

Recommendation for Amendment

Position: Behavior Coach

Recommended Action

Approve an amendment to the Behavior Coach job description to allow the position to be designated as Certified or Classified, based on the qualifications and credentials of the individual selected for the role, and to confirm the position is employed on a 205-day contract.

Rationale

The duties and responsibilities of the Behavior Coach include direct involvement in student discipline, behavior intervention, data analysis, progress monitoring, and job-embedded professional development related to classroom management and culturally responsive practices. These responsibilities may be appropriately fulfilled by either a certified educator with advanced training and instructional expertise or a highly qualified classified employee with demonstrated experience in behavior management and student supervision.

Providing flexibility in the designation of this position will allow the district to recruit and retain the most qualified candidate while ensuring alignment with district needs, staffing availability, and budget considerations. Compensation and evaluation will align with the applicable certified or classified salary schedule and evaluation policy, consistent with the employee's credentials.

Amendment Details

- The Behavior Coach position may be filled as either:
 - Certified, when the selected candidate holds appropriate certification and meets certified personnel qualifications; or
 - Classified, when the selected candidate does not hold certification but meets experience and skill requirements for the role.
- The position will be employed for 205 days annually.
- Salary placement and evaluation procedures will follow the applicable Certified or Classified policies and salary schedules adopted by the Christian County Board of Education.

Terms of Employment (Revised)

Employment for 205 days, with salary to be determined by the adopted Certified or Classified salary schedule of the Christian County Board of Education, based on the qualifications of the individual hired.

Evaluation (Revised)

Performance of this job will be evaluated in accordance with Board policy on Evaluation of Certified or Classified Personnel, as applicable, and conducted by the Principal.

POSITION:	BEHAVIOR COACH
POSITION SUMMARY:	The Behavior Coach works with the Principal in carrying out the school's discipline and behavior programs. The Behavior Coach will model behavioral interventions: To assist with data analysis and progress monitoring for behavioral intervention; To provide job-embedded professional development on positive, proactive student behavior, classroom management and culturally responsive teaching at the school building level.
QUALIFICATIONS/ REQUIREMENTS:	<ol style="list-style-type: none"> 1. Rank II/Master's Degree and three to five years of teaching experience recommended 2. Thoroughly knowledgeable in effective classroom management practice 3. Possess good presentation, communications, organization, initiative and positive people skills
REPORTS TO :	Principal
SUPERVISES:	N/A
PERFORMANCE RESPONSIBILITIES:	<ul style="list-style-type: none"> ❖ Assist school administrator with investigating student complaints and grievances ❖ Assist school administrator with interviewing students and witnesses in disciplinary investigations ❖ Monitor minor infractions in the form of progressive discipline such as detentions, classroom referrals, and in-school suspension ❖ Maintains disciplinary records required by policy, regulation, law or good practice ❖ Assist Principal with disciplinary procedures in accordance with district policies and state laws; confers with students, parents, teachers and law enforcement ❖ Responds to and resolves parents, student, and staff concerns and complaints relating to behavior ❖ Supervises students on campus before and after school; monitors students during lunch and passing periods ❖ Instructs students in appropriate behavior ❖ Works with the Principal to establish a safe and secure cultural environment for students
TERMS OF EMPLOYMENT:	Employment for 195 days, with salary to be determined by the adopted teacher and administrative salary schedule of the Christian County Board of Education.
EVALUATION:	Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Certified Personnel. Evaluations will be conducted by the Principal.