Mt. Diablo Unified School District

Educational Consultation and Behavior Management Specialist: Special Education

Primary Functions

Provide behavioral/educational consultation, training and support to staff to enhance their success with students who have challenging educational and behavioral needs. To assist in the assessment of student and classroom needs, the development of individualized curriculum and programs, and the implementation of effective teaching strategies. To prepare and implement recommendations on instructional methods, teaching aids, and positive behavior intervention plans. To train others involved with students to effectively assist and implement strategies to promote student skill acquisition.

Directly Responsible to

Behaviorist Program Manager

Duties and Responsibilities

1. Take leadership in creating healthful human relationships which will provide a suitable climate for learning and teaching as well as promoting a positive social and emotional environment.

2. Promote student skill acquisition by equipping others to teach age-appropriate and functional replacement behaviors to students.

3. Use a behavior analytic, empirical approach to education so that all student recommendations are data driven.

4. Complete appropriate functional assessments in a timely manner and write clear, concise positive behavior intervention plans and progress reports using data to support rationales. Present reports in interdisciplinary and IEP team meetings within prescribed timelines.

5. Provide classroom consultation and support on a student-by-student basis to assist teaching staff in implementing programs with challenging students. Consultation will include, but is not limited to, school psychologists, site and district administrators, teachers, paraprofessionals, parents/guardians, and DIS providers.

6. Design and implement teaching strategies, classroom systems, and individual student programs utilizing the 'best practices' defined by applied behavior analysis and data-guided instruction.

7. Adapt age-appropriate curriculum to behavioral interventions and train others to meet students' educational and behavioral needs.

8. Develop and provide training for administrative and teaching staff, paraprofessionals, parents/guardians, in:
    - applied behavior analysis
    - principles of behavioral intervention, modification, and other behavior management systems

- behavioral assessments, techniques, and intervention plans
- crisis management techniques
- counseling intervention techniques
- discrete trial methodology
- management of assaultive behaviors

9. Have experience working with special education and/or students with special needs.

10. Work collaboratively as a team member.

11. Work effectively with all segments of the education community, the general public, and diverse groups and individuals in a manner that achieves district goals.

12. Mediate conflicting opinions in a supportive, positive, respectful manner while making data-based decisions regarding student needs.

13. Maintain effectiveness and flexibility under pressure with ability to adapt to interruptions and changes efficiently.

14. Maintain confidentiality in all matters pertaining to students, families, and others.

15. Perform all duties in adherence with all federal and state laws and regulations, and all district policies, rules, procedures and guideline, and all bargaining unit agreements.

16. Attend job-related meetings and perform additional duties specified by the Superintendent, Superintendent's designee, or supervisor.

17. Serve on district-level committees as assigned.

18. Maintain certification necessary to work in a behaviorist capacity in a school district and a valid driver's license.

19. Perform those non-instructional duties and responsibilities, including supervisory and advisory duties, as may be prescribed by the Board of Education.

Certification Requirements
Possession of a Board Certified Behavior Analyst certificate (or certificate in progress)
Master's degree in behavior analysis, psychology, education, or related field

Classified Management Salary Schedule
Range 15
Work Year 261 Days OR 238 Days

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Revision Board Approved: 9/14/15