

PCSB: 2199
Pay Grade: E05

FLSA: Exempt
PTS

BEHAVIOR ANALYST

MINIMUM QUALIFICATIONS

Master's degree from an accredited college or university in Education, Human Services, Psychology, or related field. Current certification in behavior analysis (Behavior Analyst Certification Board [BCBA]). Experience completing comprehensive functional assessment and behavior support plans. Proof of extensive behavior experience (e.g., previous experience, college coursework, continuing education, and in-service records). Extensive experience working with students with autism and emotional and behavioral disabilities, and other behavioral challenges. Completion of crisis prevention training within six (6) months of assignment.

PREFERRED:

Experience as a BCBA within K-12 educational settings.

MAJOR FUNCTION

Manages and oversees district implementation of functional analyses and skill-based treatment programs, including training, plan development, implementation support, and oversight. Provides direct services and consultation to students, staff, and parents/guardians to support professional learning in appropriate behavior intervention techniques; offer strategies for working successfully with students who have difficulty conforming to acceptable behavior patterns; provide analysis services and behavior management plans for students; conduct assessments and develop intervention plans.

ESSENTIAL RESPONSIBILITIES

- Conducts functional behavioral assessments and functional analyses and develops positive behavior intervention plans and skill-based treatment plans.
- Develops materials and provides resources and professional learning to administrators, educators, paraprofessionals, and parents/guardians in Applied Behavior Analysis (ABA), crisis planning, and other evidence-based methodologies for addressing the needs of students experiencing behavioral difficulties.
- Plans for developing and implementing programs, processes, and best practices related to instruction, using the principles of Applied Behavior Analysis (ABA).
- Provides consultation and training in crisis prevention and plan development.
- Provides training for teachers, support staff, and other staff on behavioral analysis, data collection, and effective practices for positive behavior support, and works with students who exhibit inappropriate behaviors.
- Reviews current research and information in the areas of behavior management and provides inservice and training for teachers, specialists, support staff, and other staff on behavior management strategies, avoidance of aversive techniques, and significant problem behavior.
- Provides technical assistance and in-service tracking of behavioral support services.
- Provides technical assistance for the implementation of behavioral analytic programs aligned with all instructional initiatives.
- Provides program/individual staff consultation on the development and implementation of student-specific instructional programming.
- Collects data and prepares a variety of reports to document case history and assessments, and to collect and analyze behavioral progress monitoring data.
- Develops, trains, and supports individual behavior management programs for students in the classroom, at home, and/or in an inclusion setting.
- Performs necessary home visits to provide direct training, consultation, and collaboration to students and families.
- Facilitates consultation meetings with classroom teachers, related service providers, support staff and administrative teams.
- Provides supervision and fieldwork support for PCS staff completing coursework in applied behavior analysis.

BEHAVIOR ANALYST

ESSENTIAL RESPONSIBILITIES (CONTINUED)

- Oversees and conducts the new staff onboarding training process.
- Develops and implements student-specific instructional programming.
- Oversees FBA/PBIP processes and procedures.
- Completes required paperwork for Medicaid billing.
- Develops procedure manuals in collaboration with the ESE Specialist.
- Performs other related duties as assigned.

TERMS OF EMPLOYMENT

Salary and benefits will be paid consistent with the district's approved compensation plan. The district shall establish the length of the work year and hours of employment.

Performance of the job will be evaluated in accordance with the provisions of the school board's policy on evaluation of personnel.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities and duties required of those in this classification.

HISTORY OF JOB CLASSIFICATION

ISSUED: 4/13/21 LM; BOARD APPROVED: 04/27/21; REVISED REPORTS TO, MQ, ER: 09/23 PT; BOARD APPROVED: 10/24/23 REVISED: SUPV, MQ, MF, ER 06/01/26 MV; BOARD APPROVED: 07/14/26

BEHAVIOR ANALYST

<u>WORKING CONDITIONS & PHYSICAL EFFORT:</u>	Seldom Or Never	Monthly	Weekly	Daily	Hourly
1. Lift objects weighing up to 20 pounds		X			
2. Lift objects weighing 21 to 50 pounds	X				
3. Lift objects weighing 51 to 100 pounds	X				
4. Lift objects weighing more than 100 pounds	X				
5. Carry objects weighing up to 20 pounds	X				
6. Carry objects weighing 21 to 50 pounds	X				
7. Carry objects weighing 51 to 100 pounds	X				
8. Carry objects weighing 100 pounds or more	X				
9. Standing up to one hour at a time			X		
10. Lift objects weighing up to 20 pounds	X				
11. Standing for more than two hours at a time	X				
12. Stooping and bending		X			
13. Ability to reach and grasp objects					X
14. Manual dexterity or fine motor skills					X
15. Color vision, the ability to identify and distinguish colors				X	
16. Ability to communicate orally					X
17. Ability to hear					X
18. Pushing or pulling carts or other such objects	X				
19. Proofreading and checking documents for accuracy					X
20. Using a keyboard to enter and transform words or data					X
21. Using a video display terminal					X
22. Working in a normal office environment with few physical discomforts					X
23. Working in an area that is somewhat uncomfortable due to drafts, noise, temperature variation, or other conditions	X				
24. Working in an area that is very uncomfortable due to extreme temperature, noise levels, or other conditions	X				
25. Working with equipment or performing procedures where carelessness would probably result in minor cuts, bruises or muscle pulls	X				
26. Operating automobile, vehicle, or van				X	
27. Other physical, mental or visual ability required by the job	X				

Behavior Analyst – PTS