

## **Behaviour Consultant Maternity Leave - Full or Part-Time**

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### **Position Overview:**

Kenneth Gordon Maplewood School (KGMS) would like to acknowledge and thank the Coast Salish peoples, including the territories of the *xʷməθkʷəy̓əm* (Musqueam), *Skwxwú7mesh* (Squamish), and *sel̓íl̓wítulh* (Tseil-Waututh) Nations on whose traditional territories we teach and learn.

KGMS is a Primary to Grade 12 co-educational Special Education School located in the Maplewood neighbourhood of North Vancouver. We provide specialized education that supports students with diverse learning needs. Our school community is committed to fostering an inclusive and supportive environment where every student can thrive academically, socially and emotionally.

Our academic program is at the heart of what we do but we realize that students are most successful when supported in their social and emotional growth. We have a team of dedicated counsellors and a Developmental Specialist who work with our education team to support students through their academic journey.

KGMS is recruiting for a Developmental Specialist / Behaviour Consultant to join our Student Services Team.

The KGMS Developmental Specialist's multidisciplinary role assists parents, teachers, OTs, SLPs, Psychologists and Counsellors in creating plans to manage behaviours that affect a student's learning. The Developmental Specialist works within a multidisciplinary team to provide a comprehensive approach to behaviour management that includes evaluation, observation, education, interventions and regular monitoring. They may work one-on-one with students and use teaching methods to target specific behaviours and achieve goals such as self-regulation, following classroom routines, and integrating positively into the classroom environment. The developmental specialist will work alongside classroom educators to support students, families, and faculty.

### **Responsibilities:**

- Develop caring and supportive relationships with the students in the classroom
- Assist with the emotional and social development of the student
- Conduct behavioural observations of students to determine their strengths and areas of development in social, emotional behavioural and learning areas
- Implement positive behaviour plans designed to help the student learn self-regulation skills and target specific areas for improvement
- Work one-on-one (short-term) with the students when necessary

- Build a strong working relationship with the family of the student as well as any other appropriate community stakeholders (e.g. Behaviour Interventionists)
- Effectively communicate with the family providing progress reports
- Assist teachers with delivering the curriculum to the student to suit the learning needs of that student best
- Assist in the planning and implementation of the daily schedule and programme
- Collaborate with the teachers in teaching lessons in a variety of ways
- Staff development/training as determined by the administration
- Assist with the evaluation and assessment of the student's progress
- Empower families by providing them with skills and techniques to support the positive behaviour development of the student
- Communicates and collaborates with classroom teachers, admin team members, students, parents and community support.
- Is an engaged team member in the KGMS community

**Must have knowledge and proficiency in:**

- Education on why we do what we do
- Demystification of characteristics presented by specific diagnoses
- Alternative desired behaviours to replace undesired behaviours
- Effective positive reinforcement strategies/Reinforcement schedules
- Support in communicating one's needs effectively/Alternative behaviours
- Observations and analysis of the function of specific behaviours
- Clear expectations and consistent language
- Contingency maps that provide individual choice
- Visual Schedules to improve executive functioning skills
- Self-regulation tools and strategies
- Individualized Token Economy's to build self-esteem and self-awareness
- Understands the value in follow through and consistency

**The ideal candidate should be:**

- Self-motivated, reliable, enthusiastic, and possess excellent communication skills
- Enjoy working in a highly collaborative educational environment
- Possess strong oral and written communication skills
- Ability to work independently and with autonomy

**Qualifications**

- Minimum of 5 years working with children with exceptionalities
- Board Certified with BACB (Behavior Analyst Certification Board)
- Experience working with students in a K-12 setting
- Criminal Records Check - Vulnerable Sector

**SALARY RANGE: \$74,902.32 - 94,311.66 Depending on Education and experience**

**Please indicate your interest by sending a resume and cover letter to [HR@kgms.ca](mailto:HR@kgms.ca)**

*We are committed to building a diverse and inclusive workforce by ensuring a barrier-free work environment. We welcome applications from all qualified job seekers, from BIPOC (black, Indigenous, and people of colour), persons with disabilities, and 2SLGBTQ (persons of all sexual orientations and genders). If you are an applicant with a disability, we will work with you to make reasonable workplace accommodations you may need for your best work performance.*