

Job Summary:

Under the supervision of the assigned Board Certified Behavior Analyst (BCBA) and/or designee, provide coaching and support to classroom staff with the development, implementation, and monitoring of positive behavioral interventions. This position will also assist in both case management duties and coaching/training of classroom staff regarding evidence-based practices that support students in special education across multiple school sites.

Essential Functions:

- Assist in developing and administering Behavior Intervention Plans (BIP) for students in special education under the consultation of the BCBA.
- Assist with behavior assessments for the purpose of collecting data to develop Behavior Intervention Plans (BIP) and student behavior goals.
- Assist with functional analysis of behavior under the direction of the BCBA for the purpose of identifying functions of behavior and potential replacement behaviors.
- Apply behavioral skills training/knowledge to work through challenging behaviors (e.g., aggression, tantrums, self-injury, threats, and refusal).
- Collaborate with teachers and other classroom staff to evaluate and resolve behavior issues.
- Conduct and document observations of student performance for the purpose of collecting appropriate behavior data and reporting progress regarding student behavior.
- Collect and maintain updated, accurate, objective, and ongoing data on student behavior (observe, monitor, record, and graph behavior of students).
- Prepare materials necessary for improving individualized behavior-related progress or curriculum accommodations and modifications.
- Assist in training, modeling, and coaching classroom staff on behavior strategies and Behavior Intervention Plan (BIP) implementation.
- Support and consult with instructional staff in responding to student's behavioral needs.
- Collaborate and maintain positive relationships with school professionals including teachers, school psychologists, paraprofessionals, and administrators to implement strategies for positive student behavior.
- Participate in team meetings for the purpose of sharing information and improving skills/knowledge of behavioral support.
- Participate in district or SELPA required trainings relevant to the position.
- Respond to emergency situations for the purpose of resolving immediate safety concerns related to behavior.
- Assist classroom staff in maintaining a safe environment to ensure the safety of all students.
- Meet schedules and timelines under the guidelines for RBT standards for supervision.
- Operate a variety of office and audio/visual equipment to support the teacher in reinforcing classroom objectives.
- May drive students in school/Office vehicle.
- Perform other related duties, as assigned.

Skills to:

- collect and interpret designated data regarding the implementation of behavior intervention plans;
- implement the principles of applied behavior analysis (prompting, fading, differential reinforcement, shaping, chaining, etc.) with fidelity;
- effectively interact with a diverse student population;
- recognize and follow procedures when disruptive, injurious, and dangerous behavior occurs;
- administer First Aid and CPR;
- cooperate with other staff to exemplify the Office's expectations and core values.

Knowledge of:

- Applied Behavior Analysis (ABA), including all items on the most current Registered Behavior Technician (RBT) task list (measurement, assessment, skill acquisition and behavior reduction, professionalism);
- child development, developmental milestones and timelines, and knowledge of developmental disabilities;
- Multi-Tiered Systems of Support (MTSS) for behavior intervention programs.
- Positive Behavior Intervention Services (PBIS) (antecedent based interventions, differential

- reinforcement, trauma informed interventions);
- instructional and coaching strategies for others;
- Data collection and graphing techniques;
- Basic math, including calculations using fractions and/or ratios;
- non-violent verbal and physical intervention techniques;
- proper grammar, punctuation and sentence structure;
- safe methods of diapering, seizure care, feeding, lifting, and positioning students.

Ability to:

- implement behavior intervention programs for students;
- establish and maintain cooperative and effective working relationships;
- analyze behavior issues and create a plan of action for staff to follow;
- recognize and follow procedures when disruptive, injurious, and dangerous behaviors occur;
- read notes, memos, and reports of a moderately complex nature;
- effectively communicate, both orally and in writing with teachers, classroom staff, family members, and supervisors;
- understand and address the needs of children with special needs;
- understand and carry out oral and written instructions;
- maintain confidentiality of student records and communications;
- read, interpret and carry out oral and written instructions;
- create and adhere to schedules and deadlines;
- adapt to changing work priorities and working with frequent interruptions;
- demonstrate punctuality and appropriate attendance for this position;
- travel to various locations within Tulare County using personal vehicle.

Responsibilities include: working under limited supervision; leading, guiding and/or coordinating other persons; and operating within a defined budget and/or financial guidelines. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is a continual opportunity to impact the Organization's services. The usual and customary methods of performing the job's functions require the following physical demands: significant lifting, carrying, pushing and/or pulling; some climbing and balancing; significant stooping, kneeling, crouching and/or crawling; and significant fine finger dexterity. Generally, the job requires 40% sitting, 30% walking and 30% standing. This job is performed in a generally clean and healthy environment.

Experience Required:

- Three years of experience working with students with disabilities in a classroom setting.

Education Required:

- High School diploma, GED, or equivalent;
- Associate degree OR 48 semester units from an accredited college/university OR Instructional Aide Exam OR CBEST with a passing score;
- Current Registered Behavior Technician Certification issued by the Board Analyst Certification Board (BACB).

Other Requirements:

- Valid California Driver's License and proof of automobile insurance;
- Department of Justice and FBI Fingerprint Response;
- Possess or obtain First Aid and CPR certificates within 45 days of employment.

FLSA Status: Non-Exempt

April 2024

This organization is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, creed, age, gender or disability. Inquiries regarding compliance procedures may be directed to our personnel office. This organization complies with the Americans with Disabilities Act. Persons with a disability who may need some accommodation in the hiring process should contact our personnel office. This organization is a Drug and Tobacco - Free Workplace. This organization requires a successful candidate to provide it with employment eligibility and verification of a legal right to work in the United States in compliance with the Immigration Reform and Control Act.