

SECTION **STUDENT SERVICES**
AREA **CLASSIFIED**
TITLE **SCHOOL BEHAVIOR CONSULTANT**

QUALIFICATIONS:

1. Certification as a Board Certified Behavior Analyst.
2. Such additional qualifications as the Board of Education may deem appropriate.

REPORTING RESPONSIBILITY:

The School Behavior Consultant is directly responsible to the Executive Director of Student Services.

JOB GOAL:

The School Behavior Consultant functions as a member of an interdisciplinary team whose purpose is to provide an appropriate educational program for students with disabilities. The School Behavior Consultant provides school-based consultative services based on the science of applied behavior analysis to promote students' educational, social, and behavioral development.

TERMS OF EMPLOYMENT:

Ten month contract consistent with the agreement negotiated with the applicable bargaining unit.

PERSONAL EVALUATION:

The School Behavior Consultant shall be evaluated in writing by the Executive Director of Student Services at least once each year. The evaluation shall be based in part on the performance of the responsibilities indicated in this position description. See Policy 4022, Evaluation of Staff.

PERFORMANCE RESPONSIBILITIES:

A. Responsibilities to the Student

1. Conducts student observations in order to consult with educational team about specific behavioral concerns.
2. Works directly with students within a consultation framework and a behavior management focus.
3. Conducts functional assessments of target behaviors.
4. Develops individual student behavior intervention plans based on functional analysis of behavior.
5. Monitors and evaluates the effectiveness of behavior intervention plans.
6. Designs and monitors crisis prevention and intervention plans.

B. Responsibilities to the School

1. Consults with staff on topics including behavior management, classroom modifications, facilitating student independence, and inclusionary practices.
2. Assists staff in translating diagnostic findings and team recommendations into instructional realities.
3. Assists staff with conducting functional behavior assessments on student target behaviors.
4. Trains staff to implement student behavior intervention plans.
5. Advises staff on data analysis techniques including obtaining baselines, recording and collecting data, graphing, and evaluating data.
6. Assists the educational team in their understanding of the individual needs of students.
7. Supports staff in implementing individual programming in order to ensure consistency, quality, and appropriate practice.
8. Advises staff on curriculum development in the areas of self-help, language, social skills, pre-academic and academic skills, pre-vocational and vocational skills, and motor skills.
9. Is available to the classroom when a crisis situation occurs in order to provide emergency intervention.

C. Responsibilities to the Department of Student Services

1. Advocates for appropriate programs and services for classified students by articulating with colleagues, parents, and other students.
2. Assists and participates with the IEP team in the development of individual education plans that reflect the individual needs, interests, and abilities of each student.
3. Attends outside clinic and agency meetings as appropriate.
4. Assists in the development of a district library by making recommendations for purchasing books and professional resource materials.
5. Participates in providing staff development activities for staff to improve their skills in behavior management.

D. Responsibilities to Parents/Guardians

1. Confers with parents about specific behavioral concerns and strategies used to address behaviors in school.
2. Serves as a resource to parents on topics related to behavior management.

E. General Professional Responsibilities

1. Demonstrates proficiency in the use of English by communicating with reasonable clarity, conciseness, and precision in both speaking and writing.
2. Participates in solving classroom and school problems and seeks resolutions through appropriate channels.
3. Cooperates in the total school program by:
 - a. Sharing responsibility for care of materials, equipment, and facilities.
 - b. Sharing responsibility for students' behavior throughout the building.
 - c. Working with colleagues to improve the effectiveness of the total school program.
 - d. Participating in school activities.
4. Cooperates in curriculum development and evaluation activities by participating in the planning and implementation of programs.
5. Establishes and follows an individual program of professional renewal in such areas as:
 - a. How children learn.
 - b. Current approaches to discipline.
 - c. Alternative instructional strategies.
 - d. Updated curriculum materials.
 - e. Current theory and practice.

F. Other Duties and Responsibilities

The School Behavior Consultant performs other duties and responsibilities incidental to the office or as assigned by the Executive Director of Student Services.

Adopted 1/24/06