

## **Behavior Technician**

---

### **Purpose Statement:**

The behavior technician will work within the Student Services and Special Services department with a special, intensive focus on the needs of students with significant behavioral challenges. This individual is responsible for assisting the Board-Certified Behavior Analyst (BCBA) to provide and implement intensive supports for behavior reduction and skill acquisition plans. The Behavior Technician will assist individual students, classroom teachers, paraeducators, all special education staff, building teams, and parents/guardians with day to day activities, behavior monitoring, and recording and collecting data on progress. The Behavior Technician will work within the context of a team with the goal of supporting an environment where students with challenging behaviors can achieve academic, social, and emotional learning successes.

---

### **Essential Functions:**

- Supports the implementation of behavioral programming for students including: implementation of appropriate assessment and intervention methods, consultation with team members and others in the school setting, and implementation of ethical and effective behavior analytic interventions
- Supports crisis response and management for students who are experiencing significant behavioral and emotional challenges
- Supports implementation of intensive direct behavior analytic interventions, skill acquisition plans, and service to appropriate students
- Collects appropriate data, including observation and intervention support on a short term or ongoing basis for students in behavioral crisis
- Describes behavior and environment in observable and measurable terms
- Assists with individualized assessment procedures (e.g. curriculum-based, developmental, social skills)
- Assists with functional assessment procedures
- Supports in threat, risk and eligibility assessment processes
- Provides support to students, parents and school community to implement skill acquisition and behavior reduction tools
- Works under the direct supervision of the BCBA to collect data, carry out assessments, support interventions and implements designed behavior programming
- Collaborates with BCBA, para support team and building administration in the implementation of School-Wide Positive Behavior Intervention Support (S-WPBIS)
- Collaborates with school district, community and state agencies and resources
- Maintains professional boundaries, including the dignity and confidentiality of the student, classroom and school setting

### **Other Functions:**

- Assists other personnel as may be required for the purpose of supporting them in the completion of their work activities
- Identifies essential components of a written skill acquisition plan and use contingencies of reinforcement (e.g. conditioned/unconditioned, and continuous/intermittent schedules)
- Describes common functions of behavior
- Effectively communicate with supervisor (BCBA), administration, classroom teacher, and appropriate others in the school setting

- Actively seeks direction from and report variables to supervisor in a timely manner
- Generates objective session notes in accordance with applicable legal and district policy requirements
- Complies with all applicable legal, regulatory, district policy, and workplace requirements (FERPA) for data collection, storage, etc.
- Responds appropriately to feedback and maintain or improve performance accordingly

## **Job Requirements: Minimum Qualifications**

### **Knowledge, Skills and Abilities**

- Knowledge of and experience with evidence-based behavior interventions, data collection, Functional Behavior Assessments, Behavior Intervention Plans and Aversive Intervention Plans
- Demonstrated and documented understanding and training in applied behavior analysis
- Demonstrated skill in collaboration and consultation
- Demonstrates knowledge of federal and state laws and regulations regarding behavior intervention in the school setting.
- Documented successful experience working in a variety of instructional settings with special education and general education populations, in classroom as well as one-on-one settings, in addition to small and large group instruction
- Strong interest and competence in working with students with intense behaviors in a school setting
- Exhibits a strong and positive attitude with the belief that each student can be taught and has the right and capacity to achieve personal social-emotional and academic excellence.
- Demonstrates cultural sensitivity with the ability to effectively and collaboratively work with diverse and at-risk or marginalized populations.
- Works with the BCBA supervisor to develop and implement a responsive and effective student referral and data tracking system
- Facilitate and complete required data collection and review
- Set up and implement data monitoring systems for behavioral management of students with severe behavioral challenges
- Employee must be able to work independently and be a self-starter
- Ability to multitask and work effectively with timelines
- Employee must have strong interpersonal skills
- Demonstrated effective written and verbal communication skills, as well as computer skills
- Actively participate in regular staffing with special services, district, and building administrators to review progress, progression and needs of students
- Ability to meet and maintain punctuality and attendance expectations
- Ability to perform all duties in accordance with all applicable Board policies and district and legal requirements
- Ability to cultivate and model a respectful working and learning environment
- Knowledge of Microsoft Office applications
- Ability to work with third party software, internet and email programs
- Demonstrated proficiency in oral and written communication
- Ability to maintain confidential and sensitive material and information
- Ability to drive between schools during the work day

### **Education and Experience**

High school diploma or equivalent required. Specialized training for certification, including skill assessment and exam and experience in behavioral instructional strategies and training preferred. Eligible for Registered Behavior Technician Certification. Must be Right Response or other behavioral/de-escalation trained

### **Working Environment**

The usual and customary methods of performing the job's functions require the following physical demands: required restraint of students weighing 100 pounds or more, some lifting (up to 50 pounds), carrying, pushing, and/or pulling: some stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally,

the job requires 80% sitting 10% walking and 10% standing. This job is performed in a generally clean and healthy environment, occasionally required to work outside in a variety of weather conditions. May be exposed to blood or other potentially infectious materials during the course of the duties.

**Required Testing**

None Specified

**Certificates & Licensing**

Valid Driver's License and Evidence of Insurability

**Continuing Education/Training**

None Specified

**Clearances**

Criminal Justice Fingerprint/Background Clearance