

Job Summary:

The job of Behavior Intervention Resource Consultant was established for the purpose of providing assistance and supervision using the principles of applied behavioral analysis, to school staff as they work with children with various developmental disabilities, mental health diagnoses, and severe behavior problems; and communicate with families and all contracted entities to enhance the delivery of behavioral intervention service programs for children. Must be able to work a flexible schedule in order to meet the needs of the children; evening and some weekend work may be required.

Essential Functions:

- Assesses present developmental and behavioral levels in critical domain areas for the purpose of developing and implementing behavior intervention services.
- Consults with school staff to adapt classroom activities, assignments and/or materials as assigned by classroom teachers for the purpose of supporting and reinforcing classroom objectives.
- Assists school staff to implement behavioral services as they work with children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Assists school staff to collect/document/write data, related reports, and child records for the purpose of on-going behavioral service planning and review.
- Communicates/interacts with children, family members, school staff and various other agency personnel for the purpose of sharing information pertaining to behavioral intervention services.
- Assists family members, school staff, Behavioral Services staff, and various other agency personnel for the purpose of implementing behavioral intervention strategies to follow a specified behavior intervention plan.
- Assists family members, school staff, Behavioral Services staff, and agency personnel for the purpose of implementing instructional strategies to instruct children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Counsels/consults with parents, school staff and Behavioral Services staff in collection/documentation and writing data related reports for the purpose of on-going behavior intervention services planning and review.
- Conduct Functional Behavior Assessments (FBA) and/or Functional Analysis Assessments (FAA) for children in home, school, and/or community setting for the purpose of promoting successful implementation of the BIP.
- Conducts staff development and behavioral training to parents and Behavioral Services staff for the purpose of developing expertise in training recipients in the essential skill areas of various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Develops, evaluates, and modifies behavioral treatment plans and/or IEP goals for a caseload of students with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Generates and maintains reports and appropriate student records for the purpose of monitoring the progress of behavior intervention services in the educational setting.
- Maintains a productive daily schedule for the purpose of completing reports, instructional activities, and other duties.
- Participates/functions as a positive team member for the purpose of enhancing/sharing knowledge and skills for delivering best practices.
- Participates in the development, implementation, and evaluation of behavior intervention plans in a variety of settings for the purpose of delivering effective programs to children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Provides behavioral counseling/consultation to family members and other members of the behavior intervention services team as they work with children with various mental health diagnoses, developmental disabilities, and severe behavior problems.
- Adheres to safe, clean practices for the purpose of maintaining sanitary environment for students, family members, and other members of the behavior intervention services team.

Skills, Knowledge, and/or Abilities Required:

- **Skills to:**
 - supervise the delivery of behavior intervention services;
 - write effective annual and/or quarterly reports;
 - conduct effective training in the area of applied behavior analysis (ABA) and/or behavioral intervention;
 - collect and interpret relevant data regarding the implementation of behavior service delivery;
 - read and write notes, memos, and reports of a moderately complex nature;
 - effectively interact with students, family members, district personnel, and various other agency personnel;
 - structure time effectively;
 - assist with maintenance of student files and in the retrieval of pertinent information;
 - recognize and follow procedures when disruptive, abusive, or dangerous behavior occurs.
- **Knowledge of:**
 - applied behavior analysis and intensive behavior intervention strategies;
 - behavioral counseling/consultation strategies;
 - effective supervision techniques;
 - effective training techniques;
 - various mental health diagnoses, developmental disabilities, and severe behavior problems;
 - non-violent verbal and physical intervention techniques;
 - proper English grammar, punctuation, and sentence structure;
 - first-aid skills.
- **Ability to:**
 - understand and address the needs of students with various mental health diagnoses, developmental disabilities, and severe behavior problems;
 - conduct training sessions for parents, staff, and other professionals and agency personnel;
 - conduct FBAs/FAAs, generate quality reports, and oversee the implementation of a behavior intervention plans;
 - communicate effectively, both orally and in writing, with family members, district personnel, and other professionals and agency personnel;
 - participate in agency trainings and meetings in a variety of settings;
 - understand and carry out oral and written instructions;
 - maintain confidentiality of student records and communications;
 - adhere to schedules and deadlines;
 - read, interpret, and apply rules, regulations, and policies;
 - rapidly learn from training methods, techniques, and develop materials to be used in instruction and behavioral intervention.

Responsibilities include: working independently under broad organizational guidelines to achieve unit objectives; managing a department; and supervising the use of funds. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is some opportunity to significantly impact on the organization's services. The usual and customary methods of performing the job's functions require the following physical demands: occasional lifting, carrying, pushing, and/or pulling; frequent stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally the job requires 34% sitting, 33% walking, and 33% standing. This job is performed under minimal temperature variations in a generally clean and healthy environment; however, the conditions may sometimes be unsanitary in locations visited by the program.

Experience Required:

- Two years of supervisory level experience providing direct services to students with various developmental disabilities, mental health diagnoses, and/or severe behavior problems in an educational setting.

Education Required:

- Master's degree required with an emphasis in applied behavior analysis, psychology, special education, child development, or a related field.
- Candidate must be enrolled in a program to complete the requirements for BCBA certification.
- Board Certified Behavior Analyst (BCBA) preferred.
- Pupil Personnel Services credential is preferred.

Certificates, Licenses, Clearances, Testing and/or Bonding Required:

- Board Certified Behavior Analyst (BCBA) certification eligible.
- Valid California driver's license and proof of automobile liability insurance.
- Department of Justice and FBI Fingerprint Response.

Other Requirements:

- Willingness to obtain and then maintain BCBA certification.
- Willingness to obtain additional training in areas related to job function, knowledge, and/or abilities.
- Must be able to use own vehicle to travel to various locations within Tulare County.

FLSA: Exempt

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