



626 Phillips
Clawson, MI 48017
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INTERNAL/EXTERNAL POSTING

POSTING DATE: March 25, 2025

POSITION: 2025-26 District Behavior Specialist / Board Certified Behavior Analyst (1.0 FTE)

REPORTS TO: Director of Special Education

**BASIC
QUALIFICATIONS:**

Minimum of a Masters' Degree with full State certification as a BCBA

JOB SUMMARY:

Clawson Public Schools is seeking an enthusiastic and positive employee with a strong skill set to assist with helping students and teams around behavioral interventions. This individual will support data collection and development/implementation of Functional Behavior Assessments (FBAs)/Behavior Intervention Plans BIPs). They will also provide modeling, training, and professional development in order to build capacity and improve overall student behavioral success. All professional learning and training must be in alignment with best practices for providing services and is highly collaborative in working with a broad range of service providers and staff.

**SKILLS AND
QUALIFICATIONS:**

1. Evidence of ability to establish working relationships that result in mutual respect
2. Exhibit professional attitude, appearance, and demeanor
3. Regular, reliable, and punctual attendance is considered an essential function
4. Experience with training and monitoring the implementation of a variety of research-based programs
5. Ability to work with a variety of clients in regard to age, functionality, and with minimal direction
6. Working knowledge of district, state, and federal special education rules, regulations, and procedures as well as remains current on new research and developments in behavior analysis

7. Ability to demonstrate competence in behavior management skills, instructional skills, oral and written communication, organizational skills, and interpersonal relations
8. Must be willing to be Non-Violent Crisis Intervention certified and serve as a CPI trainer to staff
9. May be required to control certain behavior(s) through physical restraint, used as a last resort.

MAJOR DUTIES AND RESPONSIBILITIES:

- ❖ Support buildings where students are identified as needing unique behavioral regulation strategies including Functional Behavior Analysis (FBA) development and coaching, along with Behavior Intervention Planning (BIP) where Positive Behavior Intervention Services (PBIS) are always integrated
- ❖ Consult with administration, staff, and families using data-based decision making to improve student behavioral concerns
- ❖ Understand the principles of applied behavioral analysis and oversee the implementation of Clawson Behavioral Intervention Supports
- ❖ Support administration with providing professional development and behavioral training where required; data collection, analysis, plan development and to include PBIS
- ❖ Assist in the development and implementation of assessment tools to conduct functional assessments and analyses when appropriate, and to develop appropriate behavior strategies/plans to teach appropriate behavior and reduce maladaptive behaviors, ensuring plans are followed with fidelity
- ❖ Provide analysis and interpretation of information and data in oral and written reports, as well as team and family meetings
- ❖ When appropriate, assist in the development, facilitation, and follow-up training in Applied Behavior Analysis, using both discrete trial training and natural environment training models of teaching, that work in school settings
- ❖ Perform other duties as assigned by the Director of Special Education

STARTING DATE: August 25, 2025

SALARY: Appropriate placement on Clawson Education Association's teacher salary schedule

APPLICATION PROCEDURE – INTERNAL:

AN INTERNAL CANDIDATE is considered to be an employee covered under the **Teacher** bargaining unit. Internal Candidates please submit a letter of interest via Linda.Gould@clawsonschools.org by March 31, 2025.

EXTERNAL CANDIDATE

APPLICATION

PROCEDURE: ►►►

***Please apply through Oakland Human Resources Consortium:**

<https://www.oakland.k12.mi.us/careers>

*Please **DO NOT** mail or bring copies of your application materials to the district or any school office unless specifically requested. The district no longer retains or utilizes paper documents in the initial screening process and unsolicited materials will not be retained.

APPLICATION

DEADLINE:

Until Filled (external candidates)

Clawson is an equal opportunity employer and fully subscribes to the principles of Equal Opportunity. The Civil Rights Act of 1964 and State and Local Laws prohibit discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, transgender status, age, marital status, disability, genetic information, or any other reason prohibited by applicable laws, in its programs services, activities, or employment practices

Affirmative Action/Equal Opportunity Employer

The Board will vigorously enforce its prohibition against discriminatory harassment based on race, color, national origin, sex, (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, or genetic information (collectively, "Protected Classes") that are protected by Federal civil rights laws (hereinafter referred to as "unlawful harassment"), and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify such problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.

The Board will take affirmative action to ensure that applicants are employed and promoted without regard to their race, religion, color, handicap, sex, national origin, age, height, weight, or marital status.

The Superintendent has been designated to handle inquiries regarding the nondiscrimination policies.