



Behavioral Interventionist

Mountain City Public Montessori is a tuition-free public Montessori Charter school for children in grades kindergarten through 7th grade in Asheville, North Carolina. Our mission is to provide equitable access to a high-quality, relevant Montessori education to meet the needs of all students and to strengthen our community. An integral part of our mission as an organization is to operate with a lens of diversity, equity, inclusion, and belonging.

Our organizational structure is one of **shared leadership** that gives our staff the support they need to provide the best learning environment and experience for the students, and allows each individual to focus their attention, energy, and skills on what they do best. Shared leadership enables the school to draw on a larger pool of talent, wisdom, expertise, and experience beyond a single administrator, and nurtures the development of leadership experience and skills within the school, thereby cultivating the next generation of leaders.

Our **Behavioral Interventionist** is a highly skilled teacher with experience working within special education. They are knowledgeable of IDEA and *NC Policies Governing Services for Children with Disabilities* and work closely with the leadership team to ensure the adherence of them within the school. More specifically, the Interventionist will work with student's behavior goals or Behavior Intervention Plans. In collaboration with the Exceptional Children's Specialist, they will work with Key Children to support their growing ability to access the Montessori curriculum.

The Behavioral Interventionist will also assist the Nautilus lead in ensuring that all students will receive the maximum amount of time in their Montessori classroom through school-wide implementation of the Nautilus Approach. ([Nautilus Philosophy](#))

Requirements:

- Bachelor's Degree in special education, psychology, or a related field from an accredited college or university (Master's degree preferred)
- 3-5 years of experience working with children with disabilities (as a behavioral specialist preferred), special education teacher, or psychologist.
- Willingness to learn Montessori philosophy and materials
- Holds or is willing to acquire CPI training

Behavioral Interventionist Responsibilities:

- Work collaboratively with the Exceptional Children's Specialist and the Counselor to ensure all IEP/ BIP are followed with fidelity
- Work collaboratively with the Director of Operations to complete all state and federal funding requirements
- Participate in special education professional development opportunities
- Assist in planning, preparing, and administering practice of evidence-based interventions and social skill activities/lessons in a proactive manner
- Provide behavior support to students using de-escalation strategies (CPI) as needed to help stabilize students experiencing escalated/disruptive behaviors
- Track, analyze, and monitor student data, and effectively use this data to guide instruction
- Conduct small group/individual social/emotional lessons with students on behavior support caseload as assigned by the Exceptional Children's Specialist
- Observe classrooms and individual students in order to design and implement FBAs and BIPs
- Actively participate in weekly data meetings, observation/feedback meetings, and other developmental meetings throughout the year.

Preferred Skills and Characteristics

- Commitment to Mountain City Public Montessori's mission and vision
- Understanding of special education laws and regulations
- Excellent interpersonal, oral, and written communication skills with diverse constituents, including giving and receiving feedback
- Holds or is eligible to hold a valid NCDPI Exceptional Children: General Curriculum (K-6 or K-12) license
- Comfort with office productivity applications, including Google Docs, Word, and Excel
- Strong organizational skills and attention to details
- High aptitude for problem solving, navigating challenging situations, and inspiring collaboration among colleagues
- Calm demeanor

Salary and Benefits

Mountain City Public Montessori's compensation philosophy is to pay competitively as compared to the surrounding LEAs to ensure the ability of our staff to live and thrive in our community. The hiring salary for this role is determined by years of

experience and qualifications. Mountain City Public Montessori is committed to internal pay equity throughout our organization. We offer a competitive benefits package with comprehensive health benefits utilizing the state health plan. All staff members are equipped with the tools needed to succeed, including relevant and quality professional development, laptop computer, email, and all necessary supplies.

Additional Information

Equal Employment Opportunity: Mountain City Public Montessori provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. All your information will be kept confidential according to EEO guidelines.