

Facilitator of Behavioral Intervention

*This position opens on **May 31, 2022** and closes **June 13, 2022**.*

The Howard County Public School System (HCPSS) is one of the top school systems in the state of Maryland and the nation. In alignment with our [*Strategic Call to Action*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

Working under the direction of the Executive Director and Director of Special Education, the Facilitator will work with HCPSS staff, schools, offices, and community partners to support initiatives focused on training and coaching staff in the use of safe and effective behavioral interventions and evidence-based practices with students.

ESSENTIAL POSITION RESPONSIBILITIES

- Support the implementation of HCPSS's Strategic Call to Action, DSE initiatives and relevant school system policies.
- Provide consultation and coaching to Department of Special Education staff and school teams regarding best practices for planning and facilitation of behavioral interventions.
- Support all Department of Special Education initiatives to improve outcomes for students with disabilities.
- Conduct comprehensive record reviews and facilitate data monitoring procedures related to disproportionality pertaining to identification, disciplinary responses, and placement.
- Monitor application of behavioral interventions for students.
- Assist with data collection and analyses to support individual and programmatic changes.
- Create tools for monitoring fidelity of intervention strategy implementation and provide suggestions for continued improvement to school teams.
- Provide direction for and coordinate the development, implementation, and evaluation of school-based and countrywide behavioral training and other professional learning experiences for staff.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the following qualifications, listed below, to be considered for the vacancy.

Education:

- A Master's Degree from an accredited college or university in Special Education or related field.

Certification:

- Hold a current Maryland State Department of Education professional educator certificate with an endorsement in special education or a related content area.

Dr. Michael J. Martirano, Superintendent

OR

- Hold a current out-of-state educator certificate and be eligible for a Maryland State Department of Education professional educator certificate with an endorsement in special education or a related content area.

Experience:

- Three (3) years of successful experience in special education or a related field.
- Experience with implementing behavioral interventions/practices to include:
 - Evidence, through implementation, of the ability to support students with skill acquisition and behavior reduction.
 - Evidence of understanding, through implementation, of evidence-based behavioral intervention strategies.

PREFERRED QUALIFICATIONS

- Three (3) years of successful experience in a PreK-12 educational setting.
- Valid Maryland State Department of Education Advanced Professional Certificate with Administrator I endorsement.
- Board Certified Behavior Analyst Certification or certification as a Registered Behavior Technician.
- Current certification in an evidence-based behavioral training program including, but not limited to, Safety Care, Crisis Prevention Intervention, Ukeru, Practical Functional Assessment, Professional Crisis Management.
- Experience supporting/implementing expansive behavioral initiatives.
- Knowledge of student achievement initiatives, school drop-out, and graduation rates in HCPSS.
- Knowledge and skill using Canvas.
- Knowledge and skill using a professional development software, such as Frontline, to track professional learning activities for staff.

EMPLOYMENT INFORMATION

This is a 12-month per year position in the Howard County Educators Association (HCEA) employee . unit. The current salary range for this position is on the Other Certificated Staff salary scale, Grade III, \$86,056 - \$129,973. Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

Under the HCPSS Telework Program, this position may have flexible work from home options available. Approval is based on the needs of the department and the school system.

HCPSS encourages vaccination against COVID-19 as a continuous mitigation strategy for the health and wellbeing of students and staff.

APPLICATION REQUIREMENTS

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, educator certificate, and transcripts) required to verify that you meet the minimum qualifications.

HCPSS requires an official [evaluation of foreign credentials](#) to verify educational qualifications.

For questions regarding this vacancy, please contact:

Sandy Saval
Human Resources Business Partner
Office of Human Resources
(410) 313-6689
sandy_saval@hcpss.org

Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.