



# Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

Telephone: 410-588-5238

Email: [staffmanagement@hcps.org](mailto:staffmanagement@hcps.org)

[www.hcps.org](http://www.hcps.org)

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AN EQUAL OPPORTUNITY

## VACANCY ANNOUNCEMENT

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

### Behavior Support Technician - GRANT Bakerfield Elementary School

To assist school staff with instructional programs, activities, and support the needs of students.

#### DUTIES AND RESPONSIBILITIES INCLUDE

*These are intended only as examples of the various types of job duties to be performed. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.*

- Monitors student behavior and implements behavior strategies and intervention plans in a variety of settings.
  - Responds to behavioral crises as part of school-wide crisis management procedures under the direction of the school administration, school psychologist, and/or social worker.
  - Responds to and manages crisis situations utilizing prescribed de-escalation strategies and interventions under the direction of the school administration, school psychologist, and/or social worker.
  - Implements and assists staff with approved de-escalation techniques when responding to students whose behavior may become injurious to themselves or others.
  - Supports the implementation of the behavioral components of IEPs under the direction of the special educator, school psychologist, and/or social worker.
  - Assists with the implementation and documentation of the behavior management system including any specifically designed contracts or protocols, in concert with the teacher under the direction of the school administration, school psychologist, and/or social worker to reduce the student's maladaptive behaviors and promote appropriate social behaviors.
  - Monitors student behavior by accurately documenting day-to-day student progress through on-going data collection in accordance with the Behavior Intervention Plan.
  - Builds positive relationships with students and colleagues.
  - Participates in professional development programs as assigned.
- OTHER RESPONSIBILITIES
- Performs other work-related duties as assigned.

#### SALARY

Starting Salary for Technician (\$31,558)  
 May increase with additional education and experience.  
 \*Salary for the 2024-25 school year subject to change pending state and local funding





#### REQUIREMENTS

- High School Diploma
- Associate of Arts Degree or higher from an accredited college or university (coursework in psychology or sociology is preferred); OR

60 college credits with grade "C" or higher (coursework in psychology or sociology is preferred);  
OR

Absent an AA degree or less than 60 college credit hours in a related field, candidates may be considered for the position with the following:

- Pass the ParaPro Assessment with a score of 455 or higher Completion of 15 college credits
- 1.5 years of work experience working directly with students exhibiting special needs and/or aggressive Behaviors

-  Completed or willing to complete and implement all components of Crisis Prevention Intervention (CPI).
-  Possesses strong communication and interpersonal skills.
-  Basic technology skills preferred.
-  Able to meet physical requirements of position which are considered essential job functions, with or without accommodation, by passing pre-employment exam. Such requirements directly support students and include, but are not limited to, squatting, kneeling, and the ability to lift and transfer students weighing up to 40 pounds.

## HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

## DEADLINE

Online employment applications will be accepted **until filled**.

The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, et seq.), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools: Involving students, refer to: Ken Miller, 102 South Hickory Avenue, Bel Air, MD 21014 at [\[410\] 375-0408](tel:4103750408) or [Kenneth.Miller@hcps.org](mailto:Kenneth.Miller@hcps.org); Involving all other members of the school community, refer to: Renee McGlothlin, 102 South Hickory Avenue, Bel Air, MD 21014 at [\[410\] 809-6087](tel:4108096087) or [Renee.McGlothlin@hcps.org](mailto:Renee.McGlothlin@hcps.org). Discrimination complaints may also be filed with other agencies, such as the Office of Civil Rights in the United States Department of Education. Assistant Secretary for the Office of Civil Rights: 400 Maryland Avenue, SW, Washington, D.C. 20202, 1-800-421-3481. For updated information on the Board of Education, visit [www.hcps.org](http://www.hcps.org).

**AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE**