Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT
JOB CLASS SPECIFICATION

Certified: 3/26/2026

Resource Teacher, Behavior

Pay Scale: A
Level: N/A
FLSA Status: Exempt
Job Family: Student Services
Primary Location: Administration Building

Department Overview
The Department of Student Services focuses on prevention and intervention approaches in the schools and is committed to the "Education of the Whole Child" to ensure safe, healthy, and supportive learning environments for all students. The department supports student performance through special education, school counseling, student registration, health, social work, student assistance, attendance, homebound, assessment, diagnostic, psychological and parent resource services. The department includes the following teams: Student Services, Student Mental Health Services, Diagnostic and Prevention Services, Special Education, and Procedural Support.

Job Overview
The Resource Teacher, Behavior is a key member of the educational team, responsible for promoting and implementing positive behavior interventions and supports within a school or the division. This role involves collaborating with educators, students, administrators, and families to create a safe and supportive learning environment for all students, with a focus on preventing and addressing challenging behaviors through proactive strategies.

Roles and Responsibilities
The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Leads and coaches the implementation of a school-wide Positive Behavioral Intervention & Supports (PBIS) framework, including training staff, developing and monitoring behavior systems, and collecting and analyzing data to inform decision-making.
- Provides direct support to classroom teachers to model strategies to reinforce classroom management best practices.
- Collaborates with school teams, families, and community partners to ensure a comprehensive and coordinated approach to supporting student behavior.
- Provides support and guidance during behavioral crisis, ensuring the safety of all students and staff and implements training as required in the school setting.
- Responds to Requests for Support for specific student behavioral needs, utilizing a tiered approach.
- Supports and delivers student behavioral interventions by working in collaboration with the school-based mental health team members, including:
    - Identifying, analyzing, developing, and implementing effective targeted and individualized behavioral interventions and conditions necessary for direct support to students.
    - Supporting and managing the documentation of student behavior plans.
    - Monitoring and collecting student behavioral data and making appropriate instructional modifications.
    - Consulting and assisting school teams to support the Functional Behavioral Assessment and Behavioral Intervention Plan process.
- Provides and/or supports informational and educational workshops for families and community stakeholders.

- Serves as a Regional Trainer for crisis response strategies, in accordance with guidance from the Office of Procedural Support.
- Participates and/or facilitates professional learning opportunities at both the division and school level, as required or assigned.

Qualifications
Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education
Bachelor's Degree in education, special education, psychology, or a related field

Experience
Experience working with students with diverse learning needs and challenging behaviors
Experience working with students in alternative or at-risk settings

Licenses and Certifications
Holds or is eligible for a Virginia Pupil Personnel Services License or a Virginia Collegiate Professional License

Knowledge, Skills and Abilities
- Working knowledge of differentiated methodologies of effective teaching, restorative practices, the conflict cycle, positive behavioral approaches, and evidence-based practices
- Strong interpersonal, relationship-building, and cultural proficiency skills in order to establish and maintain positive collaborative relationships with staff, students, and families
- Ability to apply knowledge of current research and theory to instructional programs
- Ability to analyze data to make informed decisions that improve instructional, social-emotional and behavioral supports for students
- Ability to work effectively as part of a collaborative team

Physical Requirements
The following provides a brief description of physical requirements for this job:

While performing the duties of this job, the employee is regularly talking, expressing or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly. The employee must possess normal cognitive abilities including the ability to learn, recall and apply certain practices and policies. Frequently sitting and/or remaining in a stationary position for long periods of time. Exerting up to 25 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.

Equal Opportunity Employment
The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual

orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure
Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Remote Work Disclosure
The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based upon the performance of the employee, as well as the needs of Loudoun County Public Schools.