

## **Behavior Management Assistant II**

Job specifications are intended to present a descriptive list of the range of duties performed by employees in the classification.

### **Nature of Work**

This position requires a desire and ability to promote the pro-social choices of students, monitor/document student behavior, intervene to prevent inappropriate student behavior, and interact with students in a consistent manner.

Work involves the development of an effective personal relationship with students, which may require an unusual amount of patience, consistency, flexibility, tolerance and empathy on the part of the employee. Work requires the implementation of group and individual behavioral supports, procedures and programs. The employee is under the supervision of the clinical staff/teachers.

Provide multifaceted support to students in and out of the classroom to promote engagement in the learning process in the school setting.

### **Duties and Responsibilities:**

- Maintains student records and keeps accurate documentation pertaining to behavior management.
- Helps students to engage appropriately, process difficult situations, and achieve to high academic standards.
- Monitors student interactions, including times when a student may require an alternate location outside of the classroom.
- Utilizes de-escalation strategies and positive behavioral support with students.
- Implements and helps to develop behavioral support plans.
- Participates in meetings related to individual students and program development, some as requested by program supervisor/director may be mandatory.
- Performs related work as required.

### **Knowledge, Ability and Skills**

#### **Knowledge of:**

- ◆ Child/adolescent developmental stages

#### **Ability to:**

- ◆ Maintain confidentiality.
- ◆ Be firm and consistent.
- ◆ Be trained in and perform Crisis Prevention and Intervention techniques.
- ◆ Take initiative and be proactive.
- ◆ Assist in the physical restraint of elementary, middle, and high school students.

### **Minimum Education, Certification and Training / Experience**

- ◆ meet Federal requirements for an instructional classroom assistant including:
- ◆ possess a high school diploma or GED

#### **AND:**

- have an Associates Degree related to the field of education; **OR**
- completed at least 2 years of college (48 credit hours) related to education; **OR**
- completed and passed a RI certified Teacher Assistant Training Class (if not grand-fathered)

**AND** passed the ParaPro Assessment with a score of 461 or higher demonstrating competency in knowledge and instructional skills in reading, writing, and math.

- ❖ Must be of good character.
- ❖ Experience and demonstrated success working with at-risk students. Two letters of recommendation supporting this experience are required to be submitted with your request for consideration for this position.
- ❖ Individuals will be interviewed for this position; seniority will not be the only consideration.