



Job Title: Behavior Coach

Department: Federal Programs & Special Projects
Reports To: Site Principal
Grade: Teachers' Salary Schedule or BG-05 Depending On Teacher Certification
Number of Days: Teachers' Schedule + 5 Days
Security Access: N/A
Current Date: February 17, 2015
Overtime Status: Exempt

Position Summary: Provide assistance and support to students who display at-risk behaviors and to reduce lost instructional time due to behavior related issues. Increase teacher capacity to implement positive classroom management and behavior modification techniques within the classroom. Support parents in increasing positive discipline strategies.

Minimum Qualifications:

1. Bachelor's Degree, preferably in social work, psychology, child development, special education or closely related field.
2. Minimum of three years' work experience in education, social work, or mental health.
3. Current teaching certificate or licensure commensurate with position.

Responsibilities and Essential Functions: The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.

- Collaborate with school leadership to develop and implement a school wide positive behavior supports system to address the needs of all students, using a tiered intervention model.
- Collaborate with teachers and administrators to identify students in need of behavior intervention.
- Develop individual positive behavior intervention plans for identified students in collaboration with the classroom teacher using multiple data sources.
- Maintain documentation of student progress collaboratively with classroom teacher.
- Develop and deliver individualized and group professional learning experiences for teachers in best practices for classroom management, positive behavior support, and cultural competency.
- Model, coach, and observe implementation of positive classroom management techniques in the classroom.
- Develop and deliver learning experiences for parents in positive behavior techniques.
- Work directly with students at-risk and their parents to modify behaviors to reach successful outcomes.

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Sound knowledge of child development and behavior modification.
- Strong verbal and written communication skills.
- Willingness and ability to effectively collaborate with teachers, leaders, parents, students, and district personnel.
- Expertise in working with teams and individuals. Develop and implement school wide and individual positive behavior support plans.
- Collect and analyze data from a variety of sources, make recommendations and plans based on data, and evaluate results of data-driven plans.
- Communicate with at-risk students.
- De-escalate heightened student behavior and emotions.

Supervisory Responsibility:

- None

Working Conditions: Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Standard school environment.

Tulsa Public Schools is an equal opportunity employer and does not discriminate against persons because of age, race, color, creed, religion, disability, gender, ethnic or national origin, or veteran status. Tulsa Public Schools prohibits discrimination against individuals with disabilities and will reasonably accommodate applicants with a disability, upon request, and will also ensure reasonable accommodation for employees with disabilities.