

**PLANO INDEPENDENT SCHOOL DISTRICT  
Job Description**

<b>Job Title:</b>	INSPIRE Program LSSP Clinical Program Lead	<b>Wage/Hour Status:</b>	Exempt
<b>Reports To:</b>	Special Education Director	<b>Pay Range:</b>	840
<b>Dept./School:</b>	INSPIRE Program Special Education	<b>Date Revised:</b>	03/02/2021

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**Primary Purpose:**

As an LSSP (school psychologist) for the INSPIRE Program responsibilities will include conducting psychoeducational assessment for students in the INSPIRE program; providing training and consultation support to program staff; supporting crisis prevention, response, and post-vention for INSPIRE program students and staff; and working with district and campus Special Education staff to support the needs of students in the INSPIRE program.

The responsibilities of the Clinical Team Lead will include coordinating the social, emotional, and behavior programming for INSPIRE, working with the program coordinator/administrators as part of the INSPIRE program leadership team to assist staff in implementing the program with fidelity, and provide leadership for the related services team who support the INSPIRE program.

The goal of the INSPIRE program is to create a safe educational community where students with significant needs in the areas of social, emotional, behavioral, and academic skillsets can stabilize to the degree that they are able to reintegrate back into the broader school community.

**Qualifications:**

**Education/Certification:**

Licensure (or license eligible and licensed by start date of employment) by the Texas State Board of Examiners of Psychologists as a Licensed Specialist in School Psychology

Master's Degree (required)

Doctorate (preferred)

Board Certified Behavior Analyst (BCBA or BCBA-D) (preferred)

CPI (or other crisis management program) certification (preferred)

**Special Knowledge/Skills:**

Working knowledge of federal laws, state guidelines, and local district policies

In-depth knowledge of specialized instruction options and strategies for teaching students with special needs in the area of behavior

Provide staff development sessions in the area of behavior and model effective instructional and teaching strategies for students with special needs

Knowledge of best practices for evaluation, consultation, and evidence-based intervention strategies/models

Strong written, organization, communication, and interpersonal skills

**Job Title:** INSPIRE Program LSSP Clinical Program Lead

**Experience:**

Minimum three (3) years of experience working with students with special needs in a school setting (clinical experience can be substituted if the application has school-based training and experiences)

Previous experience working with students who have more significant behavior needs

**Major Responsibilities and Duties:**

Assume responsibility for the organization and operation of work within the area of supporting students and staff working with special education students following federal program guidelines as directed by the district and as specified in 34 Code of Federal Regulations §300.208 (a)(1)

Provide leadership for the design and implementation of social, emotional, and behavior programming in the INSPIRE program

Lead the team of related service providers that support the INSPIRE program (including, Behavior Instructional Specialist, Special Education Counselor, In-Home Parent Trainer, Speech, Occupational Therapy, and Music Therapy)

Work collaborative with the other members of the INSPIRE program leadership team (program coordinators and district special education staff) to support the design and implementation of evidence-based strategies/interventions to meet the needs of special education students who demonstrate intensive behavior challenges

Provide program support through modeling strategies, developing classroom schedules, creating materials, demonstrating techniques, etc. for program or campus staff working with students with special needs in the area of behavior

Develop and provide consultation to program staff and students about evidence-based strategies and specialized behavior programming to meet students' social, emotional, behavioral, and academic needs

Support INSPIRE program staff in the development and implementation of FBA/BIP for students with behavioral needs

Collaborate with program and campus staff to support students entering the program and reintegrating to their sending campus

Monitor compliance with district proficiency standards and indicators

Provide support for teachers regarding instruction of students with special needs

Effectively implement educational programming in the least restrictive environment for students with severe disabilities through a well-defined system of universal, targeted, and individualized programming

Evaluate the intellectual, emotional, behavioral, and/or adaptive behavior functioning of referred students in the INSPIRE Program

Determine and utilize appropriate tests for evaluations, score and interpret test data, write psychological evaluation reports, and behavior management plans

Participate as member of local Admission, Review, and Dismissal committee as needed and when appropriate

Make recommendations for Special Education eligibility of students for special education programs on the basis of serious emotional disturbance and/or other disabilities

**Job Title:** INSPIRE Program LSSP Clinical Program Lead

Consult/meet with parents and outside service providers to support the needs of students with social, emotional, and/or behavioral problems, discuss behavior programming, student behavior progress, as well as evaluation results

Collaborate with program leadership team, parents, and program support staff to determine appropriate responses to student behavior in the classroom and implement discipline according to Board policies, administrative regulations, and the student's FIE/IEP

Attend MDR ARDs to review the student's FIE and a possible relationship between behavior and the student's disability

Obtain and maintain Crisis Prevention Institute (CPI) Texas Behavior Support Initiative (TBSI) training and participate as a member of the program Core Team

Assist the team and organize periodic practice of INSPIRE program's crisis response protocols

Facilitate debriefing as postvention for any program crisis events

Follow attendance policy as assigned by supervisor

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

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

**Supervisory Responsibilities:**

Provide leadership for the clinical/behavioral aspects of the INSPIRE Program and the related services team supporting the INSPIRE Program

**Working Conditions:**

**Mental Demands:**

Ability to communicate effectively (verbal and written); maintain emotional control under stress and in response to crisis situations

**Physical Demands/Environmental Factors:**

Occasional district wide travel; occasional prolonged and irregular hours; work with frequent interruptions; frequent standing, stooping, bending, kneeling, pushing, and pulling; use of computer and repetitive hand motions; lifting up to 50 pounds; willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan or district/program crisis protocols in the course of working with children with challenging behavior

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**Acknowledgment:**

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:** 03/02/2021

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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

**Job Title:** INSPIRE Program LSSP Clinical Program Lead

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:** \_\_\_\_\_