SCHOOL DISTRICT OF ALACHUA COUNTY

TEACHER, BEHAVIORAL RESOURCE (BRT)

JOB DESCRIPTION

JOB CODE:	610200, 610201, 610202, 610203, 630122	**BARGAINING UNIT ELIGIBILITY:**	Yes
FLSA:	Exempt	**SALARY SCHEDULE:**	Instructional

QUALIFICATIONS:

(1) Bachelors degree from an approved accredited educational institution.
(2) Certification or qualified in accordance with Florida Statutes and State Board Rules.
(3) Minimum of three (3) years successful teaching experience preferred.
(4) Meet Federal Highly Qualified Guidelines, as applicable.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge and understanding of child development and the unique needs and characteristics of students served. Knowledge of current research and practices related to student behavior management. Ability to read, interpret and follow State Board rules, Code of Ethics, School Board policies and the appropriate state/federal statutes. Knowledge and understanding of the *Code of Student Conduct*. Ability to establish and maintain effective working relationships with students, families, staff and community support agencies. Ability to handle students' behavioral issues and concerns with sensitivity and tact. Ability to maintain confidentiality. Skill in oral and written communication with students, parents and others. Ability to maintain appropriate student supervision so that students have a safe and orderly environment in which to learn.

REPORTS TO:

Principal

JOB GOAL

To assist the Principal with the development, implementation and coordination of the student behavior-management program for the school.

SUPERVISES:

Assigned Personnel

PERFORMANCE RESPONSIBILITIES:

*(1) Assist in development and implementation of preventive discipline plan.
*(2) Provide assistance to administrator, teacher and staff for behavioral management.
*(3) Serve as home/school liaison.
*(4) Encourage parent involvement in the implementation of student behavior-management strategies.
*(5) Participate in the implementation and/or design of a school-wide student behavior-management plan including discipline.
*(6) Manage the discipline referral process.
*(7) Advise students on appropriate school behavior and follow-up with parents and teachers on results.

TEACHER, BEHAVIORAL RESOURCE (BRT) (Continued)

*(8) Assist administration as an additional resource for classroom management and appropriate student behavior, provide teacher inservice as needed.
*(9) Provide supervision for students before and after school, in the hallways and in the lunchroom.
*(10) Serve as a member of the educational learning team, student support services team and IEP committee as required.
*(11) Conduct staff development activities related to student behavior-management.
*(12) Perform Teacher In Charge duties when Principal is off campus, as assigned.
*(13) Communicate effectively, orally and in writing with other professionals, students, parents and community.
*(14) Collaborate with students, parents, school staff and other appropriate persons to assist in meeting student's needs.
*(15) Provide accurate and timely information to parents and students about academic and behavioral performance of students.
*(16) Work with other teachers in curriculum development, special activities and sharing ideas and resources.
*(17) Recognize overt indicators of student distress or abuse and take appropriate intervention, referral or reporting actions.
*(18) Engage in continuing improvement of professional knowledge and skills, including instructional methodology, learning theory, curriculum trends and content.
*(19) Assist others in acquiring knowledge and understanding of particular area of responsibility.
*(21) Conduct personal assessment periodically to determine professional development needs with reference to specific instructional assignment.
*(22) Develop and implement a Professional Development Plan annually in accordance with State and district requirements.
*(23) Act in a professional and ethical manner and adhere at all times to the Code of Ethics and Principles of Professional Conduct.
*(24) Demonstrate punctuality and regular attendance.
*(25) Maintain confidentiality of student and other professional information.
*(26) Comply with policies, procedures and programs.
*(28) Support school improvement initiatives by active participation in school activities, services and programs.
*(29) Ensure that student growth/achievement is continuous and appropriate for age group, subject area and/or student program classification.
*(30) Perform other incidental tasks consistent with the goals and objectives of this position.
*(31) Foster student responsibility, appropriate social behavior, integrity, appreciation of cultural diversity, and respect for self and others by role modeling and learning activities.
*(32) Communicate effectively, orally and in writing, with other professionals, students, parents and community.
*(33) Provide accurate and timely information to parents and students about behavioral performance of students.
*(34) Write or participate in the formation of student IEP or 504 Plans or any other learning plans based on individual student needs.
*(35) Collaborate with students, parents, school staff and other appropriate persons to assist in meeting student needs.

TEACHER, BEHAVIORAL RESOURCE (BRT) (Continued)

*(36) Maintain professional appearance in dress and grooming.
*(38) Manage materials and equipment effectively.
*(39) Instruct and supervise the work of volunteers and aides when assigned.
*(40) Supervise students at all times to ensure a safe and orderly environment.
*(41) Maintain accurate and complete records in accordance with established procedures.
(42) Perform other duties as assigned.

**Essential Performance Responsibilities*

PHYSICAL REQUIREMENTS:

Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force and/or up to 10 pounds of force as needed to move objects.

TERMS OF EMPLOYMENT:

- Salary and benefits shall be paid consistent with the Board's approved salary schedule.
- Length of the work year and hours of employment shall be those established by the Board.

EVALUATION:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Job Description Addendum No. 10

Adopted: 7/20/10