



New:
November 28, 2017

JOB TITLE:	CERTIFIED BEHAVIOR INTERVENTION COACH
DIVISION:	ACADEMIC SERVICES
SALARY SCHEDULE/GRADE:	III
WORK YEAR:	187
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	
BARGAINING UNIT:	CERT

SCOPE OF RESPONSIBILITIES

The Behavior Intervention Team provides short-term crisis intervention for students with disabilities. The Behavior Intervention Coaches review students' Individual Education Plans (IEP) and progress data; conduct student observations; and model appropriate behavioral strategies. These coaches will work with schools and teachers to support students.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

Provide short-term crisis intervention within the classroom
Participate in and maintain certification in district approved de-escalation and crisis management training
Review/collect/analyze ongoing student progress data including IEP, FBA, BIP, etc. in collaboration with the ECE and classroom teachers
Model calming, de-escalation and positive strategies for behavior intervention
Assist school staff in determining antecedents (triggers) and consequences associated with the targeted behavior(s)
Assist school staff in conducting the Functional Behavior Assessment (FBA) and develop the Behavior Intervention Plan (BIP)
Coach school staff in implementing the BIP (instructional and management strategies), specifically daily teachers and staff
Build school staff capacity and provide follow up services., collaborating with outside agencies and families
Comply with policies, rules and regulations of the school district and of any state/federal regulatory agency where appropriate.
Perform other duties assigned by designated administrator.

PHYSICAL DEMANDS

At times the work is primarily sedentary, however it will require the ability to model and demonstrate Safe Crisis Management techniques and strategies. It requires the ability to communicate effectively using speech, vision, and hearing. The work at times requires bending, squatting, climbing, reaching with the ability to lift, carry, push, or pull light to heavy weights. The work requires the use of hands for grasping and fine manipulations.

MINIMUM QUALIFICATIONS

Master's degree with valid Kentucky teaching certificate
Kentucky certification in learning and behavior disorders
Five (5) years of successful teaching experience
Consultant Certification once selected for the position

DESIRABLE QUALIFICATIONS

The person must be certified to utilize the district approved de-escalation and crisis management training.



New:
November 28, 2017

JOB TITLE:	SAFE CRISIS MANAGEMENT RESOURCE TEACHER
DIVISION:	ACADEMIC SERVICES
SALARY SCHEDULE/GRADE:	III
WORK YEAR:	195 DAYS
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	
BARGAINING UNIT:	CERT

SCOPE OF RESPONSIBILITIES

Assists with the planning, implementation and administration of Safe Crisis Management to meet the requirements of KAR 7:160, the use of restraint and seclusion in school settings, and other regulations set forth by the Kentucky Department of Education. Conducts training on de-escalation strategies and models effective classroom techniques when applicable. Monitors and maintains efficient record keeping related to Safe Crisis Management certifications and trainings. Analyzes restraint and seclusion data to determine trends and patterns for on-going training and support.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

Assists with coordination and supervision of the Safe Crisis Management training program

Assists with on-going training of Safe Crisis Management

Responsible for the coordination and supervision of training in the area of behavior management, positive behavioral supports, de-escalation strategies, and physical assists to school personnel identified by school administration in Safe Crisis Management

Ensures school and district compliance with the requirements of KAR 7:160

Responsible for all district Safe Crisis Management training

Evaluates and makes recommendations to assist District decision-making regarding the use of restraint and seclusion

Maintains accurate records on the program and provides data to appropriate personnel

Assists with tracking data and preparing reports, records and documentation required

Models, assists and collaborates with teachers on classroom strategies and behavior management techniques

PHYSICAL DEMANDS

At times the work is primarily sedentary, however it will require the ability to model and demonstrate Safe Crisis Management techniques and strategies. It requires the ability to communicate effectively using speech, vision, and hearing. The work at times requires bending, squatting, climbing, reaching with the ability to lift, carry, push, or pull light to heavy weights. The work requires the use of hands for grasping and fine manipulations.

MINIMUM QUALIFICATIONS

Master's degree with valid Kentucky Teaching Certificate

Five (5) years successful teaching experience

Safe Crisis Management Certification

Consultant Certification once in position

DESIRABLE QUALIFICATIONS

Proven Leadership ability

Experience with diverse populations



New:
November 28, 2017

JOB TITLE:	MULTI-TIERED SYSTEMS OF SUPPORT DIRECTOR
DIVISION:	ACADEMIC SERVICES
SALARY SCHEDULE/GRADE:	IV/GRADE 10
WORK YEAR:	260 DAYS
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	
BARGAINING UNIT:	CERX

