

**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**APPROVED JUNE 2025**  
**RANGE: 44.5**  
**CLASSIFIED**  
**CODE: 2**

## **BEHAVIOR INTERVENTION SPECIALIST – ALTERNATIVE EDUCATION**

### **DEFINITION**

The Kern County Superintendent of Schools Office operates a Community School Program that serves students who are: 1) expelled, 2) referred by a district School Attendance Review Board, 3) referred by a district with parent approval, or 4) probation referred.

The Behavior Intervention Specialist will work to help coordinate services within a Positive Behavior Intervention & Supports (PBIS) framework and Multi-Tiered System of Support (MTSS) for the Kern County Superintendent of Schools. This position will consult and collaborate with Office, school district personnel, and outside agencies to help promote a school environment responsive to the needs of children; provide in-service training on positive behavioral interventions, evidence-based interventions, and other best practices.

### **EXAMPLES OF DUTIES**

Facilitate individual and group behavior intervention sessions, and assist with interagency facilitation when necessary for family counseling sessions and/or clinical care that may be associated;

participate in behavior intervention planning and conferences;

conduct home visits to establish positive connections between the school and families;

provide schedules, reports or other information required;

provide behavioral intervention and life skills assessments and integrate the results into behavior plans;

perform relevant and necessary assessments that may be necessary for this scope of work;

contribute to the development of individual student behavioral goals and objectives as a member of IEP/504 team;

provide behavior intervention and family consultation services within the context of multicultural understanding and competence that enhance families' support of students' learning experiences;

identify and develop programs and activities to address situations adversely affecting the personal, socio-emotional, and academic development of the students;

work as part of the intervention and/or PBIS-MTSS team to support personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum of care that enhances academic and social behavior outcomes for referred students;

provide case management services focused on behavior interventions covering multiple sites and locations when necessary;

work with school Site Leadership Teams, Counselors, Intervention team members and other staff members to identify and provide services to students that need assistance with behavior intervention;

help in the creation and implementation of prevention programs focused on behavior intervention;

apply knowledge of state Education Codes and knowledge of local, regional, and statewide resources for behavior interventions and supports;

maintain confidentiality and use discretion; shall be able to select and apply empirically validated or evidence-based prevention and intervention methods to enhance students' educational experiences;

participate in regional, statewide and national trainings for PBIS/MTSS;

provide district and school-based trainings related to behavior intervention as needed;

provide data, updates and feedback regarding the progress of students participating in behavior interventions in a timely manner;

perform other duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

Knowledge of current prevention and intervention programs/strategies, as well as community agencies specific to this scope of work within behavior intervention;

computers, including but not limited to word processing, power point, and databases;

facilitating intervention groups, presentations, training, and monitoring programs;

collaborating with community-based organizations, law enforcement, and other government agencies;

current prevention and intervention programs/strategies;

evidence-based best practices in behavior intervention to promote behavioral, social-emotional health for academic success and positive school climate.

### **Ability to:**

Work harmoniously and effectively with student, parents, community members, and staff;

ability to work flexible hours and make home visits as needed;

work with a diverse population and various community partners, to include student, outside agencies, and parents/guardians;

work effectively with staff, students and public;

skill and accuracy in oral and written expression;

ability to meet schedules and timelines;

understand and follow both oral and written instructions in an independent manner;

establish and maintain effective work relationships with those contact in the performance of required duties;

maintain routine records and prepare reports;

plan and organize required activities according to stated policies, objectives and job duties;

establish positive relationships with individuals and groups to assist in the successful completion of job duties;

assist students through behavior interventions by offering techniques for managing behavior;

work with students on an individual and/or group basis as needed;

assist students with crisis management and coping strategies and help family members of students acclimate to lifestyle and behavioral changes;

**Experience:**

One (1) year of experience (paid or unpaid) working in counseling programs or in programs that support at-risk youth with emotional/behavioral issues. Experience with a PBIS-MTSS system or framework as specialized behavior support staff preferred.

**Education:**

Bachelor's degree in Psychology, Social/Behavioral Sciences, or related field, or an Associate's degree in Psychology, Social/Behavioral Sciences, or related field, and three (3) years of experience working in counseling programs or in programs for at-risk youth with emotional/behavioral issues.

Experience in an educational setting preferred.

**Conditions of employment:**

Some positions may require proof of privately owned automobile insurance and possession of a valid California Motor Vehicle operator's license which must be maintained for the duration of the assignment.

Fingerprint clearance by both the Federal Bureau of Investigation and the California Department of Justice is a condition of appointment after all other required job conditions have been met.

Must present verification of completion of Child Abuse Mandated Reporter training or obtain verification within six (6) weeks of hire and annually thereafter, as required by the California Child Abuse and Neglect Reporting Act.

This position has a probationary period of six months or 130 days, whichever is longer.

MG:mg

6/5/2025

G:\Behavior Intervention Specialist -Alternative Education.doc