



Irvine Unified School District

TEACHER ON SPECIAL ASSIGNMENT (TOSA) PBIS

DEFINITION

Under the direction of the Coordinator of Guidance Resources and/or Director of Student Support Services, the PBIS TOSA will act as a resource to IUSD staff to support implementation of a multi-tiered system of support model of the PBIS Framework

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned:

- Facilitating ongoing district level support for fidelity of PBIS implementation
- Supporting district-wide scaling-up, capacity building and sustainability
- Providing ongoing progress and outcome monitoring using PBIS Assessment data (survey results, SWIS, etc.)
- Providing ongoing informational support on research-based and evidence-based practices of SW-PBIS and individual behavior supports
- Assist schools in sustainability of PBIS and the systems which support a multi-tiered model
- Provide site-level and district-level professional development (staff, team, parent, community, teacher, student, instructional support staff, etc.)
- Participate in district and school site-level team meetings (Coaches Institutes, Networks, Share Fairs, etc.)
- Provide technical assistance (TA) to PBIS school teams, coaches and principals
- Support school site-level team meetings by providing coaching support and technical assistance (i.e. team meeting foundations, stakeholder partnerships, action planning for a multi-tiered behavioral framework and integration of academic, social-emotional and behavioral interventions)
- Provide ongoing coaching support and TA to site-level coaches
- Ensure school-wide data collection systems are established and used regularly for data-based decision making (DBDM).
- Provide coaching support on school-wide data analysis, targeted intervention data analysis and intensive intervention data analysis
- Participate in regional, statewide and national trainings

QUALIFICATIONS:

- Bachelor's degree
- Valid California Credential
- Knowledge of the PBIS framework



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ABILITY TO:

- Communicate effectively, verbally and in writing
- Establish and maintain positive working relationships including collaboration with other TOSAs
- Plan, organize and coordinate the management functions and critical features of PBIS Implementation
- Demonstrate outstanding leadership, flexibility, and problem-solving capabilities
- Collect data, establish facts, and draw conclusions to develop appropriate solutions and action plans
- Understand and carry out directions with minimal accountability controls
- Manage multiple tasks
- Understand and be able to use technology and software application with little assistance

PERSONAL QUALITIES:

- Appearance, grooming and personality which establish a desirable example for students
- Ability to meet District standards for physical and mental health
- Above-average recommendations from administrators, supervisors or other professionals who have observed the characteristics, scholastic attainment and classroom performance of the teacher

PHYSICAL DEMANDS:

- 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 job, the employee is regularly required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; talk or hear; and taste or smell. The employee is occasionally required to sit and stoop, kneel, crouch, or crawl
- The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus

WORK ENVIRONMENT:

- The work environment characteristics described here are representative of those an employee encounters while performing 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 job, the employee occasionally works in outside weather conditions.
- The noise level in the work environment varies with location.



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