



June 2019
New Job Description
Personnel Commission Approval Date 7/9/19
Board Approval Date 6/17/19

Behavior Intervention Specialist

Definition

The Behavior Intervention Specialist (BIS) under the direction of the Director of Special Education and the direct supervision of a Board Certified Behavior Analyst (BCBA) serves as a resource to the school community with regard to identifying, analyzing, understanding, and addressing behavior differences as they impact learning and the school environment.

Essential Duties and Responsibilities

- Develop materials and provide professional development to administrators, educators, para-educators, and parents/guardians in Applied Behavior Analysis (ABA);
- Plan and oversee the development and implementation of programs, policies, and best practices related to instruction using the principles of ABA for students with autism and other disabilities;
- Provide behavioral assessments for individual students including Functional Behavioral Assessments;
- Assist District staff with the development and implementation of behavior plans, ABA programs, and other appropriate programs for students with autism and/or other disabilities that present behavior/learning challenges;
- Manage assaultive behaviors through District approved protocols, e.g. CPI;
- Work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such behaviors;
- Provide professional development and conduct functional analysis assessments of behaviors for students with complex and/or severe behaviors in accordance with the Individuals with Disabilities Education Act and California Education Code;
- Assist students who are transitioning from alternative programs to regular school programs;
- Collect data and prepare a variety of reports for the purpose of documenting case history and assessments;
- Travel from site to site for the purpose of providing direct treatment, consultation, and collaboration for students and families.

Required Qualifications

- Minimum of two years experience working as a behavior or autism specialist or related field;

- Board Certified Assistant Behavior Analyst (BCaBA) certification or possess or have in progress a Board Certified Behavior Analyst (BCBA) Certification;
- Experience in writing behavior intervention plans for students with behavior difficulties including students with autism and other disabilities.

Preferred Qualifications

- Bilingual is highly desirable.

Training and Experience

- ABA or similar research-based training experience;
- Two years of experience working in a school setting;
- CPI or comparable training.

Knowledge of

- Best practices and laws governing behavioral supports for students with disabilities.

Ability to

- Work at a desk, conference table, or in meetings of various configurations;
- Stand and circulate for extended periods of time;
- Lift up to 25 pounds;
- Ability to carry up to 25 pounds;
- Establish rapport and work constructively with staff, students, parents, and community members;
- Creatively solve problems and work through the conflict resolution process;
- Communicate effectively orally and in writing.

Working Conditions and Physical Demands

- Work predominantly in school environments including daily contact with students, teachers, and school staff;
- Incumbent may be exposed to contact with individuals displaying physically aggressive, self-abusive, or socially undesirable behavior.

This position will be paid on the classified salary schedule, range 170, full-time, 11 months.