

## Employment Opportunity

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## Notice Of Vacancy

**Position:** Positive Behavioral Interventions and Supports Specialist (PBIS)  
**Status:** 190 Work Day Calendar, 8 hours per day  
**Salary:** \$60,646 (starting annual salary)  
**Posted Date:** October 21, 2022  
**Starting Date:** December 1, 2022 (anticipated)  
**Location:** Educational Service District 105  
33 South Second Avenue, Yakima, WA 98902

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**Job Description and Qualifications:** See below

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**Application Procedure** – Applicants apply through the ESD 105 Fast Track on-line application system at [www.esd105.org](http://www.esd105.org) under the Human Resources link, and ESD 105 Job Opportunities.

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**Deadline to apply:** November 4, 2022

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**Immigration Reform and Control Act Requirement:** The recommended applicant, if not a current regular employee, will be required to complete an INS 1-9 form and must provide proof of employment eligibility.

**Background Check:** All new employees who will have unsupervised access to children must complete a satisfactory fingerprint check with the Washington State Patrol and the FBI. All employment is considered temporary until receipt of the satisfactory background check.

**Employment:** ESD 105 shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Domestic partners registered with the state of Washington will be offered the same rights/benefits as spouses to the extent that treatment is not in conflict with state or federal law. Inquiries regarding compliance procedures may be directed to the ESD's Title IX/RCW28A.640 Officer and Section 504/ADA Coordinator, Veronica Naranjo, Human Resources Director, 33 So. Second Ave., Yakima, WA (509) 454-2858

*ESD 105 is an Equal Opportunity Employer*

**POSITION DESCRIPTION**

<b>Job Title:</b> <b>Positive Behavioral Interventions and Supports Specialist</b>	<b>Direct Supervisor:</b> <b>Student Support Director</b>
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The Positive Behavioral Interventions and Supports (PBIS) Specialist provides coaching, training, and technical assistance to school staff related to Positive Behavioral Interventions and Supports in order to create safe, predictable, and equitable learning environments for all students. The PBIS Specialist will support PK-12 schools in the ESD 105 region with implementation, scale-up, and continued support of PBIS.

**Essential Job Functions:**

- A. Provide and/or facilitate quality training (in-person and web-based) at all three tiers of PBIS: universal, secondary, and tertiary for
  - i. A range of audiences (school, district, community, etc.)
  - ii. With a focus on improving outcomes for students and families that have been historically underserved.
- B. Use provided training materials, and/or develop training materials that only include evidence-based practices.
- C. Modify training materials to meet district and project needs, in keeping with evidence-based practices and the SW-PBIS framework.
- D. Provide coaching, training, and technical assistance at all levels of implementation of PBIS.
- E. Train, Coach, and Administer the Tiered Fidelity Inventory (TFI), District System Fidelity Inventory (DSFI), and District Capacity Assessment (DCA).
- F. Works under the direction of the Multi-Tiered System of Supports Coordinator to ensure alignment with the Washington State Multi-Tiered System of Supports framework.
- G. Collaborates with other employees at ESD 105 to ensure intentional integration of program services across PBIS frameworks.
- H. Support ESD 105's MTSS/PBIS Coaches Network and provide regional training.
- I. Actively participate in professional development and seek current research findings.
- J. Monitor program implementation of services and develop reports.
- K. Assures that all reports, records, and data regarding assigned areas are maintained and submitted accurately and timely; proactively addressing and resolving concerns as they emerge.
- L. Supports and assists in the implementation of technology to document and track the provisions of PBIS implementation.
- M. Support parent engagement activities in the assigned content.
- N. Actively participates in agency meetings.

**Other Job Functions:**

- A. Performs other related duties as assigned.

## **Qualifications:**

### Preferred Education and Experience

1. Bachelor's degree in Education or related field.
2. At least three years of experience working in the field of Education, or related field.
3. At least two years of experience on a PBIS building-level team.
4. At least one year of experience coaching education professionals.
5. Bilingual/Bicultural (English/Spanish).
6. Demonstrated understanding and commitment to using a racial equity lens.
7. Ability to work effectively with culturally and diverse individuals and groups

### *Required Skills, Knowledge and or Abilities*

1. Ability to work as a team member.
2. Must have good human relations and interpersonal skills.
3. Must have high self-motivation and initiative skills in accomplishing required responsibilities.
4. Ability to work well under pressure on multiple tasks.
5. Demonstrated excellent verbal and written communication skills.
6. Demonstrated ability to meet deadlines.
7. Ability to use a personal computer and common word processing software.
8. Willingness and ability to travel alone to all sites and to conferences and meetings outside of the service area.

## **Physical Demands**

The usual and customary methods of performing the job's functions require the following conditions:

- **Significant:** (i.e. sitting, talking, hearing, walking, vision, color vision, peripheral/depth perception, ability to adjust focus, grasping, handling paperwork, repetitive motion, use of personal computer, looking at a computer monitor, lifting up to 10 pounds)
- **Frequent:** (i.e. driving, standing, bending, carrying; use of phone; use of copy machine)
- **Occasional:** (i.e. lifting over 10 pounds up to 45 pounds, reaching above the shoulder, use of fax machine)

Significant - Occupation requires this activity more than 66% of time (5.5+hrs/day) Frequent - Occupation requires this activity from 33% to 66% of time (2.5 to 5.5+ hrs/day) Occasional - Occupation requires this activity up to 33% of time (0 to 2.5+ hrs/day)
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*The statements contained in this job description reflect general details as necessary to describe the essential functions of this position, the level of knowledge and skill typically required, the scope of responsibilities, and the physical demands, but should not be considered an all-inclusive listing of the work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work*

*periods, or otherwise to balance the workload. Changes to the position description may be made at the discretion of the employer.*