

Mountain View Whisman School District Human Resources Department	Job Title: Behavior Technician (10-month Employee) 6hrs/per day; 30 hrs/per week
Classification: Classified Salary Schedule – G	Date Approved:

### **Position Description**

Under the supervision of the Board Certified Behavioral Analyst (BCBA) and the Special Education Director, implements specialized behavior management, designed by the BCBA or designated district personnel, to students with behavioral needs that can be related to a wide range of disabilities. The Behavior Technician will assist in curriculum access through appropriate positive behavioral supports, will support classroom teacher by modeling positive behavioral supports and supporting the teacher with implementing those supports, monitoring non-structured times, assist in advancing behavior with students so that the student acquires as much autonomy as possible. Provides temporary long or short-term direct 1:1 support of assigned student(s).

### **Education/Experience**

- Minimum Education: High school diploma or equivalent - Required
- Possesses an AA degree or equivalent in coursework or passage of Paraprofessional Proficiency Examination - Required
- 40 Hours of RBT Training - Required
- Possesses a valid California Driver's License or Government issued ID - Required
- One-year experience in supporting students in school setting - Required
- Experience working with children with behavioral challenges, autism or developmental delays - preferred
- Successful completion of the Safety-Care Crisis Intervention course, or other equivalent de-escalation and crisis responding course that is approved and provided by the district within 6 months of commencing employment in position - Required
- Registered Behavior Technician (RBT) or willingness to become registered - Desirable

### **Skills/Abilities**

- Ability to maintain harmonious working relationships with students, staff, and community
- Ability to perform basic clerical work related to supporting students with behaviors (data taking)
- Ability to make decisions quickly regarding health and safety of students
- Ability to be sensitive to confidentiality of students/family situations
- Maintains confidentiality of records and discussions
- Knowledge of correct English usage, spelling, punctuation, and vocabulary
- Ability to speak clearly and effectively and follow oral and written directions
- Operates a variety of instructional media and equipment and maintains
- Empathize with special needs of students with disabilities
- Work independently
- Able to adjust to changing needs of students
- Ability to use office equipment

### **Examples of Duties and Responsibilities**

- Assists in the individualized instruction to meet educational objectives of students who primarily require behavior intervention strategies
- Implement individualized instructional program (such as discrete trial training, social skills development, behavior intervention plans, escalation cycle management plans)

- Implement interventions based on modifications of antecedents such as motivating/establishing operations and discriminative stimuli.
- Implement extinction procedures.
- Implement prompt and prompt fading procedures.
- Implement differential reinforcement procedures (e.g., DRA, DRO)
- Modeling of social skills to encourage appropriate interactions with peers
- Assists in the supervision and monitoring of students during recess, lunch, bus loading/unloading, and/or field trips
- Work collaboratively as part of an interdisciplinary team (sets up visual schedules, materials needed for positive behavioral supports)
- Collaborate with classroom teacher to implement student's IEP goals and objectives
- Consult and collaborate with site staff about student's progress
- Assist in student assessments as appropriate
- Takes initiative knowing when students need their support or is able to work independently
- Monitor and evaluate student progress and complete records
- Responds to emergency situations (e.g. injured student, fights, seizures) for the purpose of resolving immediate safety concerns following District protocols
- Engages in physical and sometimes strenuous activities with student such as lifting, weight shifting, and positioning of students due to behavioral needs
- Participates in staff meeting and in-service training programs as required
- Attends training regarding behavior management and crisis intervention, as appropriate
- May be reassigned to work with other students routinely/as necessary
- Performs other related duties as assigned

### **ADA Profile**

Ability to stand and walk for extended periods of time; ability to sit, bend, kneel, perform grasping and handling motions and torso rotations on a continuous basis, lift, carry or move up to 50 lbs., ability to reach in all directions; adequate sight or corrected vision to read printed directions or instructions; hear and speak to communicate with co-workers, students and the public; dexterity of the hands and fingers to operate a computer keyboard and other office equipment.

### **Hazards:**

- Exposure to bodily fluids, blood borne pathogens and infectious diseases
- Contact with dissatisfied or aggressive individuals (hitting, biting, scratching, spitting, throwing objects)

Employment contingent upon background check and Post-Offer Pre-Employment Physical (POPP)

**Supervised by:** Site or District Administrator

**Evaluated by:** Site or District Administrator