



Amana Academy is seeking teachers with a sense of adventure and curiosity to work in a diverse, supportive and collaborative environment. Established in 2005, our demonstrated track record of empowering students to do more than they think possible has resulted in Amana being among the most well-regarded public charter schools in the state of Georgia.

We use the Harvard-based [EL Education](#) model as the foundation for our cross-curricular STEM program powered by design thinking. EL provides a holistic framework for measuring student success, placing as much emphasis on character development and quality craftsmanship as it does on academic achievement.

Our flagship campus is located in Alpharetta and is authorized by Fulton County Schools and the Georgia Department of Education. It is open to students in grades K-8 who reside in the Fulton County Schools district. Our new West Atlanta campus, which opened August 2022, is located in Mableton and is authorized by the State Charter Schools Commission. In its 2nd year it will serve students in grades K-4 residing in the state of Georgia. Both campuses are tuition free.

AMANA ACADEMY, INC. JOB DESCRIPTION

Job Location: Amana Academy
Job Title: Behavior Intervention/Federal Program Compliance Specialist
Reports To: Principal or Designated Appointee
Status: Full-Time, Exempt
Work Schedule: 190 days
Start Date: TBD

DOING WORK THAT MATTERS

Embracing the EL Education framework, Amana Academy teachers provide classroom instruction that is active, engaging, challenging, and meaningful, and that enables students to demonstrate mastery of the Georgia Performance Standards. Amana teachers should have a sense of adventure and curiosity and a desire to work in a diverse, supportive and collaborative environment.

Highly qualified Behavior Intervention Specialist with knowledge and skills necessary to assist individuals, groups and systems through the application of positive behavior supports. The Behavior Specialist helps coordinate Functional Assessments of Behavior and Behavior Intervention Plan that address students' inappropriate behaviors and provide a means to help the students become more academically successful. Behavior Intervention Specialist also provides classroom and school-wide behavior management strategies. Compliance Specialist responsibilities include delivering employee training, evaluating compliance activities, and acting as a liaison between the organization and various government agencies.

HOW YOU WILL EMPOWER STUDENTS TO GO BEYOND

BEHAVIOR INTERVENTION

- Effectively support student acquisition of core curriculum and content standards identified by the State of Georgia:
- Assist staff in: defining and measuring behavior; understanding principles of reinforcement; teaching new behavior; implementing strategies for weakening behavior; and identifying antecedents.
- Facilitate team meetings with the identified student's teachers and parents for the purpose of completing a Functional Behavioral Assessment.

- Facilitate team meetings that: design Behavior interventions Plans; address classroom organization, effective instruction, social skills instruction, and ethical issues; School-wide Positive Behavioral Support; and factors that affect effectiveness including social validity and treatment integrity.
- Work with individual teachers, groups of teachers and/or the entire staff on issues such as: crisis intervention, learning and collaboration issues, and factors that can affect development and implementation of interventions.
- Promote highly specialized positive behavior interventions in which “at risk” students thrive: behavior instruction that is explicit, intensive, accelerated and provides ample practice.
- Use ongoing assessments to maintain a record of student progress.
- Develop a repertoire of assessment strategies consistent with instructional goals, teaching methods, and individual student needs to more accurately assess student behavior skills and understandings.
- Regard assessment as a joint venture through which both student and teacher understanding is enhanced.
- Create fair and equitable assessments to assess higher-order thinking and problem solving as well as individual skills, knowledge, and understandings.
- Model good assessment processes that assist students in assessing their own work and behavior.
- Provide recognition of a variety of student accomplishments and positive behaviors.
- Work cooperatively with building administrators to promote positive student behavior by providing professional development that targets research, strategies and modeling of instructional practices to support teachers in their implementation of positive behavior support in their classrooms.
- Continually supervise students to ensure a safe, non-threatening, nurturing environment where students can thrive.
- Engage in on-going professional development to increase knowledge and skills of positive student behavior support for all students, targeted students and students who represent sub-group populations.
- Engage parents in the “student behavior intervention plan” process and empower parents by providing them with skills and techniques to support the positive behavior development of their child.
- Conduct conflict resolution, restorative, and peer mediation sessions
- Review behavior referrals and SIS data reports
- Consult with school social worker, counselor, and teachers
- Attend professional development opportunities to maintain high level of skill and knowledge of current research and practices
- Serve as a consultant to administrators, teachers, and parents
- Organize and schedule time commitments to meet demands of the job
- Comply with all safety policies, practices and procedures; report all unsafe activities to supervisor and/or Human Resources.
- Participate in proactive team efforts to achieve Amana’s goals
- Provide leadership to others through example and sharing of knowledge/skill

