



New Vision Charter School

K-8 Behavior Specialist

Minimum Requirements

- Must possess a current Colorado teacher license with an endorsement in School Counseling, School Psychology, Special Education, or Social Work.
- Bachelor's degree in education or related field required.
- Preferred: Master's Degree in counseling, school psychology, special education, BCBC Certification, or educational leadership.

Major Duties and Responsibilities/Essential Functions

1. Perform individual intervention assessments on students, write clear and concise diagnostic results, and maintain necessary documentation of confidential student assessments
2. Develop, implement, and monitor the classroom Behavior Management system.
3. Collect and analyze behavioral and replacement skill data.
4. Advise teams on classroom behavior data-collection systems, prepare data-collection sheets, and analyze effectiveness.
5. Assess students' social and emotional development and risk of harm to others, and provide suicide assessments for students when necessary.
6. Direct Student Support: Provide one-on-one or small group support to students to teach social-emotional regulation, social skills, and coping strategies.
7. Consultation & Coaching: Consult with teachers, administrators, and staff to provide strategies for classroom behavior management, observe students, support in crisis prevention and intervention, and develop behavior intervention plans.
8. Monitor student progress, adapt support as needed, and maintain documentation pertinent to academic, social, and emotional progress and needs of students.
9. Conduct Functional Behavior Assessment on assigned students.
10. Conduct, develop, implement, and evaluate function-based behavior intervention plan plans (BIP) in accordance with Student Support Team (SST) timelines.
11. Create and facilitate behavior skills training sessions, focusing on SST plan goal progress.
12. Attend and participate in SST meetings when requested.
13. Develop, monitor, and report on each student's behavioral performance relative to their behavioral goals in tier III interventions.
14. Demonstrate a commitment to:
 - a. Understand, appreciate, and make accommodations for student diversity.
 - b. Include and engage families in the student's education.
 - c. Support all New Vision Charter School policies, procedures, and expectations.
 - d. Provide personal and professional excellence.
15. Participate in:
 - a. Multi-disciplinary diagnostic and placement teams.
 - b. Department, team, building, and district meetings and discussions.

- c. Student and/or family conferences and other meetings.
 - d. Social, cultural, interscholastic, and extracurricular activities.
 - e. Professional growth opportunities.
16. Attend and participate in staff meetings.
 17. Complete the initial incident report and submit it in a timely fashion within 24 hours after a behavior emergency.
 18. Serves as the K-8 504 Coordinator
 - a. Serve as the school's primary point of contact for all Section 504 matters.
 - b. Oversee the identification, referral, evaluation, and eligibility process for students who may need 504 accommodations.
 - c. Facilitate 504 team meetings and help develop clear, effective 504 Plans.
 - d. Work with building administrators to ensure 504 Plans are properly implemented by teachers and staff across all school settings.
 - e. Conduct annual reviews and triennial re-evaluations of 504 Plans.
 - f. Provide training and support to teachers and staff on Section 504 requirements and the implementation of accommodations.
 - g. Communicate effectively with parents/guardians and ensure they receive notice of their rights under Section 504.
 19. Perform other duties as assigned.

Job Skills Requirements

- Human relations skills to achieve and maintain trust and cooperation with peers, families, and students, and deliver formal discussions with groups, and resolve conflicts.
- Effectively communicate both orally and in writing.
- Professional writing skills sufficient to write reports and correspondence that may be sensitive and have legal implications.
- Maintain accurate records; establish and meet deadlines.
- Knowledge of basic computer skills in order to communicate via email and prepare documents on a word processor.
- Work effectively with children and adolescents.
- Work as part of a multidisciplinary educational support team while communicating effectively within a team-based approach.
- Establish and maintain professional relationships.
- Work independently and make decisions within the framework of established guidelines.
- Effectively communicate student needs with parents, teachers, staff, and administrators.

Compensation: Salary starts at \$52,378.00 annually based on experience.

Employee Benefits: NVCS offers Health, vision, and dental coverage (*Including preventative healthcare benefits*), P.E.R.A. retirement, long-term disability insurance, paid time off (Annual Leave), and life insurance to employees. [2026-27 Salary Matrix](#)

To Apply: <https://www.applitrack.com/nvcs/onlineapp/> or <https://www.applitrack.com/nvcs/onlineapp/default.aspx?AppliTrackJobID=283&ref=>

Closing Date: 4/28/2026