

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

The Behavior Intervention Specialist 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 Specialist provides consistent, strengths-based behavioral support using evidence-based approaches. The specialist 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 specialist 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 the student's dignity, culture, and family strengths. Family communication is expected to be respectful, culturally responsive, and grounded in student strengths.

The specialist participates in IEP meetings, problem-solving teams, and 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 addressing any student needs that come up during the school day. Flexibility, compassion, and clear communication are essential, as this role is part of a collaborative team.

Required Degree

Applicants must hold a bachelor's degree in one of the following Human Services fields: Human Service; Counseling General, Mental Health, Vocational, Pastoral, Rehabilitation and Guidance; Nursing; Sociology; Social Work; Marriage and Family Therapy; Physical Therapy; Art Therapy, Dance Therapy, or Music Therapy; Family Relations or Family and Child Services; Psychology; Education or Special Education; Child Development or Human Development; Therapeutic Recreation; Occupational Therapy; Speech Language Pathology or Communication Disorders; Behavioral Sciences; or Applied Behavior Analysis ABA.

Required Training and Skills

The 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 Specialist 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 Specialist 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 that the district can meet legal and ethical obligations to provide appropriate services to every student with an IEP. This approach helps ensure 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 and moving frequently throughout the building. 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 Specialist 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.