

Job Description

Position:

Behavior Specialist

General Description:

Under the supervision and direction of the Director of Special Education, the Behavior Specialist plans, organizes, coordinates and supervises supportive consulting services to assist staff in the development and implementation of comprehensive behavior intervention plans for students Pre-K through grade 12.

Essential Duties and Responsibilities:

- Develops and implements research based strategies for positive student behavior management.
- Participates in Individual Education Plan (IEP), Section 504 and SST meetings as necessary.
- In coordination with the Director of Special Education, directs and schedules activities for teaching and paraeducator staff who are implementing student behavior plans.
- Collaborate, consult and coordinate with others to provide comprehensive and effective behavioral interventions for students, including periodic observations of classroom environments to assure established standards of plan implementation are maintained.
- Collaborate with site/program staff to develop systems for managing crisis in the classroom.
- Confers with school administrators, teachers and site staff concerning individual student progress toward behavior plan goals.
- Assures compliance with governmental regulations, codes, restrictions and reporting requirements concerning those Special Education students affected by his/her services.
- Support with the design and delivery of behavior intervention plan implementation, training, and other related in-service programs, including student-specific intervention training to staff and parents.
- Works with related staff to serve students for the purpose of guidance with issues related to effective behavioral support interventions.
- Maintains accurate records and other required data for the purpose of assuring confidentiality, due process and program effectiveness.
- Prepares a variety of professionally written documents in a timely manner.
- Performs related duties as required.



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Physical Requirements:

Ability to see for purposes of reading policies and printed material. Ability to understand speech at normal levels in person or on the telephone. Ability to communicate so others will be able to understand a normal conversation in person or on the telephone. Ability to operate necessary equipment including computers and computer software with dexterity. Ability to drive a vehicle to conduct work. Ability to occasionally lift/carry supplies, materials and equipment weighing up to 25 pounds. Ability to demonstrate mental acuity in the performance of job-related duties and interactions with students and adults.

Working Conditions:

Public school work environment subject to sitting at a desk or standing for long periods of time, bending and crouching, kneeling at files, pushing/pulling file drawers, equipment and supplies, reaching in all directions and working at a computer or other standard school equipment.

Required Skills:

- Skill to communicate effectively both orally and in writing.
- Skill to demonstrate effective behavior interventions.
- Knowledge of due process rights and procedures.
- Knowledge of Special Education IEP and SST process.
- Knowledge of behavioral assessments and analysis.
- Knowledge of agency services available in the planning for behavioral services for student with disabilities.
- Knowledge of research findings, implementation strategies, and evaluation of effective interventions related to behavioral support planning.
- Ability to assess students with behavioral challenges.
- Ability to identify, design, implement, monitor and evaluate behavior interventions.
- Ability to provide in-service and other types of training to staff, parents, agencies and others.
- Ability to interact effectively with parents, staff, agency representatives and others.
- Ability to use applied behavior analysis.

Basic Qualifications:**Education:**

- Bachelor's degree with an emphasis in applied behavior analysis, behavioral sciences, psychology, education, or related field;
- Master's degree in Psychology, Education, Educational Psychology, Social Work, Behavioral Health, or related field; OR Clear Credential authorizing service in pupil personnel services or special education
- Valid Board Certified Behavior Analyst (BCBA) or Board Certified Associate Behavior Analyst (BCABA) certification/eligible, preferred.
- **Experience:**
 - Experience in working with students with behavior disorders in school settings, preferably cross-age groups.
 - Experience in interpreting, designing and developing specific educationally necessary program plans for children behavior disorders.

Basic Qualifications, cont:

- **Training:**
 - Crisis Prevention Intervention trained, or ability to obtain certification within six months of hire date.

Hours: 8 hours a day

Days: 190 per year. Holidays and sick leave as required by Ed Code.

Salary: Psychologist and Behavior Specialist Salary Schedule

Evaluation: Director of Special Education