

PLEASANTON UNIFIED SCHOOL DISTRICT
Job Description

Title:	Registered Behavior Technician	Reports to:	Program Administrator/Supervisor
Job Category:	Student Support	Classification Unit:	Classified
Board Approval:	8/25/2022	Current Salary Grade:	23
Job Description Revised:		FLSA Status:	Non-Exempt

JOB SUMMARY:

Registered Behavior Technician (RBT) work with individual students with extensive behavior support needs by assisting in the delivery of behavior intervention services. RBTs assist teachers and staff with the implementation of Behavior Intervention Plans (BIPs) and behavior-related accommodations as stated in the IEP.

ESSENTIAL FUNCTIONS:

- Provide direct student instruction and implementation of Behavior Intervention Plans (BIPs) and behavior-related accommodations and IEP goals, in one-on-one and/or small group or whole class settings
- Use of district-approved de-escalation and crisis management techniques when responding to behavior emergencies.
- Collect, record, and summarize data on observable student behavior; document interventions, report progress on goals, and record session notes; collect data for behavior assessments and any additional programming as directed by a credentialed teacher or RBT supervisor
- Assist with staff training and implementation of BIPs, behavior-related accommodations and IEP goals, data collection procedures, and preparation of related materials
- Provide recommendations and modeling of Tier 1 and Tier 2 behavioral strategies to classroom teachers/staff, school sites and student support teams.
- Work with multiple students of varying ages and abilities across a variety of educational settings at multiple sites throughout the school year, as directed by immediate supervisor.
- Assist students with physical, medical, and/or personal hygiene needs, including but not limited to: monitoring of medical conditions, lifting, dressing, feeding, and toileting/diapering
- Immediately report any incidents or behavior intervention challenges to RBT supervisor
- Attend regular department meetings with RBT supervisors and/or and other RBTs, and engage in the planning, material preparation, and presentation of professional development opportunities for district staff
- Abide by the ethical guidelines outlined by the Behavior Analyst Certification Board (BACB)
- Maintain RBT certification, including annual renewal and registration

OTHER JOB-RELATED DUTIES:

- Perform related duties within the scope of the job classification as assigned.
- This is not primarily an instructional support position, although the RBT may provide instructional support to students, as directed by a credentialed teacher or RBT supervisor.
- Practice under the direction and close supervision of a Board Certified Behavior Analyst (BCBA) or Non Certified RBT Supervisor, who is responsible for all work the RBT performs.

REQUIRED QUALIFICATIONS:

Knowledge of:

- Applied behavior analysis practices for teaching student learners
- Safety practices for school activities.
- Classroom procedures and appropriate student conduct
- Principles and techniques of reinforcing instruction to individuals or small groups of students with disabilities/behaviors in a variety of subject areas
- Age appropriate student activities
- Child behavior and behavior support strategies
- Advanced English usage, critical thinking, inference, and main ideas.
- Conflict resolution strategies
- Safety practices and procedures in classroom and behavior management.

Ability to:

- Reinforce instruction to individual or small groups of special education students with severe behaviors as directed by a certificated teacher
- Maintain confidentiality of privileged and sensitive information
- Use a variety of modern methods, techniques and practices in applied behavior analysis
- Understand the unique differences and needs of students with disabilities
- Assist in meeting the physical care and hygienic needs of students
- Utilize De-escalation & Safety Care Protocols
- Properly use and care for the materials, supplies and equipment
- Perform simple math calculations and graph data
- Maintain accurate records and status reports
- Complete tasks in a timely manner
- Understand and carry out oral and written directions
- Demonstrate an understanding, patient and receptive attitude toward children
- Operate a variety of job-related equipment including a computer and assigned software.
- Administer first aid and CPR as needed

EDUCATION AND EXPERIENCE: Any combination of education and experience that provides the required knowledge, skills and abilities.

Education: High school diploma or equivalent. AA preferred.

Experience: Experience working with individuals who exhibit challenging behaviors, at least 2 years' experience in an educational or clinical settings is preferred

Required licenses, certificates, continuing education, training and other requirements:

Registered Behavior Technician (RBT) certification, or desire to work toward obtaining RBT certification (to be completed within the first 6 months of hire), including:

- Complete 40 hours in behavior training through an approved RBT content provider
- Complete initial competency assessment

- Adherence to BACB ethics and guidelines
- Valid driver's license
- De-escalation & Safety Care Training (District designated)

DESIRABLE QUALIFICATIONS:

WORKING CONDITIONS:

Environment:

Indoor/outdoor/classroom work environment.
 Classroom and general school campus environment
 Fast-paced environment with changing priorities

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Significant lifting, carrying, pushing, and/or pulling
- Ability to move quickly, including: crawl crouch, squat, climb, and/or run
- Standing for extended periods of time

Hazards:

- Potential contact with students with physically aggressive behaviors.
- Potential contact with blood and other bodily fluids.
- Potential contact with blood-borne pathogens and communicable diseases.
- Potential contact with dissatisfied or hostile individuals.

OTHER:

Required Testing

- Pre-employment Test.

Clearances:

- Criminal Justice Fingerprint Clearance.
- State Mandated Training
- TB Clearance.
- Valid Adult/Child/Infant CPR/First Aid Certificate

Pleasanton Unified School District is an Equal Opportunity Employer. The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.). Reasonable accommodations are made under A.D.A. as required by law.