

# Behavior Interventionist Position



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<b>Job Description:</b> Behavior Interventionist (K-6)	<b>Start Date:</b> Immediately	<b>Salary:</b> DOE
<b>FLSA Status:</b> Exempt (Full-Time, Salary)	<b>Hours:</b> 7:30am - 3:30pm M-F	<b>Supervisor:</b> Executive Director

Three Rivers Montessori is looking for a full-time ***Behavior Interventionist*** in an ***elementary school setting that serves kindergarten through 6th-grade***. We are a public tuition-free elementary school serving K-6th grade students from Elk River and the surrounding communities. We are looking for a dedicated and passionate individual to support our mission of “Empowering students to reach their full potential through authentic Montessori learning.”

This full-time position includes **75% medical and dental benefits** employer paid for the individual, **10 holidays** paid, **7.5% employer-paid retirement**, **100% life insurance**, **100% long-term disability**, plus additional optional benefits. In addition, full-time employees accrue two days of PTO per month. Employees are paid twice monthly on the 15th and last day of the month. This hourly position includes holidays and school breaks off; see the [calendar](#) for specific days.

We believe equal opportunity is extremely important and every employee and student is unique in their own way. We strive to create an open, inclusive, and equal environment in which every individual has the opportunity to flourish.

## Summary of Position

Three Rivers Montessori’s Behavior Interventionist is a critical asset to classroom support and partners toward student success. To be effective, you will need to manage multiple tasks and intuitively problem solve to support students in their behavioral needs while also efficiently managing relationships and communication with colleagues and the school at large.

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Our team members are passionate about Montessori and providing an authentic experience for their students. We advance your abilities by providing on-site and online training with certified Montessori educators. We cultivate a culture where we all learn and grow together.

## **Job Duties**

- Implement and monitor behavior intervention plans for students
- Work 1:1 with students requiring significant behavioral support
- Ensure student safety, and the safety of others at all times
- Provide homebound service/support when appropriate and necessary for students
- Consult with parents/guardians, other service providers, and representatives of appropriate community agencies to ensure the effective provision of services
- Demonstrate and model appropriate developmental and behavioral skills for students
- Provide a flexible and quick-thinking response when dealing with students that are deregulated/stressed
- Demonstrate the ability to respond to student and staff needs as they arise in a building; when a 1:1 student is absent – staff will be assigned to support other teachers and students
- Participate in student meetings where staff problem-solve and develop plans to help support students with behavioral concerns
- Participate physically with the students in activities being taught
- Participate in meetings (IEP, conferences, parent/guardian meetings, in-services, etc.) for the purpose of developing plans and/or providing information regarding student's goals/outcomes
- Monitor student's progress and be able to prepare documentation and reports regarding student's progress
- Maintain confidentiality
- All other duties as assigned

## **Skills Knowledge and Abilities**

- Must possess strong communication and interpersonal skills and be able to be a member of a team
- Ability to support students requiring behavior intervention techniques and programs

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- Ability to problem-solve and de-escalate students during times of deregulation/stress
- Knowledge of functional behavioral assessments, and behavioral intervention techniques
- Ability to be flexible based on program and student needs
- Ability to remain calm and patient in volatile situations and react and respond quickly in a variety of situations
- Ability to work under the supervision of a site principal and/or special education teacher
- Ability to adapt equipment and materials as needed
- Strong organizational skills
- Sensitivity in working with individuals with various physical, psychological, cognitive, and sensory abilities
- Ability to work with students, families, professionals, and staff of various cultural and ethnic backgrounds
- Ability to interact with and maintain a cooperative relationship with all levels of staff and the public
- Maintain current certification in First aid and CPR

## **Minimum Qualifications**

- Bachelor's degree or an equivalent combination of education and/or related experience in working with students in a school setting
- Experience in conflict resolution strategies and a variety of discipline strategies
- Experience working with parents and children in difficult and sensitive situations
- Ability to present to small groups and large groups of students, parents, and staff
- Able to demonstrate outstanding organizational skills
- Experience working as part of a collaborative team
- Ability to keep information about students and families confidential

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## Desired Qualifications

- Experience in Counseling, Social Work, or Psychology
- Experience working in a diverse community
- Experience working in a school setting
- Knowledge of trauma-informed practices and interventions
- Knowledge of Positive Behavior Support Strategies
- Bully Prevention trained
- BA with a Short Call Sub License (or willingness to obtain)

## Application Process

Submit a cover letter, application, and supporting documentation to [admin@threeriversmontessori.org](mailto:admin@threeriversmontessori.org)

Visit <https://threeriversmontessori.org/employment> for more information.

*Three Rivers Montessori Charter School is an Equal Opportunity Employer and strongly supports a diverse and inclusive workplace.*