



Leadership • Collaboration • Support

JOB TITLE: Behavior Analyst

CSEA Salary Schedule, Range 53

DESCRIPTION OF BASIC FUNCTION AND RESPONSIBILITY

Under general direction, will provide year-round supportive consultation services to assist staff and families in the development and implementation of comprehensive intervention plans for students with behavior disorders within the Solano County Special Education Local Plan Area (SELPA).

JOB REQUIREMENTS AND QUALIFICATIONS

- Master's degree is a minimum requirement in applied behavioral sciences, psychology, education or other related fields along with a certification as a Board-Certified Behavior Analyst.
- Minimum of two years' experience working with students with Autism Spectrum Disorder (ASD) and related disorders.
- Experience working as a behavior specialist in public education classrooms and home programs for students with mild to severe ASD, preferably across age groups is preferred.
- Experience in understanding, interpreting, and developing specific educationally necessary program plans for children with autism and related disorders.
- Experience and training in a variety of appropriate curriculum, instruction, classroom management and intervention techniques, e.g., communication training, parent training, Picture Exchange Communication System (PECS), Natural Language Paradigm, Pivotal Response Training, relation-based intervention, TEACCH, social skills training, positive behavior intervention training, applied behavioral analysis (discrete trial).
- Experience and training in conducting Functional Behavior Assessments (FBA) and functional analysis assessments, development of Behavior Intervention Plans (BIP), and training and use of emergency behavioral interventions.
- Possession of a valid California driver's license.
- Ability to establish and maintain effective work relationships with county office personnel, school district personnel, outside agencies, and parents.

- Ability to communicate effectively, tactfully, and persuasively, both orally and in writing.
- Ability to independently produce/type professionally written documents.

ESSENTIAL DUTIES

- Processes student referrals related to behavior.
- Collaborates in the implementation of the Individualized Educational Program (IEP) for the purpose of evaluating student's needs on a basis for treatment planning, and in development of interim intervention and transition plans for students moving to other learning environments or continuing in their current educational settings and as appropriate.
- Conducts FBA and collaborates with site staff in the development of positive BIP. Read, plot and analyze data using graphs and other presentation methodologies.
- Observes classroom environments to ensure the implementation of the approved behavior plan, followed with training staff in student-specific use of prompts, discriminative stimuli, consequences and appropriate pacing of tasks, individually or in small groups, in the provision of these services, clerical/data-recording duties as required.
- Attends crisis management training, maintains certification as a trainer, and trains other staff as required.
- Confers with instructional personnel and provides input regarding student's performance, behavior and progress. Develops and/or conducts behavior training for staff and parents in areas of expertise including development and implementation of effective behavior interventions including training specific to individual students, nonviolent crisis intervention, behavior case management, and multi-tiered system of supports.
- Assists in coordinating department-wide staff professional development activities and implementation of interventions through modeling and/or shadowing techniques.
- Assists in the development and implementation of effective programs for children with autism and serious disturbances of behavior, including early intensive behavior intervention, discrete trial training, pivotal response training, and other evidence-based teaching approaches that support student achievement.
- Works with staff in developing data collection systems, monitoring data collection and analyzing data to ensure the effectiveness of interventions and instructional strategies; provides staff training and lesson progression consultation.
- Handles confidential material and information with complete security.
- Trains, directs and schedules activities of behavior assistants who are implementing students' behavior plans, training and coaching educational staff.

- Attends staff meetings, provides program input, demonstrates program procedures, follows or implements program recommendations.
- Prepares a variety of professionally written documents in a timely fashion as required.

This work consists of complex professional duties at a senior level of job performance.

DIRECTLY RESPONSIBLE TO

Director, Special Education or designee

MARGINAL DUTIES

Performs related duties as required.

SUPERVISION RECEIVED

Employees in this classification receive limited supervision within a broad framework of overall objectives.

SUPERVISION EXERCISED

Employees in this classification may coordinate the workflow for other staff members in operational unit.

PHYSICAL ACTIVITY REQUIREMENTS

Work Position (Percentage of Time):

Standing (60%) Walking (30%) Sitting (10%)

Body Movement (Frequency):

None (0) Limited (1) Occasional (2) Frequent (3) Very Frequent (4)

Lifting-lbs. (0-40) Lifting (2) Bending (4)

Pushing or Pulling loads (2) Reaching overhead (2) Kneeling or squatting (3)

Climbing Stairs (2) Climbing Ladders (1)