SCOPE OF RESPONSIBILITIES

This position is responsible for coordinating and implementing a Multi-Tiered System of Support model in the school settings and districtwide. The MTSS Director will assist with academic and behavior interventions to support high quality instruction for all students, and to meet students' individual needs, utilize measurement tools for various levels of assessment, maintain professional competence through professional reading and attending appropriate workshops, courses, and conferences in keeping with the needs of students, and conduct short-term and long-term planning of MTSS. The MTSS Director will align planning to the district's strategic plan, supervise and support multiple role groups to assist with implementation of MTSS, and the district's vision and state and federal requirements, monitoring and evaluating the efficiency of programs within the department.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA

Provides training, consultation, and support to administrators, teachers, and school-based leadership teams to facilitate implementation of a Multi-Tiered System of Supports (MTSS) at the district and school levels (e.g. observations, feedback, modeling, implementation of a reading universal screener, interpreting data and other supportive assistance necessary to implement a Multi-Tiered System of Supports)

Monitors the fidelity of implementation of MTSS at the school level including both academic and behavior support systems

Maintains effective and timely written and oral communication with parents, staff and other school personnel

Coordinates MTSS staff development activities for school-based and district personnel and attends all professional development and district-level MTSS meetings

Encourages and models skillful use of data to inform decision making

Maintains cooperative and positive working relationships with parents, staff, and other district personnel

Works collaboratively with various district departments

Serves as requested on district committees.

Performs other duties as assigned by the Assistant Superintendent Academic Achievement Area 5

PHYSICAL DEMANDS

The work is performed while standing and walking. It requires the ability to communicate effectively using speech, vision, and hearing. The work requires the use of hands for simple grasping and fine manipulations. The work at times requires bending, squatting, reaching, with the ability to lift, carry, push, or pull light weights.

MINIMUM QUALIFICATIONS

Master's degree with valid Kentucky Teaching Certificate

Kentucky Professional Certification in Administration and Supervision

Five(5) years of successful teaching experience

DESIRABLE QUALIFICATIONS

Proven leadership ability

Experience with diverse populations

Experience in planning, developing, and implementing professional learning programs



New:
November 28, 2017

JOB TITLE:	MULTI-TIERED SYSTEMS OF SUPPORT RESOURCE TEACHER
DIVISION:	ACADEMIC SERVICES
SALARY SCHEDULE/GRADE:	III
WORK YEAR:	195 DAYS
FLSA STATUS:	EXEMPT
JOB CLASS CODE:	
BARGAINING UNIT:	CERT

SCOPE OF RESPONSIBILITIES
This position is responsible for analyzing data collected through teaching and learning, and to provide both prompt reflection/support and constructive feedback to school personnel for both academics and behavior. The purpose of this position is to provide technical support and coaching for school teams; to provide professional development and support for schools in order to organize and maintain support teams; organize support systems; provide classroom management support for teachers; organize effective individual student intervention strategies in both academics and behavior; assist with data collections, analysis and evaluation; monitor the effectiveness of campus support efforts and outcomes, and coordinate support efforts across schools, vertical teams, and the district.

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA
Assist in the coordination of a multi-tiered system of support with consistent standards and best practices to ensure equitable support needed by schools to address the needs of all students
Provide professional development in a variety of formats, including follow-up support
Provide school personnel with prompt reflection/support and constructive feedback
Work in a collegial manner to provide support and feedback through model teaching, side by side teaching, mentoring and coaching as needed to teachers
Support school/district staff in the development, implementation, and sustainability of academic and behavior school programs such as social emotional learning, trauma informed practices, etc.
Provide coaching to school staff for academic and behavior interventions
Develop training materials to support job-embedded professional development
Maintain and document regular communication, including problem-solving, with school teams, leaders and school principals to ensure the effectiveness of school based programs
Assist campuses in collecting, analyzing, and evaluating data in order to establish goal setting for students in a proactive manner
Analyze student data and effective implementation of evidence-based interventions for students for both academics and behavior
Performs other duties as assigned by the Multi-Tiered System of Support Director.

PHYSICAL DEMANDS
The work is performed while standing or walking. It requires the ability to communicate effectively using speech vision, and hearing. The work requires the use of hands for simple grasping and fine manipulations. The work at times requires bending, squatting, crawling, climbing, reaching, with the ability to lift, carry, push, or pull light weights.

MINIMUM QUALIFICATIONS
Master's degree with valid Kentucky Teaching Certificate
Five (5) years successful teaching experience
Consultant Certification once selected for the position
Ability to work successfully with diverse groups

DESIRABLE QUALIFICATIONS
Demonstrated leadership ability
Demonstrated ability to write distinctly and organize data
Experience in planning, developing, and conducting in-service programs.