



# MOUNT CLEMENS COMMUNITY SCHOOLS

155 CASS AVENUE • MOUNT CLEMENS, MICHIGAN 48043

(586) 469-6100 • FAX (586) 469-5569

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<b>POSITION:</b>	<b>Behavior Specialist</b>
<b>POSTING DATE:</b>	January 3, 2019
<b>START DATE:</b>	As Soon As Possible
<b>LOCATION:</b>	Seminole Academy
<b>REPORTS TO:</b>	Building Principal
<b>SALARY:</b>	Per MCEA Agreement

## QUALIFICATIONS:

1. Associates Degree or equivalent experience in social work, counseling, teaching, coaching, law enforcement or related field, required.
2. Bachelor's degree, preferred.
3. Experience with behaviorally challenged children.
4. Skill in deescalating aggressive behaviors.
5. Ability to exercise considerable patience, courtesy, tack, and good judgement in working with students, teachers, administrators, fellow employees and parents.
6. Demonstrated ability to maintain confidentiality at all times.
7. Demonstrated record of good attendance and punctuality.
8. Demonstrated strong communication and interpersonal skills.
9. Demonstrated ability to speak clearly and concisely both in oral and written communication.
10. Must meet criminal history background requirements

## ESSENTIAL DUTIES:

1. Work directly with students in small groups and individually to implement instructional programs, plans and activities for students who are disruptive to the educational environment.
2. Conduct academic, attendance, and behavioral audits and present findings.
3. Teach social skills for replacement behaviors that contribute to disruptive, challenging behaviors.
4. Demonstrate use of non-aversive behavioral management techniques and other instructional strategies.
5. Develop, schedule, and conduct student behavior and social skill groups daily.
6. Keep daily records and logs for students in the program
7. Complete daily data collection and uses the data for decision making for students
8. Represent the District in a professional manner by performing all job functions at a satisfactory or above level.
9. Interact with co-workers, administration, students, parents, and the community in positive, supportive, and cooperative ways.
10. Perform other related duties, including special projects, as required or requested, consistent with reasonable expectations for the contracted position.



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**The Mount Clemens Community School District is currently in the process of installing the Blueprint for systemic reconfiguration that purposefully disrupts current practice to create a new structure of coherent, aligned district and building systems to ensure success for all students. A successful Blueprint leader demonstrates the following:**

- The strong desire to achieve outstanding results in a short amount of time;
- The ability to create and execute clear, logical plans;
- The skill to foster this collective responsibility by mobilizing structure, strategies, practices, and the use of resources for the ongoing evaluation and improvement of the district;
- The drive to prioritize student-learning needs over the customs, routines, and established relationships that can stand in the way of necessary change;
- The ability to motivate others and influence their behaviors;
- The ability to exert his/her influence for results
- The power to stay visibly focused and self-assured despite the barrage of personal and professional attacks common during rapid systemic reconfiguration;
- The aptitude to sustain an effective system of shared leadership and responsibility throughout the district;
- The competence to collect and analyze appropriate data sources to inform decisions;
- The talent to build a professional environment that is one of mutual respect, teamwork, and accountability.

**APPLY NOW:** Send Resume, Cover Letter, and Transcripts to:

By mail: Sarah Mohler, 155 Cass Avenue, Mount Clemens, MI 48043

By email: [mohlers@mtcps.org](mailto:mohlers@mtcps.org)

**OR** Apply on-line: <https://www.astihosted.com/mtccs/JAM/DefaultApplicant.asp>

**QUESTIONS:** We are happy to answer any questions you have, (586) 461-3102.

#### AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

It is the policy of the Mount Clemens Community School District that no person shall, on the basis of race, religion, color, national origin, gender, age, height, weight, marital status, or disability, be excluded from participation and be denied benefits, or be subjected to discrimination under program or activity and in employment, further, the Mount Clemens Board of Education strictly adheres to provisions of Title VI of the Civil Rights Acts of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disabilities Act of 1990 and all Michigan Department of Education policies and regulations prohibiting discrimination.