FEDERAL PROGRAM COMPLIANCE

- Track and respond to complaints
- Maintain records of compliance activities
- Communicate with government agencies
- Prepare and file compliance reports

ADDITIONAL RESPONSIBILITIES

- Prepares adequately for responsibilities to be assumed when absent

- Integrates appropriate technology into role
- Avoids behaviors which detract from staff morale
- Performs other duties as assigned by the appropriate administrator

WHAT YOU NEED TO SUCCEED

- Education: Bachelor's Degree from a regionally accredited university required
- Certification/Licensure: Valid Georgia Teaching Certification in applicable field required, or must be eligible to hold a valid Georgia Teaching Certificate
- Minimum of five years successful elementary classroom teaching experience in which the teaching of "at risk" and/or "behaviorally challenged" students was an important responsibility for the position.
- Expert knowledge of function-based intervention planning for developing behavior change strategies that focuses on reducing problem behavior and increasing more appropriate behavior.
- Expert knowledge of techniques needed to successfully complete effective Functional Behavior Assessments (FBA), function –based interventions, and Behavior Intervention Plans (BIP).
- Exceptional knowledge in the use of assessment and assessment data to inform instruction and prescribe work plans for individual students.
- Expert knowledge in research based instructional strategies and ability to implement them effectively
- Exceptional knowledge in the use of technology to support instruction
- Demonstrate ability to plan and evaluate strategies for improving instruction
- Ascribes to the philosophy that all children can succeed and demonstrates the commitment to do what is necessary to make this a reality
- Demonstrates exceptional skill in the roles of a teacher leader: collaborator, action researcher, reflective practitioner, and learner advocate
- Knowledge/Skills/Abilities:
 - Proven communication and instructional strategies
 - Classroom management skills
 - Excellent communication skills both orally and in writing
 - Excellent organizational skills

HOW YOU WILL GO BEYOND

- **Working Conditions for Amana's West Atlanta campus:**
 - Amana West is located on Girl Scout property at Camp Timber Ridge on 270 beautiful acres of land in Mableton, GA.
 - Classes will be held inside pod-like modular buildings separated by grade.
 - All specials are located in separate buildings that require a 5-15 min walk through the woods.
 - School will at times operate in an outdoor setting in a variety of weather conditions.
 - Staff must be comfortable teaching and leading students in both an indoor and outdoor setting.
 - Staff must possess and demonstrate an innate comfort with flexibility and being able to adapt to new circumstances.
- Physical Demands:
 - Ability to lift and carry 30-50 pounds with assistance
 - Ability to push or pull a maximum of 50 pounds
 - May require stooping or crouching

APPLICATION INSTRUCTIONS - IMPORTANT: Please follow this format for efficient consideration.

1. Email jobs@amanaacademy.org. Be sure to put your LAST NAME and TEACHING POSITION you are applying for in the Subject line; eg, "Smith Elementary Classroom Teacher"
2. In the cover letter, indicate how your past experiences connect with EL Education principles (eleducation.org) and the Amana vision, mission and guiding principles (<https://amanaacademy.org/about/vision-mission/>).
3. Attach your current resume.

Amana Academy is an equal opportunity employer. Amana Academy does not discriminate in employment with regard to race, color, religion, national origin, citizenship status, ancestry, age, sex (including sexual harassment), sexual orientation, marital status, physical or mental disability, military status or unfavorable discharge from military service or any other characteristic protected by law.