



## **Behavioral Specialist**

### **Job Description and Responsibilities**

**Unique opportunity to be on the growing team at an innovative charter boarding school targeting foster care youth**

### **About Monument Academy**

Monument Academy has established an innovative model integrating tailored academics with evidence-based, trauma-informed practices. Monument Academy opened in 2015 and will have 115 students spanning 5th-8th grade in the 2020-2021 school year. The mission of Monument Academy is to provide students, particularly those who have had or might have contact with the foster care system, with the requisite academic, social, emotional, and life skills to be successful in college, career, and community, and to create an outstanding school that attracts, supports, and retains exceptional and caring people. Monument Academy will fulfill its mission by providing stability, adult connection, high-quality academics, therapeutic support, and life skills for pre-teens and teens. Monument Academy graduates will be prepared for post-secondary education, be on a career trajectory, and have the social, emotional, and self-care skills to maintain a healthy, connected, and economically self-supporting life.

### **About the Position**

The Behavioral Specialist's work week is Monday - Friday from 8:15 AM - 4:30 PM. As a member of the Monument Faculty, the Behavioral Specialist will play an integral role in shaping the lives of the students. The Behavior Specialist not only works with our students through crises, they also provide supervision and cultivate a safe and caring environment that is supportive of all students' regardless of social, emotional or academic development. They must be consistent role models with their words and actions. It is imperative that Behavioral Specialists build strong, family-like relationships that begin with taking a genuine interest in every student, and his or her unique story. Families will set goals together, celebrate successes together, learn new skills together, and overcome challenges together. The Behavior Specialists' role in helping to guide this process along with establishing and maintaining a positive culture is of the utmost importance. Included in this is adhering to Monument Academy's approach to structuring the student expectations and behavior systems. The Behavioral Specialist team is responsible for designing and implementing evidence-based interventions that allow students the greatest opportunities to be successful in and out of the classroom. They also have school holidays off and are expected to participate fully in professional development days. The Behavioral Specialist will report to the Director of Behavior Management.

Key responsibilities include, but are not limited to the following:

- Promote Monument Academy core values and model the highest behavior standards for staff and student at all times
- Create and maintain a safe and positive environment for youth utilizing Monument Academy's systems and approaches.
- Ensure that Positive Behavioral Interventions and Supports are utilized effectively and are consistent with the daytime structure of the school
- Participate in conversations with leadership, teachers, the wellbeing team, outside service providers, parents/guardians, and students to assess students' progress toward goals, identify potential challenges, and implement interventions and supports.
- Conduct home visits with another staff member as needed

- Collection of data on behaviors of concern
- Development of socially and age appropriate behavior goals
- Provide crisis intervention and initiate the proper protocols to ensure the involvement of the appropriate counselors and/or leaders in a given situation
- Implement de-escalation tactics and strategies while teaching replacement behaviors

The qualified Behavioral Specialist is a positive, caring, results-oriented person of exceptional character, and is deeply committed to Monument Academy integrated approach to supporting and educating students. The individual is passionate about working with adolescents, particularly those who may require additional support to meet their unique educational and socio-emotional needs. The Behavioral Specialist believes that all children are capable of achieving at high levels, and in the significance of making the connection between students' aspirations for their lives, careers, and their education. This Behavioral Specialist also understands and models that learning and setbacks are opportunities for growth for both students and adults. The qualified individuals will set an example as an open-minded learner, devoted to evidence-based practices that promote student achievement, and well-being. They will build trusting relationships and support faculty, staff, students, and parents.

Candidates should possess the following:

#### Character Traits and Values

- Commitment to the mission of Monument Academy & Cornerstone
- Emotional self-regulation, patience, maturity and humility
- Honesty and integrity
- Patience, especially in highly stressful situations
- Curiosity and creativity
- Optimism and enthusiasm
- Excellent ability to build relationships with and relate to youth
- Respect for students, families, and staff
- Ability to accept and quickly apply feedback
- Proactive and able to anticipate issues and manage unanticipated events with thoughtfulness and grace
- Commitment to positive behavioral approaches
- Willingness to learn and grow in a new school environment
- Thoughtful self-reflection and good self-care skills

#### Experience, Credentials, and Skills

- Knowledge of concepts and principles within Applied Behavior Analysis
- Ability to pass a thorough background check and reference verification procedure to determine one's fitness to satisfactorily and safely care for youth
- 1-3 years of work experience in a school setting or program (preferably residential) that works directly with at-risk youth, preferably in an urban/diverse educational setting
- Experience working with traumatized youth preferred
- Cultural competence in working with students and families from different racial, ethnic, linguistic, and sexual orientation backgrounds
- Detailed oriented with a strong grasp on identifying patterns
- Experience working with or knowledge of the foster care system a plus
- Experience working with students with special needs and technical knowledge of special education policies a plus
- Outstanding verbal and written communication skills
- Outstanding organizational skills and ability to prioritize, delegate, manage time and tasks to meet deadlines
- Proven track record working collaboratively with a team

**Location:** Washington, D.C.