

# LYON COUNTY SCHOOL DISTRICT

## Behavior Specialist

**Job Group:** Special Education Services - Licensed

**Classification:** Certified

**Terms of Employment:** 9 Months or (210/214 Days)

**FLSA STATUS:** EXEMPT

This is a salaried position assigned to the Licensed Employee School Psychologist Salary Schedule.

### **POSITION SUMMARY**

The Behavior Specialist is responsible for providing behavior analysis services and behavior intervention plans to support students with disabilities enrolled in educational programs. Responsibilities range from providing support and professional learning to school site staff, paraprofessionals, and parents/guardians in appropriate behavior intervention techniques; conducting assessments and developing plans that conform to Individuals with Disabilities Education Act (IDEA), Nevada Revised Statutes, regulations, and policies. This person will be expected to adhere to the LCSD Professional Standards for Licensed Employees as outlined in policy and report directly to the Executive Director of Special Services.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Provide Board Certified Behavior Analyst (BCBA) services for students with disabilities with identified behavioral support needs.
2. Ensure compliance with state and federal regulations, reporting requirements with Department of Education, and department policies and procedures
3. Participate in the development of IEP's and facilitate when needed
4. Serve as resource to administrators, psychologists, other special education support staff, general education classroom teachers, and parents regarding behavior intervention plans for students with disabilities, and state and federal mandates regarding special education
5. Develop materials and provide resources for and provide evidence-based staff development to administrators, educators, psychologists, paraprofessionals, school resource officers (SRO), and parents/guardians in Applied Behavior Analysis (ABA), Handle With Care (HWC), or other evidence-based methodologies related to addressing the needs of students with disabilities with identified behavioral support needs.
6. Plan and oversee the development and implementation of programs, policies and best practices related to instruction using the principles of Applied Behavior Analysis (ABA) for students with autism and other disabilities.
7. Facilitate and coordinate efforts with schools, district, and state relative to behavior and instructional intervention teams.
8. Facilitate the establishment and implementation of data collection systems as well as collect data from each school regarding the behaviors and interventions of students with disabilities.
9. Aggregate district-wide data and utilize data for decision-making with site administration, district leadership, and stakeholders.

10. Collaborate with school psychologists to provide functional behavioral assessments and prepare written reports of findings and recommendations for individual students with disabilities.
11. Create and assist District staff with developing and implementing behavior intervention plans, ABA programs, and other appropriate programs for students with autism and other disabilities that present behavior/learning challenges.
12. Train and supervise paraprofessionals with Registered Behavior Technician Credentials (RBT) within the Lyon County School District (LCSD), as appropriate to ensure effective implementation of behavior intervention plans.
13. Support students who are transitioning from alternative programs to regular school programs.
14. Serve on district MTSS team, threat assessment teams to support students with disabilities in schools.
15. Participate in staff development, program development and innovation of evidence-based best practices
16. Act as liaison between special services department, school sites, and community agencies
17. Assist special education teachers with IEP development and implementation when needed, as part of their Free Appropriate Public Education (FAPE).

#### **POSITION EXPECTATIONS:**

1. Knowledge of federal and state laws related to special education
2. Demonstrate knowledge, skill, and ability to provide instruction in a classroom regarding behavior interventions for students with disabilities
3. Work cooperatively and collaboratively with students, parents, peers, administration, and community members.
4. Guide the learning process toward achievement of student goals.
5. Employ a variety of instructional techniques and strategies aligned with instructional objectives, in order to meet the needs of students with disabilities.
6. Maintain accurate and complete records as required by law and district policy.
7. Maintain and improve professional competence through continued education and in-service.
8. Communicate professionally and effectively in written, oral, and non-verbal terms. Ability to appropriately handle stress and interact with others, including supervisors, coworkers, students, and the community.
9. Regular and consistent punctuality and attendance are essential functions of the job.
10. Computer applications and hardware used in the assigned area.
11. Education code, board rules, district policies and operating procedures.
12. Organize, prioritize, and manage work assignments efficiently and within established timeframes.
13. Model good Instructional, coaching and mentoring practices.
14. Maintain and improve professional competence through continued education and in-service.
15. Multi-task, schedule and facilitate both short and long-term goals.
16. Maintain a positive and flexible attitude toward daily responsibilities, colleagues and schedule.
17. Mobility and stamina to maintain an active schedule, with frequent travel to school sites and meetings within and out of the district.
18. Maintain the security of confidential information
19. Perform other job-related duties as may be assigned by the Executive Director of Special Services

#### **POSITION REQUIREMENTS:**

**Education and Training:**

- Master's degree from an accredited college/university with major coursework in Psychology, Education, Behavior Analysis, or a related field.
- Five (5) or more years of experience working with students with disabilities within a school, therapy, or healthcare facility setting.

