



OMEGA
COMMUNITY DEVELOPMENT CORPORATION

Out of School Time Behavioral Specialist (Part-Time Position)

REPORTS TO: Out-of-School Time Director of Program Operations

PAY RATE: \$22.50/hour

ESSENTIAL QUALITIES:

Omega Community Development Corporation (CDC) requires the following qualities of each Out of School Time staff:

Past experiences and actions reflect a commitment to the Omega CDC mission and core values. Demonstrates a sense of urgency and relentless pursuit of significant student achievement in a high need, urban environment.

Reflective, self-aware and adaptable to others' communication and work styles.

Critical thinker and problem solver who takes initiative.

Belief in the power of collaboration and strives to build a collaborative culture with Omega CDC community, staff, families, scholars, Dayton Public Schools employees, and other partners.

ESSENTIAL FUNCTIONS:

The Omega CDC Behavioral Specialist is responsible for ensuring the safety of the staff and scholars at the Scholars of H.O.P.E. Afterschool Program and Freedom Schools located at a designated site(s). The essential functions are:

- Provide interventions to scholars in Out of School Time Programs to increase responsible behavior
- Work with scholars to reduce negative behaviors through one-on-one and group interventions
- Communicate with scholar parents/guardians, OST staff, and DPS staff to build and implement a strong support mechanism for the scholar
- Document, maintain, analyze and discuss scholar data with scholar, parent/guardian, and other staff to determine impact of interventions
- Ensure that all OST spaces are safe environments for all scholar, staff, and families by regularly patrolling the sites daily
- Ensure that OST programs are trained for emergencies not limited to tornadoes, fires, and lockdowns
- Assist OST staff with daily dismissal to ensure safety measures are in place

- Assist OST staff in ensuring that no unauthorized person enters OST spaces
- Ensure that in all disciplinary situations, the theory of reasonableness, physical restraint and fairness be applied
- Be capable of handling interruptions and responding to urgent situations
- Be an active communicator with scholars, OST staff, DPS staff, and families
- Be capable of rendering solutions to issues that may arise during OST programming and events

QUALIFICATIONS

I. EDUCATION:

Bachelor's Degree or higher in Education, Counseling, Social Work, Psychology, Sociology or a related field or hold a Collegiate Professional Certificate or Postgraduate Professional Certificate.

II. EXPERIENCE, KNOWLEDGE & SKILLS:

- Valid Ohio Driver's License
- Must be able to pass a BCI/FBI background check
- Must possess instructional knowledge of crisis intervention strategies
- Ability to apply a gradually progressive system of verbal and non-verbal strategies to effectively deescalate potentially dangerous situations
- Ability to demonstrate knowledge of various methods of data collection and subsequent analysis and interpretation for data to drive appropriate behavioral interventions
- Must be able to maintain frequent, meaningful parental communication
- Must serve as a positive role model for students and model professional and ethical standards
- Ability to work with peers, school personnel and the community to promote and support the mission and goals, policies and procedures of the Omega Community Development Corporation
- Ability to develop and present ideas effectively, orally and in written form
- Ability to establish and maintain effective working relationships with administrators, instructors, scholars, parents/guardians and other stakeholders.
- Ability to walk, run, climb, crawl, or sit for extended periods of time
- Occasionally lift and/or move lightweight items up to 20 lbs
- 3 years of successful experience working with students who are at-risk or in at-risk/alternative settings required