Western Placer Unified School District

POSITION DESCRIPTION

Position Title:	Behavior Analyst
Department:	Special Education
Reports to:	Director of Special Education

SUMMARY:

Under the direction of the Director of Special Education, plans and provides behavior management programs and implements positive behavioral interventions for pupils, classrooms and school sites, as well as related services to teachers, administrators, other special education staff, parents, and the community, as appropriate. Actively participates in the development and implementation of programs, policies, and practices relative to the management of students' problematic behaviors, including children with autistic spectrum disorder (ASD) and emotional disturbance (ED).

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Designs systematic procedures for the operation of a dynamic early intensive behavior training program, including early intensive behavior intervention, discrete trial training, pivotal response training, errorless teaching, direct instruction, and other evidence-based teaching approaches that support adaptive functioning and academic achievement in students.
- Collects and analyzes data to design and monitor progress for individual instructional programs across developmental domains, including troubleshooting when students are not making anticipated gains.
- Conducts functional behavioral analyses and functional analysis assessments when necessary.
- Develops and implements appropriate behavior intervention and behavior support plans in a consistent manner appropriate to the individuals' life settings and per Education Code requirements.
- Plans and implements and/or supervises employees who implement behavioral intervention plans to replace specified maladaptive behavior(s) with alternative acceptable behavior(s).
- Provides in-service training programs for teachers and other staff on behavioral analysis, data collection, and early intensive interventions for children with ASD, and for other students with behavioral needs.
- Consults and provides parent and staff training to support intervention plans at school and in the home and community.
- Participates in, coordinates, and/or chairs IEP meetings, as necessary.
- Implements the philosophy, goals, objectives, and policies of the District as adopted by the Board of Education, and the goals and objectives of the Educational Services Department and Special Education Department.
- Provides information for reports required by the State or District.
- Acts as liaison between community agencies and school for decisions made about students with special problems.
- Develops with school team members' ways to provide positive behavior supports and services to teachers and students.
- Provides information to the community regarding behavioral services of the District.
- Participates in special studies and projects developed in the District.
- Disseminates new information on behavior as it comes from the research and publishers by summarizing articles to school sites and individuals.
- Adheres to the Professional Standards and Code of Ethics, as stated in District Policy.
- Continues to grow professionally through attendance at conferences, workshops, professional meetings, and college courses.
- Other related duties as assigned.

QUALIFICATION REQUIREMENTS:
To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:
M.A. / M. S. degree

CERTIFICATES, LICENSES, REGISTRATIONS:
Certificate: Board Certified Behavior Analyst (BCBA)

LANGUAGE SKILLS:
Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS:
Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY:
Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

OTHER SKILLS and ABILITIES:
Ability to apply knowledge of current research and theory to instructional program; ability to plan and implement lessons based on division and school objectives and the needs and abilities of students to whom assigned. Ability to establish and maintain effective relationships with students, peers, and parents; skill in oral and written communication.

PHYSICAL DEMANDS:
Physical Abilities: Sit for prolonged periods, work with minimal supervision, think logically, be attentive to detail, and utilize problem-solving methodology. Work with diverse audiences and present information in clear understandable formats.
Significant physical abilities: Reaching, handling, fingering, talking, and hearing ordinary conversations, near vision/visual accommodation.

WORK ENVIRONMENT:
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate to quiet.

The information contained in this job description is for compliance with the American with Disabilities Act (ADA.) and is not an exhaustive list of the duties performed for this position. The individuals currently holding this position perform additional duties and additional duties may be assigned.