

## SALEM-KEIZER PUBLIC SCHOOLS JOB DESCRIPTION

06/16	<u>CLASSIFIED</u>	2.12.31
Effective Date	<u>STUDENT BEHAVIOR RESOURCE</u>	Index
	Job Title	

### **Primary Function:**

Assists building administration in the planning, implementation and assessment of the schoolwide student management program and contributes to a positive school culture and climate.

### **Supervised By:**

School Administrator(s)

### **Essential Functions:**

- E-1 Supports individual students in developing strategies and skills, including conflict resolution, responsibility, and problem solving.
- E-2 Consults with, and assists, the school staff and parents in developing student behavioral expectations.
- E-3 Plans, develops, and implements individual student behavior contracts in collaboration with parents and building administrators.
- E-4 Acts as a resource for staff with discipline issues and/or assisting teachers in effective and culturally appropriate classroom management practices.
- E-5 Works with identified students for the purpose of modifying behaviors.
- E-6 Assists the administration in the implementation and evaluation of school-wide positive behavior procedures for all students.
- E-7 Assists the administration on disciplinary issues that may result in suspension and/or expulsion.
- E-8 Assists in developing programs and/or activities to promote positive student behavior as well as intervention strategies.
- E-9 Assesses, monitors, and provides feedback to students on their academic and/or behavioral progress as necessary.
- E-10 In collaboration with other building staff, collects and reviews data related to school positive behavior goals.
- E-11 Works in cooperation with the youth services team, if applicable, which may include the juvenile court system, community resource person and/or agencies that provide services for students and families. Keeps building staff up-to-date on students, as appropriate and as needed.
- E-12 Provides information on school behavior plans, programs, policies, and the role of Student Behavior Resource staff.

### **Additional Functions**

- A-01 Takes precautions to provide for the health and safety of all students.
- A-02 Takes precautions to secure and protect District material, equipment, and facilities.
- A-03 Participates in activities related to school functions and/or the educative process that occur outside the regular school day, in accordance with the collective bargaining agreement.
- A-04 Performs other duties as assigned.

### **Minimum Qualifications:**

#### **Required Qualifications:**

- a. Three (3) or more years of verified successful experience in implementing and supporting a behavior management program in a school or school district setting.
- b. Valid Oregon Driver's License
- c. Knowledge of child growth and development at assigned school level

**Recommended / Desired Qualifications:**

- a. Bachelor’s Degree or equivalent training, with experience or emphasis in youth development and/or behavior management
- b. Knowledge of teaching strategies, curriculum, and program materials

**Work Environment**

Subject to inside and outside environmental conditions with routine exposure to the weather including seasonal heat and cold. Subject to frequent loud noises in the environment.

**Physical Requirements**

Hearing and speaking to exchange information; seeing to perform assigned duties; sitting, standing and walking for extended periods of time; dexterity of hands and fingers to operate equipment; kneeling, bending at the waist, and reaching overhead, above the shoulders and horizontally, to retrieve and store files and materials, and lifting light objects.

Strength: Sedentary/Medium – Exert force to 10-25 lbs. frequently, and up to 10 lbs. constantly or a negligible amount of force frequently to lift, carry, push, pull or move objects. May be required to restrain a student using moderate strength (20-50 pounds push or pull) and MANDT techniques.

Intermittent bending, twisting, squatting kneeling, crawling, climbing stairs, reaching. On feet throughout the day. Work effectively in an environment which can be both physically and emotionally fatiguing.

Work with students who may exhibit aggressive assaultive behavior, as required of specific job assignment.

**Minimum Term of Employment:**

Dependent on the employee’s status and the terms of the current classified employee collective bargaining agreement.

**Salary Level:**

Placement on the current Salem-Keizer Public Schools classified employee salary schedule.

**Evaluation:**

Performance of this position will be evaluated according to the District’s process for evaluation of classified personnel.

**I am willing and able to perform the duties of this position as described in this job description:**

Signature: \_\_\_\_\_

Date \_\_\_\_\_

Print Name: \_\_\_\_\_