

Behavior Specialist, Department of Special Education

The Howard County Public School System (HCPSS) is one of the leading 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

Under the direction of the Executive Director of Special Education and the Coordinator, Early Intervention Services, the Behavior Specialist will provide high quality direct services for school-based staff and families to address the behavioral needs of students with Individualized Family Service Plans (IFSPs) and Individualized Education Programs (IEPs) in a consistent and collaborative manner as outlined within the HCPSS Strategic Call to Action.

ESSENTIAL POSITION RESPONSIBILITIES

- Collaborate with DSE/EIS staff, school-based staff, community partners and families to identify needs, provide support/training, follow up and monitor progress for students struggling with interfering behaviors.
- Observe students and collaborate with teams to gather information for administering functional behavioral assessments (FBAs) and developing behavior intervention plans (BIPs), including follow up for implementation fidelity.
- Facilitate professional learning sessions on techniques for crisis intervention and safe physical management of students (e.g., Safety Care).
- Coordinate work oversights and schedules of Itinerant Behavior Paraeducators to ensure consistency of approach, solution-finding, and growth opportunities.
- Plan and deliver professional development to staff, families and community providers related to disability awareness, disability characteristics, and techniques to address behavioral needs of students with IFSPs and IEPs including procedures related to COMAR, restraint and seclusion.
- Maintain required documentation (e.g., reports, logs, summaries) related to program/school assignment support.
- Participate in committees established to improve support for students and staff within a tiered service delivery model.
- Provide consultative support for school staff participating in IEP Team meetings.
- Collaborate with DSE staff (e.g., Instructional Facilitators, BCBAs, resource teachers, psychologists) as well as other service providers/members of the IEP/IFSP teams including related service providers, parents, advocates, etc.

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 qualifications listed below to be considered for the vacancy.

Education:

- Bachelor's degree in Education, Special Education, Curriculum and Instruction, or a related field.

Certification:

Priority will be given to those applicants who:

- Hold a current Maryland State Department of Education Professional Certificate with the appropriate endorsement in Special Education or a related field.

Applicants may be considered who:

- Have completed all Maryland State Department of Education requirements for an educator certificate with the appropriate endorsement in Special Education or a related field.

OR

- Hold a current out-of-state educator certificate and are eligible for a Maryland State Department of Education educator certificate with the appropriate endorsement in Special Education or a related field.

Experience:

- At least three (3) years of professional experience in special education or experiences in a special education related field working with students with challenging behaviors with:
 - Experience conducting and supporting functional behavioral assessments (FBAs) and developing and monitoring the implementation of behavioral intervention plans (BIPs).
 - Experience using special education procedures, processes, and techniques with children with disabilities.

PREFERRED QUALIFICATIONS

- Three (3) years of experience providing support services to children and families in the areas of early intervention and/or special education.
- Certification as a Board-Certified Behavior Analyst (BCBA), Registered Behavior Technician and/or education and experience in applied behavior analysis.
- At least one year of work experience with computer technology to include Microsoft Office Suite (e.g., Outlook, Excel, Word, Access, PowerPoint, Teams) and Google Workspace (e.g., Drive, Docs, Sheets, Slides, Meet).

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they relate to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

Dr. Michael J. Martirano, Superintendent

EMPLOYMENT INFORMATION

This is an 11-month position in the Howard County Education Association employee bargaining unit. The current salary range for this position is on the 11-Month Teacher Salary Scale. Step placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers education and relevant prior experience. The work year for 11-month positions will be 215 days from July 1 to June 30. The additional 20 days worked outside of the regular teacher work year will be determined by the department. Under the Fair Labor Standards Act, this position is exempt from overtime.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a completed application.

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 experience 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 documents) required to verify that you meet the minimum qualifications.
- All supplemental materials (i.e.: resume, letter of introduction, certificate, and transcripts) are required to verify that you meet the minimum 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.

Dr. Michael J. Martirano, Superintendent