

BEHAVIORAL SPECIALIST**NATURE OF WORK**

This is professional work in behavior management of pre-school children, training for staff and parents, case management including referral for psycho-educational and mental health services. An employee in this position is responsible for developing, modeling interventions and monitoring the child's progress and linking parents/families to mental health and/or psycho-educational services. Successful experience working with pre-school age children with behavioral concerns.

The work involves linking parents/families to community services, providing support, making referrals and following up on referrals, designing and implementing classroom behavior support plans, providing mental health and behavioral management education to parents and staff, planning and consulting with the contracted mental health professionals and Mental Health Coordinator.

This work is performed under the supervision of the Inclusion Supervisor and is reviewed through conferences, reports and evaluations of program effectiveness.

EXAMPLES OF WORK

Provides behavior management training and on-site technical assistance to the centers, contracted sites and VPK sites. Provides in-home monitoring and training to assure consistency between parents and teachers. Teaches effective parenting skills.

Provides direct leadership in managing the behavior of children and crisis management.

Participates in the Multi-disciplinary Team Meetings, individual and staff conferences, meetings and other appropriate meetings, as necessary.

Conducts appropriate assessment when necessary for children enrolled in VPK.

Performs case management services when appropriate through referrals to mental health service providers, psycho-educational services and other appropriate community agencies and resources. Provides parent support to access necessary resources.

Develops and monitors Behavioral Support Plans for children with concerns in the classrooms. Assists the teacher with understanding and implementing the Behavior Support Plan.

Performs crisis intervention activities when necessary.

Assists with conducting training for the child's parents and teachers.

Conducts general classroom and individual observations in the Head Start Centers contracted and VPK sites as needed.

Reviews Behavior Support Plans written for children with behavior concerns in Early Head Start.

Performs related work as required.

BEHAVIORAL SPECIALIST - CONT'D**REQUIRED KNOWLEDGE, SKILLS AND ABILITIES**

Knowledge of behavior management techniques for the classroom.
Knowledge of child developmental stages.
Ability to establish and maintain effective working relationships with diverse parents, staff and community residents.
Ability to express ideas clearly, both orally and in writing.
Knowledge of mental health and psycho-educational services.
Understanding of low-income families, cultural differences and group dynamics.
Ability to establish and maintain effective working relationships with parents, staff, mental health providers and community agencies.
Experience developing Behavior Intervention Support Plans for pre-school children.

MINIMUM ENTRANCE REQUIREMENTS

Bachelor's degree in Educational psychology, (Learning Specialist, School Behavior Specialist, or Gifted and Creative Education) mental health counseling, special education, social work or other related human services degree and certification as a Behavior Analyst. Three years experience in mental health services for children; or working with pre-school age children with mental or behavioral disabilities; or experience developing Behavior Support Plans for pre-school children; or any equivalent combination of related training and experience.

10/2008