

PCSB: 2199
Pay Grade: E05

FLSA: Non-Exempt

BEHAVIOR ANALYST

REPORTS TO:

Exceptional Student Education Specialist, Low Prevalence

SUPERVISES:

Behavior Technician

QUALIFICATIONS:

Master's degree from an accredited college or university in Education, Human Services, Psychology or related field. Certification in Exceptional Student Education. Current certification in behavior analysis (BCBA). Three (3) years classroom teaching experience with experience in completing comprehensive functional assessment and behavior support plans. Proof of extensive experience with behavior (i.e. previous experience, college course work, continuing education and in-service records). Extensive experience working with students with autism and emotional behavior disabilities as well as other behavioral challenges. Completion of Non-violent Crisis Intervention (CPI) training.

PREFERRED:

Three (3) years of experience as a BCBA within K-12 educational settings.

MAJOR FUNCTION

The Behavior Analyst will manage/oversee district implementation of functional analyses and skill-based treatment programs including training, plan development, implementation support and oversight. The Behavior Analyst will provide direct services and consultation to students, staff and parents/ guardians in order to provide support and professional learning in appropriate behavior intervention techniques; provide positive ways for working successfully with students who have difficulties conforming to acceptable behavior patterns; provide analysis services and behavior management plans for students; conduct assessment and develop intervention plans.

ESSENTIAL RESPONSIBILITIES

- Conducts functional behavioral assessments, functional analyses, positive behavior intervention plan development and skill-based treatment plans.
- Develops materials and provide resources and provide professional learning to administrators, educators, paraprofessionals and parents/guardians in Applied Behavior Analysis (ABA), Crisis Planning and other evidence-based methodologies related to addressing the needs of students who are experiencing behavior difficulties.
- Plans for development and implementation of 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 regarding positive behavior support, and work 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 in areas related to behavior management strategies, avoidance of aversive techniques and significant problem behavior.
- Provides technical assistance/in-service tracking of behavioral support services.
- Provides technical assistance regarding implementation of behavioral analytic programs aligned to all instructional initiatives.
- Provides program/individual staff consultation on development/implementation of student specific instructional programming.
- Collects data and prepares a variety of reports for the purpose of documenting case history, assessments and collecting and analyzing behavioral progress monitoring data.

BEHAVIOR ANALYST

ESSENTIAL RESPONSIBILITIES (Continued)
<ul style="list-style-type: none">• Develops, trains and supports individual behavior management programs for students in the classroom, home and/or inclusion setting.• Performs necessary home visits for the purpose of providing direct training, consultation and collaboration to students and families.• Facilitates consultation meetings with classroom teacher/related service providers/support staff/administrative teams.• Provides supervision/fieldwork support for PCS staff completing coursework in applied behavior analysis.• Oversees and conducts new staff/onboarding training process.• Develops/implements student-specific instructional programming.• Oversees FBA/PBIP processes and procedures.• Completes required paperwork for Medicaid billing.• Develops procedure manuals in collaboration with ESE Specialist.• Performs other related duties as assigned.
TERMS OF EMPLOYMENT
<p><i>Salary and benefits shall be paid consistent with the district's approved compensation plan. Length of the work year and hours of employment shall be established by the District.</i></p> <p><i>Performance of the job will be evaluated in accordance with provisions of the School Board's policy on evaluation of personnel.</i></p> <p><i>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.</i></p>
HISTORY OF JOB CLASSIFICATION
ISSUED: 4/13/21 LM; BOARD APPROVED: 04/27/21

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