

## **BEHAVIOR ANALYST**

### **Purpose Statement**

The job of Behavior Analyst was established for the purposes of providing direct services and consultation to students, staff and parents in order to provide positive ways for working successfully with students who have difficulties conforming to acceptable behavior patterns; of developing and implementing behavioral assessments and intervention plans; and of establishing and maintaining ongoing relationships with outside agencies serving District students and their families.

This job reports to the Special Education Administrator.

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### **Essential Functions**

- Demonstrates competence with the concepts of behavior management and applied behavior analysis and applies the dimensions of applied behavior analysis when developing interventions for student success across the developmental/academic continuum (PK-12).
- Assesses behavior; identifies specific procedures for increasing and decreasing behaviors, including various instructional procedures and schedules or reinforcement, and designs performance monitoring for overall program and procedural integrity.
- Conducts and interprets functional behavioral assessments when needed.
- Provides descriptive and functional analysis based on data collection for the purpose of adjusting instructional procedures and practices.
- Selects appropriate assessment tools (e.g. Assessment of Basic Language and Learning Skills, Verbal Behavioral Milestones and Placement Program); administers assessments, and interprets data to make research-based decisions for intervention strategies.
- Makes data-driven recommendations to facilitate plan implementation including environmental accommodations needed to implement functional alternatives when eliminating behaviors.
- Demonstrates competencies in the areas of single-subject experimental designs, identifying functional relationships, and selecting appropriate treatment designs.
- Develops methods for observing, recording and displaying data, with an understanding of reliability and validity as it relates to data, and making decisions based upon interpretation and visual analysis of data.
- Develops positive behavioral intervention plans to address problem behavior concerns for students.
- Applies the principles, processes, and concepts of Applied Behavioral Analysis (ABA) including stimulus controls procedures, motivating operations, and generalization and discrimination in applied settings.

- Models for and trains schools staff regarding the application of the principles of ABA in discreet trial instruction.
- Consults and collaborates with school staff regarding specific student behavioral concerns, providing intervention guidance as needed.
- Attends IEP meetings, when appropriate, to provide expertise regarding behavioral intervention planning.
- Demonstrates professional competence in the area of teaching students with communication/autism spectrum disorders.

### **Skills, Knowledge and Abilities**

**SKILLS:** Specific skill-based competencies required to satisfactorily perform the functions of the job include: plan, organize, implement and supervise district-wide programs; communicate effectively in written and oral form findings and recommendations to parents and school personnel; choose, administer and interpret assessment instruments; operate standard office equipment including pertinent computer software; and prepare and maintain accurate records.

**KNOWLEDGE:** Specific knowledge-based competencies required to satisfactorily perform the functions of the job include, but are not limited to: applied behavioral sciences, Autism Spectrum Disorders (ASD) and related disorders; strategies for successful inclusion of students with autism; and pertinent codes, policies, regulations and/or laws.

**ABILITY:** Specific ability-based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; communicating with diverse groups; maintaining confidentiality; meeting deadlines and schedules; working as part of a team; working with detailed information/data; and maintaining effective working relationships.

### **Working Environment**

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; and significant fine finger dexterity. Generally the job requires 70% sitting, 15% walking, and 15% standing. This job is performed in a generally clean and healthy environment.

### **Minimum Qualifications:**

Experience 3-5 years' experience as a Behavior Analyst

Education Master's degree in related field.

Licensure Board Certified Behavioral Analyst

FLSA Status Exempt

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