



Hampton Roads Community Action Program

2410 Wickham Avenue
P.O. Box 37
Newport News, VA 23607

POSITION ANNOUNCEMENT

Position: Early Childhood Behavior Specialist
Location: Newport News, VA (Peninsula) and Portsmouth, VA (Southside)
Component: Head Start
Reports To: Program Services Team Leader
Supervises: Mental Health and Disabilities Managers

Qualifications: Master's Degree in behavioral health, social work, psychology, early childhood education, child development, or a closely related field. Must have course work in ECE and Applied Behavior Analysis. Minimum of one (3) years' experience working with 0-5-year-old children with behavior problems and their families, as well as training adults on behavior management techniques working in a classroom setting and/or consulting with teachers. Must have and maintain valid driver's license. Must pass Criminal Background Check and Child Protective Service Registry. Experience with Microsoft 365, WORD, EXCEL, and POWERPOINT. Ability to manage database systems. Knowledge of trauma-informed care and prior experience with Head Start preferred.

Duties: Develop relationship-based collaborations with teachers that builds on their strengths and provides intensive differentiated support to improve teaching practice. Offer support to teaching staff for behavior management, to include de-escalation and crisis management training, behavior intervention, modeling appropriate behavior strategies and conducting student observations. Provide classroom behavior support to ensure compliance of Head Start Performance Standards in an environment of continuous program improvement. Provides hands-on support for children with behaviors that interfere with their ability to participate comfortably and appropriately in classroom routines and special events or pose a safety or health risk to themselves or others. Implement and train staff on restorative practices and social-emotional supports to increase positive behavior. Complete individual observations, write reports and communicate with teachers, team members, and the family plans to implement including classroom strategies and supports needed, behavior intervention plans, and follow-up. Lead the development and monitoring of Behavior Intervention Plans. Utilizes parental information, observation, and teacher feedback to determine strategies and models/guides teachers to implement approved behavior techniques within the classroom. Complete additional child assessments, communicate findings, and help determine next steps when appropriate. Plan, conduct, and provide staff training regarding early childhood behavior health and behavior strategies. Collaborate with Disabilities and Mental Health team members, outside agencies, and families for referral and consultation services. Utilizes referral information for children needing further evaluation for services and provides family support through the referral process. Work with children and their families to provide intervention and behavior modification counseling for a variety of issues such as aggressive behavior, disruptive classroom actions, impulsiveness and difficulty working in groups. Classroom supports include assistance within class skill building, one-on-one safety intervention staff consultation, small group instruction, and classroom management/environmental interventions that support social-emotional well-being of the child.

Salary: \$61,176 annually with Benefits. Forty (40) hours per week.

Application: Qualified individuals should apply at 2410 Wickham Avenue, Newport News, VA., 23607. Office hours are 8:00 a.m. to 5:00 p.m. Monday through Friday. You can also visit: <https://hrcapinc.org/about/employment/> to print an application and mail to P.O. Box 37, Newport News, VA, 23607. You can also email all applications to hrcapresume@hrcapinc.org

Closing Date: Applications accepted until position is filled.

The Hampton Roads Community Action Program is an Equal Opportunity Employer