

JOB DESCRIPTION

Job Title Climate and Behavior Specialist
Reports to Director Student Support Systems
Dept/School Whole Learner Support and Intervention

Job Title Code 160125EF
Wage/Hour Status Exempt
Pay Grade 103
Date Revised March 6, 2025

Primary Purpose

Assists Title I campus teams as a champion for positive and inclusive school environments. The role blends instructional, behavioral, and social-emotional knowledge to support students and staff in creating a thriving school community. Their primary focus is implementing and maintaining the district's PBIS framework, integrating SEL strategies to address challenging behaviors and fostering overall well-being to close educational achievement gaps.

Education/Certification

- Bachelor's Degree

Special Knowledge/Skills

- Knowledge of behavior disorders and intervention techniques applied behavior analysis, and data-driven decision-making.
- Knowledge in developing and implementing data collection systems, behavior intervention plans, and professional development sessions.
- Strong organizational, collaborative, interpersonal, communication, and public relations skills with a service-oriented mindset.

Experience

- Three (3) years teaching or related field experience (counselor, school psychologist, or behavior specialist)

Major Responsibilities and Duties

PBIS Implementation & Leadership

1. Data analysis and decision-making: Collect, analyze, and utilize data to monitor PBIS effectiveness and make informed decisions to refine interventions and strategies.
2. Professional development: Provide ongoing training and coaching for Title I school staff in PBIS implementation, including behavior management, data collection, and Tier 1, 2, and 3 interventions.
3. Curriculum and instruction: Collaborate with school staff to ensure embedded evidence-based SEL curriculum and instructional practices are integrated into daily routines and academic lessons.
4. Staff support: Offer guidance and resources to teachers and staff on effective SEL strategies, including classroom management, relationship-building, and self-regulation techniques.
5. Parent and community engagement: Develop and implement strategies to involve parents and community partners in the district's SEL efforts.

Direct Student Support

6. Consultation: Provide consultation and support to Title I school teams in developing and implementing behavior support plans (BSPs) for students with challenging behaviors.
7. Modeling and coaching: Model effective behavioral support strategies in classrooms and provide coaching for teachers on their implementation.
8. Crisis intervention: Offer support and strategies in de-escalating student behaviors and reintegrating students back into the classroom after incidents.

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System Implementation Analysis

9. Collect, analyze, and utilize data to monitor PBIS effectiveness and make informed decisions to refine interventions and strategies.
10. Develop and implement a system for tracking student behavior data, including office discipline referrals, suspensions, and other relevant metrics.
11. Utilize data to identify patterns and trends in student behavior, inform intervention strategies, and monitor progress towards goals.
12. Collaborate with school teams to develop data-driven action plans for improving school-wide and individual student behavior outcomes.

Communication and Community Relations

13. Maintain high customer service standards.
14. Participate in district and community activities.

Professional Growth and Development

15. Keep informed on the latest research trends and development for staff development training.

Supervisory Responsibilities

None

Physical and Mental Job Requirements

Mental Demands/Physical Demands/Environmental Factors

- Maintain emotional control under stress; occasional prolonged and irregular hours; frequent local, district and state travel.

Terms of Employment

192 days; salary to be established by the Board of Trustees

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved: _____
Job Title: _____
Date: _____

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Job Title: _____
Date: _____

My supervisor has reviewed this job description with me and has provided me with a copy.

Employee: _____
Date: _____

I have read and understood the contents of this job description. I acknowledge that my performance evaluation will be based on stated duties/responsibilities. I am also aware that my position is funded with external funds (State Compensatory Education or federal) and my job duties/responsibilities must comply with the respective Program requirements.

Employee Signature: _____

Date: _____



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I hereby certify the above information to be true and correct. The employee will be supervised to ensure the work performed by the individual listed above is compliant with respective Program requirements.

Supervisor Signature: _____

Date: _____

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El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, al 230-2031; preguntas sobre 504 tocante a estudiantes pueden ser referidas al oficial de 504 al, 230-2856.