

**Lapwai Special Education  
Behavior Intervention Paraprofessional  
Job Description**

The Behavior Intervention Paraprofessional supports students by providing direct behavior intervention, small group instructional support, and team-based problem solving so students can learn, grow, and participate fully in school. This role works closely with teachers, special education staff, and families to strengthen student success and maintain a safe, supportive learning environment. The position is part of the Special Education team and serves students ages 3 through 21 as needs arise.

**Primary Responsibilities**

The Behavior Intervention Paraprofessional provides consistent, strengths-based behavioral support using evidence-based approaches. The paraprofessional delivers small group instructional interventions in areas such as reading, math, organization, and study skills under the direction of a certified teacher or special education provider. This role includes working directly with students to teach replacement behaviors, self-regulation strategies, social skills, and classroom routines that support participation and success. Daily responsibilities include collecting data on behavioral and instructional interventions, maintaining accurate documentation, and communicating progress with supervising staff.

The paraprofessional implements Behavior Intervention Plans, Functional Behavior Assessments, safety plans, and crisis response procedures as directed. They work closely with teachers to plan and apply proactive classroom strategies that reduce barriers to learning and increase student engagement. The role requires supporting students through calm, trauma-informed de-escalation strategies that honor each student's dignity, culture, and family strengths. Family communication is expected to be respectful, culturally responsive, and centered on student strengths.

The paraprofessional participates in IEP meetings as needed, assists with problem-solving teams, and engages in ongoing professional learning. They maintain a supportive presence in hallways, classrooms, and common areas to help students stay regulated throughout the day. The role also includes assisting with safe transitions such as arrival and dismissal and responding to student needs that arise throughout the school day. Some students may require assistance with toileting, changing, or diapering, and the paraprofessional will be expected to support these needs with professionalism and respect. Flexibility, compassion, and clear communication are essential, as this role is part of a collaborative team.

**Required Education**

Applicants must meet one of the following requirements: completion of at least two years of study at an accredited postsecondary institution, or an associate degree from an accredited institution.

**Required Training and Skills**

This position requires a minimum of 40 hours of Applied Behavior Analysis training. This training will be provided during Friday Professional Learning by a Board-Certified Behavior Analyst contracted with the Lapwai School District. The Behavior Intervention Paraprofessional must also complete Safety Care Training and maintain certification. This training is provided through the Lapwai School District by a BCBA and or Special Education teacher.

Applicants should have experience working with children or youth in school, community, or behavioral health settings. They must be able to stay calm, patient, and solution-focused in challenging situations and be skilled in relationship-building, de-escalation, positive communication, and trauma-informed support. The role requires an interest in providing small group instructional interventions using teacher-created lessons and district-approved curricula. Applicants must be willing to learn behavior support strategies, data collection methods, and district procedures, work collaboratively with a team, and adapt to changing student needs. A strong commitment to cultural responsiveness and honoring the diverse strengths of students, including Native American students and families, is essential.

#### **Assignment within the Special Education Team**

All staff hired on the Special Education team are hired to the team, not to a specific building. The Behavior Intervention Paraprofessional may be assigned to the Elementary School, the Middle-High School, or another district location, depending on student needs. Because Special Education serves students from age 3 through age 21, services must follow the students rather than stay fixed in one building. Student needs change from year to year and sometimes within the school year. When students move grades, new students enroll, or the intensity of services changes, staff assignments may need to shift.

Assignments are based on student needs rather than staff preference so the district can meet legal and ethical obligations to provide appropriate services to every student with an IEP. This approach ensures that students receive the support written in their IEPs, that classrooms remain safe and supported, and that resources are used fairly across all buildings. The expectation for this position is flexibility, teamwork, and a shared commitment to serving wherever the students' needs are greatest.

#### **Physical Requirements**

This position may require assisting students during crisis, lifting or supporting students who need help, moving frequently throughout the building, and providing support with toileting and diapering when required. All applicable training will be provided.

#### **Work Schedule and Supervision**

This is a school-based classified position supervised by the Special Education Director. Work hours follow the student school calendar and may include professional development days.

#### **Purpose of the Role**

At the heart of this position is relationship. The Behavior Intervention Paraprofessional helps students find their footing, build confidence, and feel safe enough to learn both behaviorally and academically. Our students deserve adults who believe in them and remain steady when life feels uncertain. This role makes that possible, one connection at a time.