



Human Resources Office

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www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

May 7, 2025

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

BEHAVIOR INTERVENTION COACH ***Effective for the 2025-2026 School Year*** **(Internal Candidates Only)**










Two Positions Available:
Church Creek Elementary School
Magnolia Middle School

To provide support and coordination of programming to assist teachers in addressing student behaviors in an effort to increase student engagement and student performance.

- *This is a grant funded assignment.*
- *Grant funded assignments will be in effect as stipulated in the grant. Assignment continuation is contingent upon available grant funding.*
- *The Behavior Intervention Coach position is required to work one additional hour per day beyond the teacher schedule.*
- *This position is eligible for the Teacher Specialist stipend.*

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE

These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

-  Organizes and interprets data for use in decision-making as it relates to the need for behavior interventions.
-  Coordinates and facilitates programming to address behavior interventions and restorative practices in individual schools as well as systemically throughout the school system.
-  Provides on-going professional development and training to staff related to behavior interventions and restorative practices.
-  Supports school administration and staff in addressing matters related to student behavior.
-  Assists schools in planning initiatives and professional learning for students and staff related to student engagement.
-  Works directly with teachers and school staff to provide coaching related to student engagement and positive behaviors.
-  Provides data and complies with reporting requirements required by MSDE.
-  Participates in on-going professional development designed to enhance and increase personal skill in the area of student engagement and student behavior.
-  Performs other work-related duties as assigned.

SALARY

- This is an ten-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for Certificated Teacher Personnel. Starting Salary: \$57,225 – Maximum Earnings Potential \$110,577.
- Certificated Teacher personnel are eligible to receive a \$2,352 first year stipend.
- Full salary schedules can be found at <https://www.hcps.org/departments/humanresources/vacancies.aspx>
- HCPS offers an expansive benefits package including medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- For a complete list of benefits, please visit the Employment Benefits section: <https://www.hcps.org/departments/HumanResources/Default.aspx>
- For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA Negotiated Agreement: <https://www.hcps.org/boe/collectivebargaining.aspx>
- FLSA: Exempt

TRAINING AND
 EXPERIENCE
 REQUIRED

- Master's Degree from an accredited college or university.
- Must hold or be eligible for a Maryland Advanced Certificate or Maryland Professional License with an endorsement in school administration, school counseling, school psychology, social work, and/or special education is preferred.
- Five years of successful teaching and/or administrative experience, including experience delivering professional development and training.
- Demonstrated leadership skills.
- Excellent interpersonal and oral/written communication skills.
- Exemplary planning and organizational skills.
- Proficient in the use of Microsoft Office software and other related computer technology.
- Must hold and maintain a valid class C driver's license.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted for this vacancy until the position is successfully filled. **Candidates who apply by Wednesday, May 14, 2025, will receive immediate consideration.**

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE