

Job Description
Bismarck Public Schools

PK – 12 Student Performance Strategist

Qualifications:

1. Qualified applicants must be appropriately licensed/certified by the North Dakota DPI and Educational Standards and Practices Board
2. ND Licensure as a teacher
3. At least 5 years of successful and relevant work experience
4. Written and Oral Communication
5. Basic computer and technology skills are required.
6. Prefer applicants who have a Master's or a specialist degree
7. Experience working in the area of applied behavior analysis within the school setting.

Reports to: Assistant Superintendent for Elementary Schools

Job Goal: The Student Performance Specialist will work collaboratively with the Bismarck Public Schools' PK-12 Administration, Teachers, and Professional Support Staff to support those who are working with students with challenging behavior needs by identifying and assisting with the implementation of effective intervention strategies for the system and individual students.

Performance Responsibilities:

- Assist in leading school improvement in the interaction between behavior and academics within a Multi-Tiered Systems of Supports (MTSS).
- Collaborate with administrators, teachers, and support staff with the goal of building capacity within a school building to prevent and remediate behavioral and discipline problems.
- Provide consultation and assistance to educators in meeting the PK-12 aligned behavioral and social/emotional needs of students within the educational setting by implementing evidence-based behavior programs, curriculum, and/or interventions.
- Assist in conducting and interpreting Functional Behavioral Assessments (FBA)
- Assist and collaborate in designing Behavior Intervention Plans (BIP)
- Collaborate in order to design behavioral intervention techniques that match student needs.
- Assist in developing individual, group, and/or system level interventions intended to improve the identified concerns regarding behavior and the impact upon academics.
- Consult and collaborate with educators regarding challenging behavior and/or learning difficulties in order to improve student outcomes.
- Provide support, instructions, guidance, and technical assistance for ongoing progress monitoring toward goals that are measurable for individuals, groups, or system level data.
- Collaboratively work in collecting, analyzing, and interpreting student data.
- Advise and consult with members of a building's student Problem Solving Teams.
- Collaborate with members of Student Support Services.
- Assist and guide the utilization of positive behavior supports when designing interventions to support and facilitate a positive and caring climate for learning.

- Works to foster cultural competence and a clear sense of the mission and vision of Bismarck Public Schools.
- Effectively communicates with faculty and staff concerning student needs.
- Works to leverage resources in order to support and accomplish goals.
- Participates in training, workshops, and personal learning aimed toward professional growth.
- Functions as part of the Instructional Coaches Team and serves on the Instructional Design Team.
- Performs work in a professional and ethical manner.
- Other duties as assigned.

Performance responsibilities and duties may change at any time depending on the needs of the district.

Terms of Employment: Flexible Schedule of 187 contract days throughout the year. Salary and work year to be determined by the Board.

Salary: Commensurate with Experience and Training: To be paid on Teacher Salary Scale

Evaluation: All jobs will be evaluated on a formal basis at least once per calendar year.

Additional evaluation may be required at the discretion of the supervisor.