

Behavior Technician

Purpose Statement

The job of Behavior Technician is done for the purpose/s of providing consultative and direct instructional and behavioral services to students with disabilities, including but not limited to students with autism spectrum disorders, multiple disabilities, and emotional disturbances; and providing support and consultation to classroom teams for students with behavioral intervention plans, utilizing effective behavior management and intervention strategies. This position may work 1:1 with students with serious behavioral needs for short term emergency situations.

This job reports to the Assigned Administrator

Essential Functions

Assists and monitors students with individualized programs in behavioral areas including behavior intervention plans for the purpose of providing input to the IEP team.

Assists in student behavior assessments, as appropriate, for the purpose of providing input to the IEP team.

Assists with the development of data collection systems and the collection of data on behaviors as needed for the purpose of the development and implementation of behavior intervention plans.

Communicates with staff, administrators, outside agencies and parents (e.g. written and oral presentations, etc.) for the purpose of coordinating activities, exchanging information and resolving issues.

Consults with Behavior Analyst, School Psychologists, Mental Health Therapists and others for the purpose of evaluating student needs, as a basis for treatment planning and intervention and assists in the implementation of behavioral strategies and program modifications.

Employ approved and appropriate techniques for responding to students whose behavior may be injurious to self or others for the purpose of ensuring student/staff safety.

Maintains a variety of comprehensive reports (e.g. records, files, related to assigned students and activities, etc.) for the purpose of analyzing data and behavior modification methodologies.

Participates in supporting staff development, as appropriate in specialized instructional and behavioral techniques (e.g. Positive Behavioral Support, Applied Behavior Analysis (ABA), Discreet Skill Training, Data collection systems, CAPTAIN trainings, Trauma informed practices, etc.) for the purpose of staff development.

Other Functions

Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform single, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: oral and written communication skills; appropriate math skills including calculation of fractions, percents and ratios; positive intervention techniques; and ability to apply understanding of child growth and development.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; read technical information, compose a variety of documents, and/or facilitate group discussions; and analyze situations to define issues and draw conclusions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: knowledge of behavioral intervention; curriculum; applicable laws, codes regulations, policies and procedures; applied behavior analysis techniques, operant conditioning, discrete trial format; knowledge and understanding of child growth and development; knowledge of social, emotional and trauma related behavior and supports, and specialized knowledge in managing assertive aggressive, and/or non-compliant behavior as approved by the State of California (CPI).

ABILITY is required to schedule a number of activities, meetings, and/or events; gather, collate, and/or classify data; and use basic, job-related equipment. Flexibility is required to work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using defined methods. Ability is also required to work with a diversity of individuals and/or groups; work with a variety of data; and utilize specific, job-related equipment. Problem solving is required to identify issues and create action plans. Problem solving with data requires interpretation of guidelines; and problem solving with equipment is limited. Specific ability based competencies required to satisfactorily perform the functions of the job include: problem solving; assessing data; interpreting behavior disabilities; responding to crisis situations; collaborating with teachers, staff, specialists, families; meeting deadlines; complying with various regulations and guidelines; training staff; and planning and implementing workshops and conferences.

Responsibility

Responsibilities include: working under direct supervision using standardized routines; leading; guiding, and/or coordinating others; operating within a defined budget. Utilization of some resources from other work units is often required to perform the job's functions. There is a continual opportunity to impact the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 60% sitting, 20% walking, and 20% standing. This job is performed in a generally clean and healthy environment.

Experience: Job related experience with increasing levels of responsibility is required.

Education: Associates degree or 48 units from a institution of higher education in job-related area.

Equivalency:

Required Testing

Certificates and Licenses

Driver's License & Evidence of Insurability
Possession or ability to obtain CPI
Certification

Continuing Educ./Training

Clearances

Maintains Certificates and/or Licenses

Criminal Justice Fingerprint/Background
Clearance
Tuberculosis Clearance

FLSA Status

Approval Date

Salary Range

Non Exempt

9/18/2019

34