



## Programs of the Western Pennsylvania School for the Deaf

**Job Title:** Behavior Coach: School-Based

### **Position Summary:**

The Behavior Coach supports students' social, emotional, and behavioral growth by working collaboratively with teachers, administrators, and support staff to implement proactive, trauma-informed, and evidence-based behavior supports. The role focuses on capacity-building, not punishment—helping staff respond consistently and effectively to student behavior while reducing classroom disruptions and improving school climate.

**Position Start Date:** August 17, 2026

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### **Key Responsibilities:**

#### **Student Support**

- Provide targeted and intensive behavioral coaching to students exhibiting challenging behaviors.
- Implement and monitor behavior intervention plans (BIPs) aligned with IEPs, PBIS, and MTSS frameworks.
- Teach and reinforce self-regulation, coping, communication, and social skills.
- Collect and analyze behavior data to track progress and adjust interventions.
- Support crisis prevention and de-escalation using nonviolent, trauma-informed strategies.

#### **Staff Coaching & Capacity Building**

- Coach teachers and paraprofessionals in proactive classroom management strategies.
- Model effective behavioral interventions in classrooms.
- Support staff in understanding the function of behavior and responding consistently.
- Provide real-time feedback and follow-up coaching.
- Assist in developing classroom routines and positive behavior systems.
- Lead and ensure compliance with PBIS
- Work directly with The Children's Service Center to ensure PD for staff and real time coaching
- Lead CPI training for staff

#### **Collaboration & Systems Support**

- Collaborate with administrators, school psychologists, counselors, social workers, Children's Service Center and education teams.
- Participate in IEP meetings, functional behavior assessments (FBAs), and problem-solving teams.
- Support implementation of school-wide PBIS/SEL initiatives.
- Serve as a bridge between classroom staff and student support services.

## **Family & Community Engagement**

- Communicate with families to support consistency between home and school.
  - Share strategies and progress updates in a strengths-based manner.
  - Coordinate with outside agencies when appropriate including the Children's Service Center and our PCA's, BHT's, nurses, etc.
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## **Skills & Competencies:**

- Strong understanding of behavior as communication, especially in the Deaf community
  - Knowledge of trauma-informed practices and restorative approaches
  - Experience with PBIS, MTSS, FBAs, and BIPs
  - De-escalation and crisis prevention skills
  - Data-driven decision-making- Ed Handbook Lead
  - Coaching and adult learning strategies
  - Cultural humility and relationship-building skills - Supporting staff with excellent social skills
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## **Qualifications:**

- Bachelor's or Master's degree in education, special education, psychology, social work, or related field
- Experience working with students with behavioral and emotional needs
- Training in PBIS, CPI, or similar crisis prevention models (preferred)
- The Sign Language Proficiency Interview for the position is "Advanced". The minimum level accepted at hire is "Intermediate".

## **Clearances Required:**

- PA Criminal Background, PA Child Abuse, and FBI clearances required. Physical, TB and Drug Screen also required.

## **Application Procedure:**

Send letter of application and resume to:  
Western Pennsylvania School for the Deaf  
300 East Swissvale Avenue  
Pittsburgh, Pennsylvania 15218  
employment@wpsd.org