



Providing leadership and support systems through teamwork with component districts to enhance student outcomes and lifelong learning.

### ONC BOCES is anticipating a need for a Behavior Specialist

People are the core of Otsego Northern Catskills BOCES. We believe in the well-being and happiness of our employees and take pride in taking care of our team members by providing exceptional benefits that support their overall quality of life. We know that employees that are happy and healthy help us to provide world-class opportunities for our students and districts.

The Behavior Specialist is a key member of our Special Education and Related Services team that provides support in relation to the behavior management of students with disabilities in the least restrictive environment within the BOCES and districts. The Behavior Specialist provides training, dissemination of information, consultation, and resources to teachers, administrators, and other related service providers to ensure our students are successful.

The ideal candidate for the Behavior Specialist position will have a proven track record of working with challenging students to improve their behaviors. They should also be familiar with a variety of evaluation tools and have experience administering functional behavioral assessments and creating behavior intervention plans. They should also have knowledge of the Multi-Tiered Systems of Support, the ability to collect and analyze data, and classroom and behavior management experience while working with students with disabilities.

Qualified candidates will have the below minimum Civil Service requirements:

Graduation from high school or possession of a high school equivalency diploma; AND

Graduation from a regionally accredited college or university or one accredited by the New York State Board of Regents with a Bachelor's degree, or higher, in Education, Counseling, Psychology or a closely related field, AND two (2) years of experience or its part-time equivalent in behavioral consultation and/or crisis training in an educational setting.

Note: Successful candidates must be eligible for or progressing towards Board Certified Behavior Analyst (BCBA) and obtain their BCBA credentials within one (1) year of appointment.

Salary: \$50,000—\$60,000 commensurate with education and experience

Paid holidays, generous sick time, NYS retirement, EAP, continuing education assistance, and exceptional insurance, including retiree health insurance, are available.

For more information, please contact: [humanresources@oncboces.org](mailto:humanresources@oncboces.org)

[www.oncboces.org/jobs](http://www.oncboces.org/jobs)

The Board of Cooperative Educational Services of the Sole Supervisory District of Otsego, Delaware, Schoharie and Greene Counties does not discriminate on the basis of race, creed, color, national origin, sex, sexual orientation, gender identity, religion, ethnicity, pregnancy, family status, age, marital status, genetic predisposition, military status, domestic violence victim status, disability and any other class protected by state or federal law in the educational programs or activities which it operates, including, but not limited to, access to facilities in accordance with the Boy Scouts of America Equal Access Act of 2001, 20 U.S.C. 7905, which requires equal access for the Boy Scouts of America and other designated youth groups to meet at public schools.



## **Reports to: Director of Special Education**

### **Essential Duties and Responsibilities:**

The following list is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee. Duties, responsibilities, and activities may change, or new ones may be assigned at any time, with or without notice. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

### **Primary Responsibilities:**

Organize, develop, collaborate, and provide oversight of Functional Behavior Assessments

Assist with the writing, development, implementation, and oversee Behavior Intervention Plans

Monitor, analyze, and track data in relation to FBAs, BIPs, and other counseling to make necessary modifications

Lead and implement training for staff on data collection, development, and execution of BIPs

Identify behavior patterns of students across programs

Oversee research, identify, develop, and lead a unified counseling program to address systematic approaches across grades and developmental spans to address pro-social behavior

Lead and train staff in data collection techniques

Monitor referral reason for ISS and OSS

Monitor and Develop proactive strategies for counseling behaviors leading to suspension

Model and implement behavior intervention strategies inside the classroom

### **Civil Service Job Description:**

This position involves providing training, dissemination of information, consultation and resources related to the behavior management of students with disabilities in the least restrictive environment to teachers of school age students and pre-school students with disabilities, general education classroom teachers, administrators, and related service providers. Work is performed under the supervision of the Special Education Administration. Does related work as required.

Duties include but are not limited to:

Provide oversight of Functional Behavioral Assessments.

Organize, develop, collaborate with component districts and Special Education Administrator on FBA format

Write, co-write, develop, implement, and oversee Behavior Intervention Plans for students with special education team.

Oversee development of all BIP's

Monitor collection of and record of all data on BIP's

Lead and implement training of staff on data collection, development, and execution of BIP's.

Model appropriate execution of BIP's.

Monitor and conduct regular review of BIP's. Meet with staff and administration on status.

Identify behavior patterns of students across programs: TLC, TRUST, BA, etc.

Oversee research, identify, develop, and lead a unified counseling program to address systematic approach across the grades and developmental span to address pro- social behavior.

Oversee and develop a system to evaluate the counseling program.

Direct, monitor, analyze, and track data in conjunction with counseling program and make modifications as needed.

Oversee the analysis strands of behavior across TLC, TRUST, BA, etc.

Oversee, design, develop, implement and write, specific behavior modification plans for students.

Model and implement behavior intervention strategies inside the classroom.

Oversee and provide training for teachers on implementation of behavior plans.

Oversee, develop, record, and analyze data associated with behavior plans.

Lead and train staff in data collection techniques.

Monitor referral reason for ISS and OSS.

Monitor and Develop proactive strategies for counseling behaviors leading to suspension.