



# Memo



TO: CUPE Education Assistants  
FROM: Vanessa A. Lysne, Human Resources Manager  
DATE: Monday, May 29, 2023  
RE: **NEW: Behaviour Interventionist Job Description**

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Please be advised a new job description has been created for CUPE staff:

#109 Behaviour Interventionist

There will be Behaviour Interventionist position(s) available during the EA Assignment Process so if you believe you qualify, please fill in an Upgrade Request from the district website noting how you specifically meet the qualifications that are listed in the job description. Be sure to attach your transcript and any other documentation. Please do this as soon as possible. The job description is attached here and available on the website.

TITLE: Behaviour Interventionist  
SECTION: As Appointed  
REPORTS TO: Inclusive Learning Principal or Delegate

#### SUMMARY:

Under the general supervision of Inclusive Learning Principal or Vice Principal, provides direct assistance to school teams in supporting the development and implementation of behaviour intervention plans and programs to meet the individualized needs of identified students.

#### DUTIES:

1. Collaborates with district and school teams to design, implement, monitor and refine behaviour support plans that are culturally appropriate and integrate social-emotional well-being.
2. Facilitates community support services as needed for the student.
3. Provides direct service to students and school teams as assigned.
4. Collaborates with classroom teachers and school-based staff to identify and implement inclusive practices to support student success.
5. Collaborates with community partners, district representatives, administrators, parents and others as needed to support comprehensive, aligned interventions and programs.
6. Develops written plans and program outlines that can be implemented by school teams.
7. Transports students as required.
8. May, on occasion, be required to perform other job-related duties as assigned.

**QUALIFICATIONS:**

Education – the applicant must have:

- Bachelor's degree in Social Work/Psychology/Behaviour Analysis/Child and Youth Care **OR** Grade 12 Supplemented by successful completion of a degree with a child and youth care/counselling focus
- Training/coursework in proactive behaviour strategies including data collection, self-regulation, mental health literacy, trauma informed practice, functional behaviour analysis, and social emotional learning
- Current non-violent crisis intervention training

Experience – the applicant must have:

- 2 – 4 years related experience

Skills – the applicant must have:

- Demonstrated ability to develop, monitor, implement, and adapt positive behaviour support plans.
- Demonstrated ability to develop, monitor, implement and adapt de-escalation plans.
- Adapts established methods and procedures, work involves a choice of methods and procedures.
- Working knowledge of behaviour intervention strategies including functional behaviour assessment, functional analysis, and behaviour support planning.
- Demonstrated ability to work as part of a multi-disciplinary team.
- Ability to communicate well, both orally and in written form.
- Basic computer skills (i.e. word, email, calendar).

Other- the applicant must:

- Be physically able to respond to students' needs (i.e. bolting).
- Have a valid BC driver's license (class 5).
- Demonstrate confidentiality with regard to information related to learners, staff, and schools.

**APPENDIX D**

**JOB EVALUATION**  
COVERING  
**SCHOOL DISTRICT NO. 79 (COWICHAN VALLEY)**  
(EMPLOYER)  
AND  
**CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 5101**  
(UNION)

**ADVICE OF RATING**

EMPLOYEE NAME:	
JOB TITLE:	#109 Behaviour Interventionist
LOCATION:	Sites
EFFECTIVE DATE:	May 23, 2023

This is to advise that the rating for the job is as follows:

**JOB RATING**

Factor	Edu	Exp	Jud	A/D	Phy	Dex	Acc	Saf	Sup	Con	W/C
Degree	8	6	3	3	3	4	2	2	1	3	3
TOTAL POINTS	382										

RATING CLASSIFICATION LEVEL:	17
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