



Annandale Public School District 876

JOB DESCRIPTION

Position Title:

ADSIS Behavioral Intervention Specialist

Department:

Certified

Unit:**Immediate Supervisor:**

Building Principal

Grade Placement:

AEA Contract

FLSA Status:

Exempt

Job Summary:

Under the direction of the Building Principal, the Behavior Intervention Specialist supports high school students by implementing targeted behavioral and social-emotional interventions. This role aims to reduce discipline referrals, increase student engagement, and promote a positive school climate through a Multi-Tiered System of Supports (MTSS) and the Alternative Delivery of Specialized Instructional Services (ADSIS) framework.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develop and monitor individual behavior intervention plans for identified students, working in partnership with case managers to provide support to specialized instruction, skill instruction, and behavioral data collection.
- Collaborate with teachers, counselors, administrators, and families to coordinate support strategies.
- Provide direct services to students (individual and small group) to enhance behavior regulation, social-emotional learning and executive functioning.
- Analyze student data (behavior, attendance, engagement) to measure impact and guide next steps.
- Implement proactive and positive behavior support strategies throughout the school.
- Serve as a member of student support teams, contributing to data-informed decisions.
- Support teachers with coaching, modeling and training in trauma-informed practices, restorative practices, culturally responsive behavior interventions.
- Maintain detailed documentation and comply with ADSIS program requirements.
- Alternative to suspension program: Implement an alternative to suspension program for AHS students. The teacher will help student(s) academically and assist in processing student behaviors.
- Behavioral Processing: Teach students the skills needed to be successful in areas of decision-making, anger management, conflict resolution and problem solving.
- Restorative Justice Principles: Provide restorative justice opportunities through community service, mediation and other strategies. The teacher will help empower

students to take responsibility for their behaviors; restore the relationships with staff/students that may be broken; and work toward future problem solving skills.

- Staff: Model evidence-based behavioral strategies for instructional staff. Work with the leadership team to plan and deliver staff development in the area of behavioral intervention skills.
- 504 Coordinator: Provide support/interventions for students on a 504. Maintain 504's and necessary data.
- Supervision: Assist in supervision as needed but could include before and after school and during the flex lunch. Facilitate after school homework help with the student and his/her teachers.
- Lunch Detention: Monitor students and consult with teachers to ensure students are academically productive during this time.

EDUCATION AND KNOWLEDGE REQUIREMENTS

Education Training and Experience Requirements:

- Bachelor's degree in Education

License/Certification Requirements:

- Secondary MN State Teaching License or Counseling License

Knowledge required to perform the essential functions of the job:

- Knowledge of academic, behavior and attendance intervention strategies
- Knowledge of child development theories and development stages and needs.
- Knowledge of school cultures and values.
- Knowledge of Positive Behavior Intervention and Supports (PBIS).
- Knowledge of SPED and Sped Law.
- Knowledge of County attendance regulations.
- Knowledge of community resources, including social services and mental health.
- Knowledge of district procedures and policies governing building administration and management.

WORK SKILLS AND CHARACTERISTICS

Skills required to perform the essential functions of the job:

- Ability to effectively interact and communicate with students, parents, staff, administrators and other educational professionals to best meet the needs of students.
- Skilled in establishing and maintaining effective working relationships with employees, supervisors, and building staff.
- Skilled in working with students with behavior needs and student behavior management/disciplinary techniques and conflict resolution strategies.
- Skilled in information collection, decision-making and problem solving.
- Skilled in the writing of 504 plans.

PHYSICAL REQUIREMENTS

Physical requirements associated with the position can be best summarized as follows:

Sedentary work. Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.