Specialized Behavior Management Competencies
For Paraprofessionals in Minnesota

K=Knowledge-based competency
S=Skill-based competency

K1 Understanding of personality and social/emotional development, and that behavior is patterned and addresses a function.

K2 Understanding of behavioral/emotional challenges and their interaction with other disabilities, and the value of perceiving the behavior as separate from the individual.

K3 Understanding of the need for utilizing formal and informal assessment strategies in obtaining information necessary for educational and behavioral programming for individual students.

K4 Understanding of the rationale, components, operation and evaluation of the program models in which they are working.

S1 Ability to document change in learner behavior in both academic and social areas.

S2 Ability to observe and record pupil behavior utilizing different social rating systems.

S3 Demonstrate the use of different methods to intervene proactively to change and maintain behavior.

S4 Ability to implement remedial techniques in academic skill areas with learners.

S5 Ability to use materials designed for skill development in the social areas.

S6 Ability to collaborate effectively with team members and families, including anticipating teacher needs when working with students who have challenging behavior.

S7 Ability to build trusting relationships with students while remaining professional and objective.