

Mountain View Whisman School District Human Resources Department	Job Title: Behavior Technician (10-month Employee)
Classification: Classified Salary Schedule – G	Date Approved:

Position Description

Under the supervision of the Board Certified Behavioral Analyst (BCBA) and the Special Education Director and/or Designee, a Behavior Technician implements and provides coaching to staff in specialized behavior management designed by the BCBA or designated district personnel, to support students with behavioral needs. The BT will also provide direct support to students that require intensive behavioral interventions. The Behavior Technician is responsible to assist in curriculum access through appropriate positive behavioral supports, will support classroom teachers by modeling positive behavioral supports and supporting the teacher with implementing those supports, monitoring non-structured times, assisting 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). Behavior Technicians may be asked by their Supervisor(s) to support a need at another school.

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
- 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

Skills/Abilities

- Ability to maintain harmonious working relationships with students, staff, and community
- Ability to provide behavioral training to staff as directed by the BCBA
- Ability to receive direction by administrative personnel
- 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
- Have transportation available if asked to provide services at another location

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)
- Ability to intervene with situations during behavior escalations
- Ability to work collaboratively with school personnel
- Ability to take direction and follow designated behavior plans
- Ability to train staff based on materials and implementation strategies provided by the supervision
- 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: Board Certified Behavioral Analyst (BCBA) and the Special Education Director and/or Designee

Evaluated by: Board Certified Behavioral Analyst (BCBA) and the Special Education Director and/or Designee

The Mountain View Whisman School District prohibits discrimination, harassment, intimidation and bullying in educational programs, activities, or employment on the basis of actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, parental, pregnancy, family or marital status, military status or association with a person or a group with one or more of these actual or perceived characteristics. The Mountain View Whisman School District requires that school personnel take immediate steps to intervene when safe to do so when he or she witnesses an act of discrimination, harassment, intimidation, or bullying.

Questions or complaints of alleged discrimination, harassment, intimidation and bullying, equity or Title IX equity and compliance concerns should be directed to Tara Vikjord at 650-526-3500, [1400 Montecito Ave., Mountain View, CA 94043](https://www.mvwsd.org), or tvikjord@mvwsd.org.

