



**Job Title:** Behavior Specialist

**Department:** Exceptional Student Services

**Reports To:** Director of Exceptional Student Services

**Starting Salary:** \$52,000 commensurate with experience and certifications

## **Position Overview**

EDUPRIZE is the original charter school in Arizona, the only six-time awarded A+ charter school, and fully accredited with Cognia. We are committed to excellence at EDUPRIZE by working in partnership with families to foster a personalized learning environment where all students are known, valued, and thrive. EDUPRIZE looks for employees who have a strong commitment to our mission and values, and a passion for promoting quality education.

The Behavior Specialist supports students whose behavioral, social-emotional, and self-regulation needs impact their success at school. This role works collaboratively with administrators, teachers, service providers, paraprofessionals, families, and ESS staff to develop and implement behavior intervention plans, provides specially designed instruction, provides social skills support to students, coaches and consults staff, supports positive behavior strategies, monitors student progress related to BIP's, and helps create safe and supportive learning environments for students with behavioral needs.

## **Key Responsibilities/Essential Functions**

- Provide specially designed instruction and behavioral support for students with social-emotional, behavioral, and self-regulation needs.
- Develop and implement IEP goals, behavior intervention plans (BIPs), social skills instruction, and individualized behavior supports.
- Collect and analyze student data to monitor progress and guide interventions.
- Provide direct support through individual, small group, classroom-based, and social skills instruction.
- Implement positive behavior supports, de-escalation strategies, structured routines, and classroom management systems.
- Maintain compliant special education documentation, including IEPs, progress reports, behavior data, and service logs.
- Collaborate with teachers, paraprofessionals, administrators, related service providers, and families to support student success.
- Coach and consult with staff regarding behavior strategies, classroom supports, student interventions, and data-based decision-making.
- Participate in IEP meetings, evaluations, manifestation determinations, and other special education meetings as assigned.



## Qualifications

- Required Certification: Valid Arizona Special Education Teaching Certificate, Licensed Clinical Social Worker (LCSW), or Professional Licensed Counselor (PLC) certification required.
- Bachelor's degree in Special Education or related field required; Master's degree preferred.
- Experience working with students with behavioral and social-emotional needs preferred.
- Knowledge of IEP development, behavior intervention strategies, positive behavior supports, data collection, and special education compliance.
- Strong communication, collaboration, organization, and problem-solving skills.
- Training or experience in crisis prevention, de-escalation, and behavior intervention preferred.
- BCBA certification or ABA coursework preferred but not required.

## Preferred Skills

- Knowledge of IEP development and behavior intervention plans (BIPs)
- Strong skills in data collection, analysis, and progress monitoring
- Experience with positive behavior supports, de-escalation strategies, CPI, and classroom management
- Ability to coach and collaborate with teachers, paraprofessionals, and staff
- Strong communication, organization, and problem-solving skills
- BCBA coursework or certification preferred but not required

## Working Conditions

- Work is performed in school settings.
- Position may involve supporting students during behavioral escalation or crisis situations in accordance with district procedures and training.
- May require sitting, standing, walking, bending, lifting light materials, and occasional meetings outside the regular school day.
- Ability to navigate complex situations with professionalism and problem-solving.
- Ability to manage multiple priorities and deadlines