



GIRLS ATHLETIC LEADERSHIP SCHOOLS DENVER

2024- 2025 Behavior Technician

GALS Overview

GALS is an all-girls, public charter school serving ~300 students in 6th-12th grades. GALS provides a college preparatory education in a supportive environment that fosters the academic mastery and personal development necessary for every young woman to become a powerful advocate for herself and leader of her community. The school represents a standards-based response to the academic and social needs of girls+ in the Denver Public Schools (DPS). Classes incorporate an inquiry-based approach to learning and frequent movement that supports an active-based pedagogy.

About the Position

GALS seeks to hire a Behavior Technician to provide front line, student facing support to coach students in positive school engagement. This position is a key first responder to student behavior escalation and provides tier I redirections and encouragement, and supports with tier II interventions and restorations, with students and community members.

Responsibilities:

- Serve as member of first responder team for teacher and staff support in redirecting or correcting negative student behavior that interrupts academic achievement
- Tier III first responder for students who are non-responsive to redirects with others
- Serve as point person for all immediate discipline concerns
- Implement behavior plans collaboratively developed by HOS, Student Coach, and potentially other support team members
- Implement behavior plans collaboratively developed by GALS team members
- Collaborate around design of interventions that support common responses to behaviors (example Tier III phone plan, consistent responses across consistent behaviors)
- Implement structures that support positive school habits
- Implement restorative practices like facilitated meetings/conflict resolution for arguments and social media conflicts and creation of behavioral contracts
- Coach students to be and stay in a positive emotional state in order to be in class
- Serve school duties in support of day-to-day school operations
- Participate in meetings and trainings as appropriate
- Other duties as assigned or requested by Heads of School or Character + Culture team members

Qualifications and Competencies

- High School Diploma or GED
- Ability to create positive relationships and rapport with students, families, and staff

- Adolescent/teenage champion
- Demonstration of an understanding, patient, and receptive attitude toward students of varied backgrounds, teen ages, and cognitive and social and emotional abilities
- Ability to maintain composure, calm, and patience under stressful conditions
- Ability to follow emergency procedures and protocols as determined by DPS and GALS
- Knowledge of basic child and adolescent development behavior characteristics
- Ability to implement behavior management techniques in a culturally responsive and honoring way
- Ability to effectively analyze situations to define issues and draw conclusions
- Willingness to work with students who have special needs and/or aggressive behavior
- Ability to de-escalate students proficiently
- Creative problem solving
- Ability to pass a background check
- Spanish proficiency preferred

Salary and Application Process

Full Time non-exempt position, following our paraprofessional pay scale and benefits, with starting pay based on years of relevant experience. The wage scale for this position is \$22.00/hour - \$32.62/hour.

If interested, please reach out by email to Austin Doyle, austin.doyle@galsdenver.org.

EOE Statement

GALS is an equal opportunity employer. This means that GALS provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, or any other status protected by federal, state or local law. This policy applies to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, leaves of absence, compensation, and training.

Approved: TT

Date: 11-19-24