



Job Title: Intervention Specialist

Department: Exceptional Student Support Services

Reports To: Executive Director of Exceptional Student Support Services

Grade: Teachers' Salary Schedule or BG-05 depending on teacher certification

Number of Days: Teachers' Schedule + 5 Days

Security Access: Site level

Overtime Status: Exempt

Last Revised Date: August 20, 2019

Mission and Vision: Tulsa Public Schools is the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers and life. Our mission is to inspire and prepare every student to love learning, achieve ambitious goals and make positive contributions to our world.

Core Values: Our core values guide how we work and interact with each other at every level of the organization. We embrace and embody these values every day:

- **Equity:** All children deserve the opportunity to develop their full academic and social potential. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices.
- **Character:** We are honest, trustworthy and have high standards of behavior. We do the right thing even when it is hard. While we do not always agree, we treat one another with kindness and respect.
- **Excellence:** We work hard together and expect a lot of one another because high standards produce exemplary knowledge, skills, abilities and mindsets.
- **Team:** We care for one another, support the personal and professional development of one another, and work together to improve our community
- **Joy:** Joy at school and at work makes us more productive, because when we create, innovate and imagine, our motivation grows. We want to ensure that everyone knows the excitement that comes from working deeply on a problem, task or concept and experiencing breakthrough moments.

Position Summary: Provide assistance and support to students who display at-risk behaviors and to reduce lost instructional time due to behavior related issues. Increase teacher capacity to implement positive classroom management and behavior modification techniques within the classroom. Support parents in increasing positive discipline strategies.

Minimum Qualifications:

- Bachelor's Degree, preferably in social work, psychology, child development, special education or closely related field
- Minimum of three years' work experience in education, social work, or mental health
- Current teaching certificate or licensure commensurate with position

Responsibilities and Essential Functions: The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.

- Collaborate with school leadership to develop and implement a school wide positive behavior supports system to address the needs of all students, using a tiered intervention model
- Collaborate with teachers and administrators to identify students in need of behavior intervention
- Develop individual positive behavior intervention plans for identified students in collaboration with the classroom teacher using multiple data sources
- Maintain documentation of student progress collaboratively with classroom teacher
- Develop and deliver individualized and group professional learning experiences for teachers in best practices for classroom management, positive behavior support, and cultural competency
- Model, coach, and observe implementation of positive classroom management techniques in the classroom
- Develop and deliver learning experiences for parents in positive behavior techniques
- Work directly with students at-risk and their parents to modify behaviors to reach successful outcomes
- Ability to work collaboratively with others on a team
- Perform other tasks, duties, or services consistent with this position as assigned

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Sound knowledge of child development and behavior modification
- Strong verbal and written communication skills
- Willingness and ability to effectively collaborate with teachers, leaders, parents, students, and district personnel
- Expertise in working with teams and individuals; develop and implement school wide and individual positive behavior support plans
- Collect and analyze data from a variety of sources, make recommendations and plans based on data, and evaluate results of data-driven plans
- Communicate with at-risk students
- De-escalate heightened student behavior and emotions

Supervisory Responsibilities:

- This role does not directly supervise any individuals

Working Conditions: Exposure to the following situations may range from remote to frequent based on circumstances and factors that may not be predictable.

- Standard school environment

Tulsa Public Schools is committed to building a diverse and inclusive team of individuals who contribute to the district's mission with their talents, skills, and energy. Tulsa Public Schools is an equal opportunity employer and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age, or any other classification protected by applicable law.

Tulsa Public Schools also provides reasonable accommodations to qualified applicants and employees with disabilities. If you need an accommodation during the application process, please contact the district's talent management department at 918-746-6310 or the district's human rights and title IX coordinator at 918-746-6517. You can also direct your request for accommodation in writing to the Tulsa Public Schools Education Service Center, Attn: Talent Management, 3027 S. New Haven Ave., Tulsa, OK 74114-6131.