**Position Title:**

Behavior Analyst

**Reports To:**

Chief of Schools/Student Support

**Location:**

Achievement Schools - Central Office

Memphis, Tennessee

**About the Achievement School District:**

In January 2010, Tennessee passed the First to the Top Act, a sweeping reform of the state’s education policy that was the cornerstone of its successful Race to the Top application. The Act created the Achievement School District (ASD), a state-run education authority with the power to directly run eligible schools and to authorize charter management organizations to operate schools. The ASD was charged with enacting bold reforms to drive transformational results for students zoned to attend or attending Priority schools. In doing so, the ASD acts as an operator of schools (the directly managed “Achievement Schools” clustered in the Frayser neighborhood in Memphis), authorizes non-profit partners, and works as a catalyst for state-wide school improvement through increased focus on Priority schools and improved student outcomes. The vision of the ASD is for all students in Priority schools to be prepared for success in education, career, and citizenship after high school. In support of this vision, our mission is to fight for justice for Priority school students by committing to excellence, equity, and community in their schools and lives.

**Position Overview:**

The Behavior Analyst is responsible for providing targeted intervention to selected students, coaching teachers on behavior management strategies, and helping bridge communications between school, district, support services and families. Behavior Analyst will work in collaboration with counselors, teachers, and other administrators to provide intervention to students who exhibit patterns of disruptive behavior. This person will also assist with small group instruction, when available, via push-in and re-teaching services on a rotating basis.

Importantly, the Behavior Analyst serves a critical role in coaching teachers and other school-based staff members in effective and restorative behavior management strategies that both reduce disruptive behavior and maintain the dignity of our students. Behavior Specialists will also drive school-wide interventions for behavior and culture within a school.

We see Behavior Analysts as critical team members who possess a specialized set of knowledge and skills that they can leverage in the support of our students’ achievement.

**Qualifications:**

Education/Certification

* Bachelor’s Degree from an accredited four-year educational institution
* Certificate in Applied Behavior Analysis required
* Master’s degree in Applied Behavior Analysis or a similar program preferred

Work Experience

* At least two years of work experience
* Experience working with children in high-needs environment required
* Experience teaching in an urban environment preferred

Skills and Mindsets

* Belief in and commitment to the mission and vision of the Achievement Schools
* Openness to giving and receiving frequent feedback
* Ability to work urgently in a fast-paced and results-oriented environment
* Exemplary ability to build relationships
* Strong ability to influence others without authority
* Strong belief in the potential of all students to excel at high academic levels required

**Physical Demands and Work Environment**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

* While performing the duties of this position, the employee is regularly required to sit and use hands to finger, handle, or feel objects, tools, or controls. The employee frequently is required to reach with hands and arms and talk or hear. The employee is required to walk occasionally.
* The employee must regularly lift and/or move up to 10 pounds. Specific vision abilities required by this position include close vision, color vision, and the ability to adjust focus.
* The noise level in the environment is usually moderate.
* May be required to travel locally and domestically periodically to attend meetings, trainings, seminars, etc.

**Salary and Benefits:**

Salary is competitive and commensurate with qualifications. In addition, a [comprehensive benefits package](http://www.tn.gov/hr/topic/benefits) is included.

**To Apply:**

Please e-mail a cover letter and resume to Chelsea Cash, [Chelsea.cash@tn.gov](mailto:Chelsea.cash@tn.gov).

*Pursuant to the State of Tennessee's policy of non-discrimination, the Tennessee Department of Education does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, sexual orientation, age, disability, or military services in its policies, or in the admission of, access to, treatment, or employment in its programs, services, or activities.*