



SCHOOL – BEHAVIORAL SPECIALIST

SALARY RANGE: BASED ON EXPERIENCE

School Description:

Eugenio María de Hostos Charter School is in its 20th year of operation as a K-12 school, serving over 900 students. EMHCS offers a dual language program in grades K-2 and a Spanish Language Arts program for grades 3-12. Our school is fortunate to have staff, students and parents working together to create partnerships for learning.

Summary of Position:

The Behavior Support Specialist (BSS), in collaboration grade level colleagues will develop specialized behavioral interventions using the principles of Applied Behavior Analysis (ABA) and Positive Behavior Support (PBS) in order to address challenging behaviors. As well as support the acquisition and maintenance of adaptive life skills; ultimately increasing the individuals' self-sufficiency, and ensuring that all students demonstrate dramatic student achievement gains and internalize the school's values. This BSS will also help lead the school's efforts to create a positive, structured, consistent and caring school culture.

Responsibilities:

- Oversee the management of the school's reflection room and maintain documentation on activities.
- Serve as the point person for dealing with behavioral crisis-intervention and acute behavioral issues.
- Lead teams in developing adaptive behaviors that replace or modify challenging behaviors that are disruptive or destructive.
- Complete a Functional Behavioral Analysis (FBA) and guide teams in developing an individualized Behavioral Support Plan (BSP) within 15 days.
- Develop and promote consistent implementation of Behavioral Support Plan (BSP) and Crisis Intervention Plan(CIP) across the school.
- Provide coaching and assistance to staff to implement interventions stated in the BSP and to hold all students to high and consistent behavioral expectations.
- Act as a resource to teachers in their instructional practice, especially as it relates to issues of discipline, relationships with students, classroom management, and school culture.
- Provide 1:1 services to individual students when needed.
- Ensure FBA, BSP, and CIP are maintained and updated as needed.
- Work in collaboration with administration to stay informed on student discipline, conferences, and next steps to address student's behavior.
- Proactively circulating throughout classrooms and hallways during the day, to gain valuable context on student behavior and help support positive school culture.
- Work closely with the social workers to establish a positive, structured, achievement-oriented, and creative school culture.
- Modeling the school's values and the standard for professional behavior.
- Coordinating school culture messages at Community Meeting, helping to reinforce the effective use of a school-wide behavior plan.
- Mediate situations with the whole or small-group class as needed.
- Ensuring that behavioral expectations and school culture standards are met outside of the classroom as well as inside, including establishing and monitoring bus behavior/culture as well as cafeteria/ extended day behavior and culture.
- Any other duties as assigned by administration.

All employees of the Eugenio María de Hostos are expected to demonstrate:

- A commitment to the vision and mission of the school
- Acceptance, appreciation and respect for cultural diversity
- A commitment to continuous professional growth
- A commitment to work cooperatively and effectively with other staff members
- A sense of flexibility in working with an expanding school
- A commitment and passion for improving the education of children
- The ability to reflect on one's own performance

Education / Experience / Qualifications:

- Bachelor's or Master's degree is preferred.
- Minimum of two years of demonstrated experience supporting student behaviors.
- Experience working with the differently-abled population preferred.
- Knowledge of behavior modification and support planning preferred.
- Effective collaborative skills working with teachers, related service providers, students, families and community members.
- Excellent communication skills, both verbal and written. (Spanish Bilingual preferred but not required)
- Understanding an urban school environments and school culture.
- Willingness to attend trainings after the school day and/or during the summer on topics related to Crisis Prevention and Intervention, behavioral strategies, autism, instructional strategies and collaboration and turnkey to the staff.
- Belief in and alignment with EMHCS's core beliefs and educational philosophy.

Email Resume, Cover Letter and References to careers@emhcharter.org