

**BOARD OF EDUCATION  
DEPARTMENT OF HUMAN RESOURCES  
18 SOUTH PERRY STREET  
POUGHKEEPSIE, NEW YORK 12601**

**RECRUITMENT BULLETIN # 22-23-142  
NOVEMBER 2022**

**BEHAVIOR INTERVENTION SPECIALIST  
POUGHKEEPSIE CITY SCHOOL DISTRICT**

**NOTICE OF POSITION**

**POSITION:**

The Superintendent of Schools, Dr. Eric Jay Rosser, is interested in receiving applications from qualified candidates for the position of:

**BEHAVIOR INTERVENTION SPECIALIST (2)**

**KRIEGER ELEMENTARY SCHOOL -1  
MORSE ELEMENTARY SCHOOL - 1**

**APPLICATION**

Candidates must complete an application available to print through the Human Resources Tab  
[www.poughkeepsieschools.org](http://www.poughkeepsieschools.org)

**QUALIFICATIONS:**

EITHER: (A) Bachelor's Degree in Education, Social Work, Sociology, Psychology or closely related field;

OR: (B) Bachelor's Degree and one (1) year of full-time paid work experience working with students in providing behavior management and/or counseling.

NOTE: Your degree or college credit must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education.

**RESPONSIBILITIES:**

This position involves responsibility of applying behavior intervention methods and practices to maintain order and safety within a population including intellectually and developmentally disabled or at-risk students participating in a structured educational program. The incumbent in this position is responsible for observing when a student is a danger to themselves or others, and other circumstances requiring intervention to provide the appropriate physical intervention when necessary. The incumbent will also be required to exercise personal judgment when necessary to handle problem situations in conformance with commonly accepted crisis intervention policies and

procedures. Work is performed under the general supervision of a higher- level administrator. Supervision of others is not a normal function of the position.

**DUTIES:**

The Poughkeepsie City School District (PCSD) is committed to providing students and parents with pathways to opportunity that will lead to achievement and success. Through student-centered effective and transformational leadership, school and community engagement, and an unrelenting pursuit to achieve greater school outcomes for children, the Poughkeepsie City Schools is focused on developing and growing greater access, equity, opportunity, and quality across PCSD.

The following is indicative of the level and types of activities performed by incumbents in this title. It is not meant to be all inclusive and does not preclude a supervisor from assigning activities not listed which could reasonably be expected to be performed by an employee in this title.

1. Manages disruptive, assaultive or out-of-control behaviors of students by providing the appropriate therapeutic intervention which, when necessary, may require physical intervention;
2. Removes disruptive students from classroom and non-classroom areas of the facility, and maintains an effective time-out space and program for students requiring an alternative learning site;
3. Assists in the classroom when crisis situations require aid and to be “on call” in the proximity of potential crisis situations;
4. Maintains a controlled environment for students and staff in the building or facility grounds;
5. Monitors all major daily behavioral incidents to resolution and reports status to clinical and administrative staff;
6. Completes written behavioral summaries to assist teachers and administrators in the development of appropriate learning experiences and behavior plans;
7. Participates with staff in developing strategies and solutions for students who are experiencing difficulty with adjustment and behavior management problems;
8. Monitors individual behaviors of students in cooperation with clinical and educational staff, making referrals for counseling or discipline as needed;
9. Coaches and supports students in proper conflict-resolution skills and communication strategies by providing enrichment activities to students and reinforce a positive attitude for students within the educational program;

10. Develops alternative activities including behavior modification and mediation strategies for targeted students returning from suspension and coordinates and monitors the in school suspension program and after school detention.

\*11. Must be able to be trained as a trainer in verbal and physical intervention.

**FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES:**

Knowledge of principles and practices of counseling and behavioral assessment techniques;

Knowledge of conflict resolution, aggression management, crisis intervention and de-escalation strategies;

Knowledge of factors underlying youth development and growth;

Knowledge of behavior management training;

Ability to acquire a familiarity with classroom routine;

Ability to establish and maintain discipline;

Ability to establish a rapport with students, including intellectually and developmentally disabled or at-risk students;

Ability to remain clear and decisive in emergency and stressful situations;

Ability to communicate effectively both orally and in writing;

Personal characteristics necessary to perform the duties of the position;

Physical condition commensurate with the demands of the position

**APPOINTMENT:**

Appointment will be made by the Board of Education upon the recommendation of the Superintendent following assessment of training, experience, certifications, credentials and evaluation of service. Personal interviews shall be scheduled where appropriate.

**\*THIS POSITION WILL BE APPOINTED PROVISIONALLY. YOU WILL BE REQUIRED TO PASS AN EXAM TO QUALIFY FOR A PERMANENT APPOINTMENT.**

The Poughkeepsie City School District is an Equal Opportunity/Affirmative Action Employer.

**SALARY:** \$55,000.00  
*GRANT FUNDED*

**EFFECTIVE DATE:** As soon as practicable after offer of employment

**APPLICATION DEADLINE:** Open Until Filled

**SEND RESUMÈ & APPLICATION TO:** <https://olasjobs.org/>  
<https://www.indeed.com/>  
Dr. Timothy Wade  
Assistant Superintendent of Administrative Services  
Human Resources Department  
18 South Perry Street  
Poughkeepsie, New York 12601

.The Poughkeepsie City School District is an Equal Opportunity Employer and does not discriminate on the basis of sex, race, religion, national origin, disability, age or marital status; nor does it apply any other arbitrary measure, which would tend to deprive persons of their constitutional rights.