

INGHAM INTERMEDIATE SCHOOL DISTRICT

Position Announcement

Job Title:	Lead Consultant, Positive Behavior Intervention & Supports (PBIS) (re-post)		
Location:	Ingham Intermediate School District	Start Date:	July 2, 2017
Salary Range/ Level:	\$75,065-93,177 (commensurate with experience) IIPSA 2016-17 Salary Schedule	Terms of Employment:	45 weeks/year, 5 days week/ 8 hours/day
Date Posted:	Wednesday, March 1, 2017	Application Deadline:	Open Until Filled
Application Process:	<p>A COMPLETED ONLINE APPLICATION IS <u>REQUIRED</u>. (See application instructions at www.inghamisd.org under Programs and Services/Human Resources.)</p> <p>Resume and cover letter may be:</p> <ul style="list-style-type: none"> • Attached within the online application (preferred) • Faxed: (517) 676-429430m, • Emailed: jobline@inghamisd.org • Mailed: Ingham ISD, Human Resources 2630 W Howell Road, Mason, MI 48854 		
Ingham Intermediate School District			
Mission		Vision	
Ingham ISD creates and enhances educational opportunities for all learners.		Ingham ISD will improve the community it serves by ensuring success of all learners.	
Job Description			
<p>Position Opportunity:</p> <p>Under the direction of the administrator, in collaboration with Student Support Services and in accordance with the established policies and procedures of Ingham Intermediate School District (ISD), the Positive Behavior Intervention and Supports (PBIS) Lead Consultant will be responsible for providing support for the ISD-wide implementation of PBIS in a multi-tiered system of support (MTSS) framework from preschool through high school. Ingham ISD is a regional education service agency that provides services to 12 school districts and 10 public school academies (i.e., charter schools), serving over 44,000 students in mid-Michigan. The Lead Consultant will be actively involved in providing training, coaching, implementation support, coordination of activities and data collection for the ISD, local districts and schools in the implementation of their PBIS systems.</p>			

Qualifications:

- Master's degree required, PhD preferred, in curriculum and instruction, special education, behavioral analysis, school psychology, school social work, or other related field.
- Knowledge of the research and evidence-base related to PBIS, functional behavior assessment (FBA), and behavior intervention plans (BIPs).
- Knowledge of systems-level change and implementation science.
- A minimum of three years of recent and relevant experience in schools at the Pre K-Grade 12 level, including successful teaching experience or successful experience in a school support role, such as a school psychologist or school social worker.
- Potential to conduct research related to PBIS in applied settings and secure external funding.
- Certification as a SWIS/SRSS/ISIS facilitator and trainer preferred.
- Demonstrated experience and expertise in developing content, planning, and conducting professional development/training regarding PBIS implementation.
- Demonstrated leadership and project organizational skills (planning, progress monitoring, problem-solving and evaluating) with regard to PBIS and MTSS implementation.
- Demonstrated ability to work collaboratively with various stakeholders to gain consensus related to PBIS implementation within an MTSS framework.
- Possess strong interpersonal skills to develop collaborative relationships with ISD colleagues/administrators, district, agency and state staff/administrators, as well as district/building/behavior response teams, classroom teachers, building administrators, MTSS coaches, support staff, students and parents.

Performance Responsibilities:

- Promote the knowledge and acquisition of skills regarding PBIS and its benefits to the achievement of all students as it is embedded in a MTSS framework.
- Develop and execute a PBIS implementation plan across the ISD that demonstrates knowledge of implementation science and systems-level change.
- Provide training and support in the collection, analysis, and interpretation of behavioral data (e.g., School-Wide Information System [SWIS], Individual Student Information System [ISIS-SWIS], Student Risk Screening Scale [SRSS], Early Warning Signs [EWS], Check-in Check-Out [CICO], and the Behavior Incident Reporting System [BIRS]) for students in the problem solving process to implement Tier 1, Tier 2, and Tier 3 PBIS supports across the ISD.
- Provide training and support in the collection, analysis, and interpretation of various PBIS assessments (e.g., Self-Assessment Survey [SAS], Benchmarks for Advanced Tiers [BAT], Benchmarks of Quality [BOQ], and Tiered Fidelity Inventory [TFI]) to implement Tier 1, Tier 2, and Tier 3 PBIS supports across the ISD.
- Develop, facilitate and provide training, coaching, technical assistance, problem solving, and implementation support to district and building level leadership teams, behavior response teams, classroom teachers and school staff on the use of:
 - Tier 1/school-wide supports to include universal non-classroom and classroom management practices (including data collection, data analysis and decision making in a problem solving model).

- Tier 2/targeted supports to include decision rules, research and evidenced-based behavior interventions (including data collection, data analysis and decision making in a problem solving model).
- Tier 3/intensive supports to include data collection/analysis using functional behavior assessment (FBA) procedures to develop individualized behavior support plans (BSP)
- Provide on-going training, coaching and technical assistance to local district MTSS coaches, district and building level administrators to support PBIS implementation.
- Conduct research or program evaluation to determine the effectiveness of the PBIS system across the ISD.
- Other duties as assigned.

Working Conditions:

Work is performed in a wide variety of locations, including office and school environments. Involves sitting and walking. Requires the use of computers, office equipment and driving personal vehicle. May require attendance at evening meetings.

Notice of Non-discrimination

It is the policy of Ingham Intermediate School District not to discriminate on the basis of race, color, national origin, gender/sex, age, disability, height, weight, marital status, or lack of English language speaking skills, in its programs, services or activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Director of Human Resources, 2630 West Howell Road, Mason, MI, 48854. (517) 244-1289.