MERCED CITY SCHOOL DISTRICT

4.17
1.23

CLASS TITLE: BEHAVIOR ANALYST

BASIC FUNCTION:

Under the direction of the Director, perform a variety of specialized duties in the monitoring, analysis and treatment of identified students with behavioral challenges; collaborate with faculty, staff and families in the design, development and implementation of strategies, Behavioral Support Plans (BSPs) and Behavioral Intervention Plans (BIPs) to meet the educational needs of students, train and evaluate the performance of assigned personnel. Provide expertise and leadership to the District's Response to Intervention (RtI) Behavior Committee and staff in fully implementing the District's Master Plan at all sites. Provide expertise and support to the District's RtI Behavior Committee on developing, implementing, and monitoring and evaluating the District's RtI Behavior Master Plan.

REPRESENTATIVE DUTIES:

Perform a variety of specialized duties in the monitoring, analysis and treatment of identified students with behavioral challenges; assure educational programs meet the intensive and challenging needs of students; establish and maintain behavioral goals and objectives for individual students. *E*

Collaborate with faculty, staff and families in the design, development and implementation of behavior management strategies, systems, techniques, BSPs and BIPs to meet the educational needs of students; attend related meetings to discuss, analyze and develop BSPs and BIPs. *E*

Observe and analyze student behavior in the classroom; assess classroom structure, curriculum requirements and existing behavioral management systems; develop and implement treatment plans according to individual student behavioral challenges, needs and issues. *E*

Provide consultation and technical assistance to faculty, staff and families concerning behavior management strategies; respond to inquiries and provide information concerning related treatment plans, services, practices, techniques, laws, regulations, policies and procedures. *E*

Write detailed and concise BSPs and assist in the writing of BIPs; assure BSPs and BIPs meet individual student needs, strategies, goals and objectives; prepare and maintain various records and reports related to assigned activities. *E*

Develop, implement and conduct in-services and training sessions for faculty and staff concerning behavior management strategies, systems, techniques and procedures; prepare and deliver oral presentations; prepare and distribute training and informational materials. *E*

Participate in the development and implementation of behavior management communication systems, methodologies, theories and techniques; assist in evaluating and developing curriculum standards to meet student needs. *E*

Provide technical information and assistance to the Director regarding assigned functions and related needs and issues; assist in the formulation and development of policies, procedures and programs. *E*
Communicate with District personnel, outside agencies, families and the public to exchange information, coordinate activities and resolve issues or concerns. *E*

Operate a variety of office equipment including a computer and assigned software; drive a vehicle to conduct work. *E*

Assist transportation staff with issues and concerns related to students with behavioral challenges. *E*

Attend various conferences and meetings as assigned. *E*

Perform related duties as assigned.

MINIMUM QUALIFICATIONS:

Any combination equivalent to: bachelor's degree in psychology or related field. Five years experience involving the design and implementation of behavior intervention plans and strategies preferred.

KNOWLEDGE OF:
Principles, practices, procedures and techniques involved in the monitoring, analysis and treatment of special education students with behavioral challenges.
Positive behavioral intervention techniques.
Problems and concerns of students with special needs.
Theory and techniques of Applied Behavior Analysis
Development of positive behavior treatment plans.
Curriculum, goals and objectives of the department.
Record-keeping and report writing techniques.
Correct English usage, grammar, spelling, punctuation and vocabulary.
Operation of a variety of office equipment including a computer and assigned software.
Oral and written communication skills.
Principles and practices of supervision and training.
Applicable laws, codes, regulations, policies and procedures.
Interpersonal skills using tact, patience and courtesy.
Public speaking techniques.

ABILITY TO
Perform a variety of specialized duties in the monitoring, analysis and treatment of identified students with behavioral challenges.
Collaborate with faculty, staff and families in the design, development and implementation of strategies, BSPs and BIPs to meet the educational needs of students.
Train and evaluate the performance of assigned personnel.

Observe and analyze student behavior in the classroom and assess classroom structure, curriculum requirements and existing behavior management systems.
Provide consultation and technical assistance concerning behavior management strategies.
Write detailed and concise BSPs and assist in the writing of BIPs.
Develop, implement and conduct in-services and training sessions.
Prepare and deliver oral presentation
Prepare and maintain a variety of comprehensive reports, records and files.
Communicate effectively both orally and in writing.
Establish and maintain cooperative and effective working relationships with others.
Analyze situations accurately and adopt an effective course of action.
Meet schedules and timelines.
Work independently with little direction.
Plan and organize work.
Interpret, apply and explain applicable laws, codes, regulations, policies and procedures.
Operate a variety of office equipment including a computer and assigned software.

EDUCATION:
Degree in Behavior Analysis or related field.

LICENSES AND OTHER REQUIREMENTS:
Board Certification as a Behavior Analyst.
Valid California driver's license and minimum amount of liability insurance

WORKING CONDITIONS:

Office and classroom environment.
Driving vehicle to conduct work.

PHYSICAL ABILITIES
Dexterity of hands and fingers to operate a computer keyboard.
Hearing and speaking to exchange information in person and make presentations.
Seeing to read a variety of materials and observe students.
Sitting or standing for extended periods of time.

HAZARDS
Contact with dissatisfied or abusive individuals

This position complies with the rules and regulations of the Americans with Disabilities Act (ADA)

Legal Reference: California Education Code, Section 45130
Policy Adopted: March 10, 2015