STATESMEN COLLEGE PREPARATORY ACADEMY FOR BOYS PCS

Build Strong Boys

Instructional Behavior Technician

Student Behavior Support Specialist

Full-Time | Non-Exempt

Reports To	Start Date	Classification
Head of School	SY 2026–2027	$46,500 / year base

Why Statesmen Exists

With an ecosystem full of innovative options, Washington DC has become a laboratory for the newest iteration of education equity and reform. Still, 20 years in full swing with untold billions in full investment, the group needing the most out of that movement is now even further behind. The achievement gap for Black and Brown males continues to be largely unresponsive to many well-intended and well-designed innovations. At Statesmen College Preparatory Academy for Boys PCS, we believe that this can and must change. Statesmen is founded on the core belief that high levels of achievement for male scholars experiencing urban poverty is not just possible — it is what we are here for.

What Statesmen Does

The recipe engaged to accomplish this task may seem complex but has two primary ingredients — high expectations combined with warm, caring, and trusting relationships. Given a tight-knit crew and a worthy cause, our boys are unstoppable. The vision of Statesmen is that the young male scholars who attend the academy one day lead in communities that they redesign. Always working in pursuit of the values of Relationships, Rigor, Relevance, and Resilience, the mission is to create a boy-friendly, pedagogy-informed academic environment within which young male scholars are equipped with the academic skills, social competencies, and personal development necessary to navigate life challenges, attend and complete the college of their choice, and return to become the premier agents of social change within and for the communities they serve.

What Makes This Work

Passionate, committed, resilient, focused, self-aware, mature, mission-aligned adults who embody personal and professional efficacy are necessary to carry this work forward. Statesmen is not a place to work. More than that, it is a place to live out a mission, a calling, a design for impact, and a desire for legacy. Consider these internal drivers:

- **You Do People!** You believe that people are better when they are deeply known and unconditionally loved — and you bring that into every intervention session, every data conversation, every moment with a boy who has been failed before.
- **You Do Results!** You cannot be satisfied with a scholar getting "a little bit better." You know what grade-level literacy looks like and you will work until every boy in your caseload gets there.
- **You Do the Science!** You believe in structured literacy, the science of reading, and explicit instruction — and you know how to make it come alive for Black and Brown boys who have been failed by watered-down versions of all three.

- **You Do Not Quit!** You may not have all the answers, but you know and believe that all the answers are out there and you will not stop until these young men win.

If that sounds like you, welcome to Statesmen. Welcome home.

Who We Need Now

The leadership of the school must remain deeply committed to fostering and sustaining a College-Going Academic School Culture grounded in high expectations, accountability, and student achievement. In support of this mission, the Instructional Behavior Technician plays an essential role in supporting scholars academically, behaviorally, and socially within the school environment.

The Instructional Behavior Technician is responsible for providing individualized and small-group behavioral and instructional support to students, including both typical and exceptional learners, within the general education setting. This role focuses on helping students develop the behavioral, social-emotional, and self-management skills necessary to successfully engage in rigorous academic instruction and maintain positive participation throughout the school day.

Working collaboratively with teachers, student support staff, and school leadership, the Instructional Behavior Technician assists with implementing behavior intervention strategies, reinforcing positive student behaviors, and supporting classroom systems that contribute to a safe, structured, and productive learning environment. The position may also support students during transitions, de-escalation situations, restorative conversations, and behavioral interventions throughout the school day.

The Instructional Behavior Technician is additionally responsible for collecting, documenting, and monitoring behavioral and instructional data related to individualized student support plans, intervention goals, and behavior management strategies. This position works under the supervision of a certificated Lead Instructor, Student Support Specialist, Dean of School Culture, and/or Special Education Coordinator, who will provide ongoing training, supervision, and support.

What You Will Do

Relationship Building:

- Build and maintain positive, trusting relationships with students to increase engagement, accountability, and academic success.
- Foster a supportive and structured learning environment that promotes positive student behavior and emotional well-being.
- Utilize relationship-based intervention strategies to support student growth, self-regulation, and conflict resolution.

Behavioral and Instructional Support:

- Support the implementation of individualized behavior intervention plans, instructional accommodations, and evidence-based classroom support strategies that promote both academic and behavioral success.
- Provide one-on-one and small-group instructional support and behavioral coaching aligned to student learning goals, Individualized Education Programs (IEPs), and identified intervention needs.
- Serve as a lead instructional support professional within assigned learning environments by reinforcing teacher-directed instruction, facilitating student engagement, and helping ensure access to grade-level curriculum.
- Reinforce classroom expectations, routines, and positive behavior systems while supporting high-quality instructional practices that maximize learning opportunities for all students.

- Assist students with maintaining focus, task completion, academic engagement, emotional regulation, and appropriate peer interactions throughout the instructional day.
- Collaborate with teachers and support staff to implement instructional interventions, differentiate learning supports, and address barriers to student achievement.
- Monitor, document, and communicate student progress related to behavioral, social-emotional, and academic goals, using data to support ongoing intervention planning.
- Model and promote effective learning behaviors, organizational skills, and self-advocacy strategies that foster student independence and long-term success.

Communication and Collaboration:

- Collaborate closely with teachers, administrators, counselors, and support staff to ensure consistency in student interventions and supports.
- Maintain ongoing communication with parents/guardians regarding student progress, behavioral goals, and support strategies as appropriate.
- Assist with documenting student data, incident reports, progress monitoring, and recommendations for programmatic adjustments.

Who Must You Be

Required

- High school diploma or GED required.
- Strong interpersonal, communication, and relationship-building skills.
- Ability to maintain professionalism, confidentiality, and composure in a fast-paced school environment.
- Ability to work effectively with students exhibiting behavioral, emotional, or academic challenges.
- Ability to follow behavior support plans and instructional guidance provided by supervisors and school staff.
- Strong organizational and documentation skills.
- Ability to work collaboratively as part of a multidisciplinary team.

Preferred

- Previous experience working with children or adolescents in a school, youth development, childcare, or behavioral support setting preferred.
- Experience implementing behavior intervention strategies and de-escalation techniques preferred.
- Familiarity with restorative practices, trauma-informed care, and positive behavior intervention systems preferred.
- Experience supporting students with special education needs, emotional disabilities, or social-emotional challenges preferred.
- Experience providing one-on-one or small-group student support preferred.

What Will You Get

A home. A family. A place to carry out your personal mission. You will get challenged and you will grow. You will get to rest your head each night knowing that what you did today — mattered.

You will also get a competitive salary with generous benefits with opportunities for advancement. You will get some of the best professional development being offered, access to local, regional and national cohorts of contemporaries doing this work at high levels and opportunities to see and

practice cutting edge strategies and techniques that are actually working for young male scholars regardless of their backgrounds.

What You Must Do Now

We are deeply committed to equity and diversity and will not discriminate based on race, ethnicity, religion, gender, sexual orientation, disability, age, or any other personal or professional status. If Statesmen College Preparatory Academy for Boys PCS sounds like your next home, please reach out to express your interest. We want to know that you are out there.