



BEHAVIOUR SUPPORT COACH

Position Profile: The Behaviour Support Coach provides direct and indirect support services to schools and the division in matters related to Positive Behaviour Supports (PBIS) and the development of acceptable student behaviour.

Directly Reports To: Deputy Director & Student Services Co-ordinator

In-Directly Reports: Principal

Duties & Responsibilities

The Behaviour Support Coach shall undertake activities dealing with the following:

- Coach teachers and administrators in positive behaviour supports by providing and modeling proactive class-wide management strategies.
 - Perform classroom observations to identify function of behaviours and patterns, and establish behavioural goals.
 - Deliver intensive short-term support for students who struggle behaviourally. This may include integrating visual supports and teaching self-regulation techniques.
 - Support school teams in collecting student behaviour data for Functional Behaviour Analysis using a division-wide software program.
 - Collaborate with school teams and professional service providers to create and monitor individualized student behaviour plans.
 - Provide professional development as requested.
 - Coach classroom teachers using gradual release model.
 - Support other professional service providers in carrying out Non-Violent Crisis Intervention training.
 - Communicate with families regarding consistency of implementing behavior plans between home and school.
 - Support initiatives in building pro-social skills.
 - Provide behaviour support at all three tiers of the Positive Behaviour Support and Intervention Model (PBIS).
 - Work independently with minimal supervision.
 - Perform additional duties as assigned by the Deputy Director or Student Services Co-ordinators.
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Education & Qualifications

- A post graduate degree, in education and/or a field related to human services, such as: social work or psychology and 3 to 5 years related work experience.
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Competencies, Skills and Abilities

- **Interpersonal Relationships**

This competency forms part of all the other competencies. The Behaviour Support Coach normally do their work in the context of interpersonal relationships. They must therefore be able to establish and maintain a constructive working alliance with their clients/students, and possess adequate cultural competency.

- **Intervention and Consultation**

The intervention competency is conceptualized as activities that promote, restore, sustain, and/or enhance positive functioning and a sense of well-being in students through preventive, developmental and/or remedial services.

- **Ethics and Standards**

Professionals accept their obligations, are sensitive to others, and conduct themselves in an ethical manner. They establish professional relationships within the applicable constraints and standards.

- **Quality & Organization of Work**

The Behaviour Support Coach must demonstrate his or her ability to pay attention to detail and ensure work is consistently completed and accurate within expected timeframes.

- **Adaptability & Flexibility**

The Behaviour Support Coach must adapt to and work effectively within a variety of situations, and with various individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue and adapting one's approach as the requirements of a situation change. Strong problem solving skills and demonstrated ability to apply judgement in complex, highly sensitive and sometimes ambiguous situations is essential.

- **Communication**

The Behaviour Support Coach must communicate effectively to students, school administration and staff. Excellent interpersonal skills along with proven written and oral communication and computer and presentation skills are required.

- **Job Knowledge**

The Behaviour Support Coach must be committed to professional learning towards enhancing his or her skills and knowledge to perform the required tasks.

- **Cooperation & Teamwork**

This position involves working collaboratively with other professional service providers and other school personnel on a daily basis. The Behaviour Support Coach must have the ability to work as a team player and work independently with minimal supervision.

- **Attitude**
The Behaviour Support Coach must display a positive attitude toward others, their work, schools and the division.
- **Confidentiality**
Maintain confidential records in a secure location in accordance with all confidentiality, ethical and legal standards. These records shall not be made available to other persons or agencies without the consent of the Director or designate and the informed consent of the parent. A notice that educational psychologist services have been provided to the student, along with appropriate information can be inserted into the student cumulative folder.

At no time should a Behaviour Support Coach discuss in public information pertaining to employees, students or the operation of the division. A Behaviour Support Coach is expected to respect the confidential nature of their position by avoiding discussion about any topics that are not formally communicated to the public by the administration of the school or the school division. Breaching confidentiality is a serious violation of acceptable conduct and *The Local Authority Freedom of Information and Protection of Privacy Act*.

Legal Reference: Section 85, 87, 108, 109, 175, 231 Education Act