academic and behavior data in order to monitor and evaluate student progress, intervention effectiveness, or other necessary progress documentation

Obtain and maintain Crisis Prevention Institute (CPI) training

Anticipate, manage, and resolve conflict effectively by employing effective interpersonal skills

Take the initiative to develop professional skills appropriate to job assignments

Demonstrate behavior that is professional, ethical, and responsible and serve as a role model for district staff

Follow all rules, regulations, and policies of Plano ISD and follow directives from supervisor

Follow attendance policy as assigned by supervisor

Perform other functions that may be assigned by the administration and/or supervisor

**Working Conditions:**

**Mental Demands:**

Ability to communicate effectively (verbal and written); interpret policy, procedures, and data; coordinate District functions; maintain emotional control under stress; work with frequent interruptions

**Physical Demands/Environmental Factors:**

Frequent district-wide and state-wide travel; occasional prolonged and irregular hours; frequent sitting, standing, stooping, bending, kneeling, pushing and pulling; prolonged use of computer and repetitive hand motions; occasional lifting up to 50 pounds

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**Acknowledgement:**

Any work related experience or additional education/training resulting in acceptable proficiency levels in the above-required knowledge, skills, and abilities may be an acceptable substitute for the above-specified education and experience requirements at the sole discretion of District Administration.

**Approved By:** W. Noel McBee, Compensation Coordinator **Date:** 5/3/2021

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The above statements are intended to describe the general purpose and responsibilities assigned to this job and are not intended to represent an exhaustive list of all responsibilities, duties, and skills that may be required. District administration and/or my supervisor has the right to add or change duties at any time. This job description supersedes all prior job descriptions for this position as well as rescinding all past and present job descriptions that do not reflect the current requirements of this position.

My signature below indicates I understand and acknowledge my job description.

**Employee Signature:** \_\_\_\_\_ **Date** \_\_\_\_\_