**Licenses and Certifications:**

- Must possess or be able to acquire a Board-Certified Behavior Analyst (BCBA) from the Behavior Analyst Certification Board (BACB) with licensure in the state of Nevada.
- Valid Nevada Driver's License with a driving record in good standing.

**PHYSICAL AND MENTAL REQUIREMENTS:**

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, dexterity, coordination, and vision to use keyboard and video display terminal for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Dexterity and coordination to handle files and single pieces of paper; occasional lifting of files, stacks of paper or reports, references, student work, and other materials. Some reaching for items above and below waist and head level. Some reaching, bending, squatting, and stooping to assist students access files, student work, and other items is necessary. The manual dexterity and cognitive ability to operate a personal computer and other educational technology (LCD projector, SmartBoard, iPads/Tablets, augmentative communication devices, etc.) to enhance student learning. Involves hearing and speech to communicate in person or over the telephone. Must have the ability to lift 50 pounds or 1/3 body weight, whichever is greater, to waist height, perform a 2 to 3 person lift, and the ability to restrain student(s) as needed and in accordance with state regulations.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

**WORKING CONDITIONS:****Work is performed under the following conditions:**

Exposure to climate controlled classroom settings to outside weather with temperatures ranging from mild/moderate to extreme cold/heat. May involve exposure to noise levels ranging from moderate to very loud on occasional to frequent time periods. May involve work in crowded environments. May involve frequent to moderate lifting and other physical demands.

**Hazards:** Stress, anxiety, verbal and physical aggression. Classroom furniture, playground/office equipment, blood borne pathogens, communicable diseases, chemicals (as related to specific assignment), and power/hand operated equipment and machinery (as related to specific assignment).

**PHYSICAL CAPACITY REQUIREMENTS FOR POSITION**

(Mark with an X, leave blank where not applicable)

<b>ESSENTIAL FUNCTION</b>	<b>LESS THAN 25% OF TIME</b>	<b>25% TO 49% OF TIME</b>	<b>50% TO 74% OF TIME</b>	<b>75% TO 100% OF TIME</b>
Sitting		X		
Standing		X		
Walking		X		
Bending/Stoopin g/ Squatting/Twisti ng			X	X
Crawling				
Kneeling				
Reaching above of body				
Reaching away from body				
Climbing Stairs				
Climbing while working (ladder, stools, roofs, poles)				
Balancing				
Lifting &/Or Carrying objects:				
50 Pounds or 1/3 Bodyweight				
Pushing				
Pulling				
Grasping/ Gripping				
Handling				
Applying Torque (arms)				
Fine Manipulation				
Repetitive Work				
Weight Bearings				
Typing, Keyboarding, or Entering Data				
Computer Monitor/ CRT				
Driving a Vehicle				
Working Alone				
Operating Machinery or Equipment:				
Heavy Equipment				

Vibrating Equipment				
Power Tools				
Machine/Electrical Hazards				
Ladders ≥ 6 Feet				
Personal Protective Equipment				
Respirator Use				
Work Conditions:				
High Noises				
Heights				
Confined Spaces		X		
Heat Stress				
Cold Stress				
UV Exposure	X			
Hazardous Chemical/Waste	X			
>8 Hrs Day				
Overtime/Irregular Hrs				
Senses:				
Eyes				
Visually Demanding Work				
Near Vision				
Far Vision				
Depth Perception				
Basic Color Discrimination				
Hearing Protection				
Speech Discrimination				
Audio Alarms				
Ability to Smell				

**Equal Opportunity Employer**

The Lyon County School District is an equal opportunity employer and will not knowingly discriminate in any area of employment. Those include discriminatory recruiting and hiring practices against any United States citizen or legal alien on the basis of race, color, creed, religion, sex, age, marital status, national or ethnic origin, disability, or any other protected class and shall extend to working conditions, training, promotion, and terms and conditions of employment.

Individuals with a disability who require reasonable accommodation(s) during any step of the screening process or who have questions about qualifications should notify a representative in Human Resources. Notification may be made in person, in writing, or by calling: (775) 463-6800.

I have read and understand the requirements of my job.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Administrator/Management Signature: \_\_\_\_\_ Date: \_\_\_\_\_