

FLEMINGTON-RARITAN REGIONAL SCHOOLS

JOB DESCRIPTION

TITLE: Behavioral and Crisis Interventionist

QUALIFICATIONS:

1. New Jersey Certificate as a School Counselor, School Social Worker or School Psychologist *or* licensed Clinical Social Worker
2. Experience with de-escalation and crisis intervention techniques
3. Experience developing, implementing and refining behavioral intervention plans
4. Experience with small group and individual counseling and skill instruction

REPORTS TO: Building Principal and/or Director of Special Services

JOB GOAL: The Behavioral and Crisis Interventionist equips students and staff with the necessary knowledge and skills to assist students in achieving positive social, emotional, and behavioral development within the school environment and availing a bridge between home and school.

PERFORMANCE RESPONSIBILITIES:

1. Implement all school and district-wide rules, regulations, and board policies.
2. Demonstrate an awareness of and commitment to the district's philosophy of education.
3. Cooperate with co-workers and administration in helping to foster a positive public image of our programs and practices.
4. Provide improved ways and means to achieve program objectives.
5. Prepare and submit required reports on programming recommendations.
6. Design and oversee implementation of situational appropriate crisis prevention and intervention plans as well as constructive classroom management techniques.
7. Evaluate the effectiveness of behavior management plans.
8. Assist in the development of social goals for students and train staff to implement social skills programs.
9. Advocate for appropriate programs and services for classified students by articulating with colleagues and parents.
10. Assist and participate with the Child Study Team, teachers, and parents in the development of individual education plans which reflect the individual needs interests, and abilities of each student.
11. Develop, implement, and train staff on behavior modification plans.
12. Educate staff on topics such as prompting procedures, reinforcement procedures, shaping, chaining, generalization, photographic activity schedules, social stories, and augmentative communication systems.
13. Assist teachers in their understanding of the individual needs of students.
14. Participate in providing staff development activities for teachers to improve their skills in behavior management strategies.

15. Monitor and assess the progress of students on a regular basis and communicate through student conferences, parent conferences and established reporting procedures.
16. Conference with parents concerning specific behavioral situations involving their children.
17. Respond to crisis situations in school where students are emotionally escalated and may be disruptive to learning or unsafe for self or others;
18. Utilize data collected to devise individualized behavioral intervention plans for specific student goals.
19. Manage, track and analyze data compiled regarding behavioral goals;
20. Refine and revise behavioral goals and interventions;
21. Provide social skills, emotional regulation coaching, and problem solving skills to Tier 3 students on a weekly basis through individual and group counseling;
22. Provide consultation and/or coaching for teachers regarding proactive and responsive interventions for students;
23. Collaborate with Behavioral Disabilities teachers to ensure the social skills curriculum taught in classes and groups is cohesive and meeting the needs of students;
24. Assist Behavioral Disabilities teachers in implementation of the overall classroom behavioral system.
25. Provide parent outreach and communication;
26. Any other duties as assigned by the direct supervisor.

TERMS OF

EMPLOYMENT:

Salary for a 10 month and work year to be determined by the Board. Salary for a ten-month work year subject to negotiations between the FREA and the Board of Education.

EVALUATION:

Performance of this job will be evaluated annually in accordance with the board's policy on evaluation of certified staff in writing by the School Principal or his/her designee.

APPROVED BY: _____

Board of Education

DATE: 6/13/24