

Goleta Union School District
Board Certified Behavior Analyst

Salary Range: Range 52

Basic Function

Under the direction of the Assistant Superintendent of Pupil Services or assigned administrator, utilizes the principles of applied behavior analysis to assess, consult, develop and implement strategic behavior plans to enhance the success of students with special needs. Provides training and support to staff to meet objectives using behavioral intervention techniques; monitors and evaluates student progress and modifies plans to facilitate optimal success.

Representative Duties

- Conduct legally compliant and defensible functional behavioral assessments, develop data collection sheets and methodologies, complete behavior analysis reports, research and observations to recommend appropriate behaviors intervention strategies.
- Participate in the Individual Education Program (IEP) process, attend meetings, provide recommendations, and develop IEP goals relating to identified behavior concerns.
- Confer with teachers, administrators, psychologists, District staff, instructional assistants, and parents/guardians to develop and implement effective positive behavior support plans that adhere to the principles of Applied Behavior Analysis, Individuals with Disabilities Education Act, and California Education Code.
- Evaluate disabilities suspected areas of disabilities, performance, and functional limitations; implement direct care and treatment programs; monitor and adjust individual and group programs as needed.
- Prepare written evaluations; review medical reports; communicate with physicians, clients and other medical personnel as necessary.
- Maintain accurate and current student records and service logs that are legally compliant and in accordance with federal, state, and District policies and procedures.
- Consult with the medical team, educators and parents regarding the specific need of the student for the purpose of extending therapeutic activities to the classroom and home.
- Develop and deliver instructional materials, resources, and trainings for administrators, teachers, instructional assistants and parents/guardians focusing on Applied Behavior Analysis or other evidence-based methodologies to better serve the needs of students with behavioral difficulties.
- Direct, oversee, and lead other staff in providing specific support services to students with significant behavioral challenges.
- Optimize a work schedule that would involve interacting with various students, parents and staff at multiple locations.
- Attend and participate in staff conferences, meetings and in-service training regarding student needs.
- Maintains safety of students by vigilant observation
- Performs related duties as assigned.

Knowledge and Abilities

Knowledge of:

- Principles and practices surrounding Applied Behavior Analysis and other behavior-based modalities.
- Treatment documentation methods, record-keeping techniques and data privacy requirements.
- California State Education Code and Individuals with Disabilities Education Act regulations.
- Autism Spectrum Disorder, other behavioral disorders and related challenges.
- Modern office practices, procedures and equipment, including operation of a computer, applicable software and data entry techniques.
- Oral and written communication skills.
- Interpersonal skills using tact, patience and courtesy.
- Strategies for working with children with specific special needs, behavior modification techniques, and methods to motivate students.
- Writing skills sufficient to create reports, correspondence, and document treatments using appropriate terminology.

Ability to:

- Learn and integrate special education and behavioral science terminology, program philosophies, concepts, materials, methods and procedures.
- Operate equipment used as educational aids. Use good judgement in selecting appropriate techniques and responding to students' needs.
- Assist with instructional and related activities in a special education learning environment.
- Recognize limitations of students and encourage their participation in appropriate programs and activities.
- Read, write and understand the English language.
- Conduct and apply research. Collect and analyze data.
- Maintain accurate records.
- Operate a variety of instructional, therapeutic and office equipment.
- Safety precautions including hazards associated with client specific activities.
- Train, consult, and maintain effective relationships with District management, staff, teachers and parents.
- Maintain confidentiality of pupil and District information.
- Demonstrate an understanding, patient and receptive attitude toward children with special needs.
- Communicate effectively both orally and in writing.
- Participate in the Individual Education Plan (IEP) team process.

Education and Experience

Master's degree in psychology or related field, or Bachelor's Degree and current enrollment in a related graduate program.

Completion of a Board-Certified Behavior Analyst license.

Two years of experience working with special needs population, preferably in the area of behavior or autism services.

Licenses and Other Requirements

Valid certification as a Board-Certified Behavior Analyst with the state of California.

Valid California driver's license.

Environment

Office, classroom and intermittent outdoor environments.

Driving a vehicle to conduct work at various sites.

Physical Demands

Dexterity of hands and fingers to operate therapeutic equipment and a computer keyboard.

Seeing to administer tests and read a variety of materials.

Hearing and speaking to exchange information and make presentations.

Bending at the waist, kneeling or crouching to assist students.

Sitting or standing for extended periods of time.

Lifting, carrying, pushing and pulling equipment and students.

Bending at waist, kneeling or crouching.

Reaching above shoulders, overhead and horizontally.

Moderate pulling, pushing and carrying.

Hazards

Contact with challenging behavior that may include hitting (open/closed hand), punching, kicking, scratching, yelling, biting, hair pulling, spitting, pushing, pinching, and/or eloping.