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

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

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 ~~coaching to staff~~, designed by the BCBA or designated district personnel, to **support** students with behavioral needs. ~~that can be related to a wide range of disabilities.~~ **The BT will also provide direct support to students that require intensive behavioral interventions.** The Behavior Technician **is responsible to** ~~will~~ 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
- ~~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 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 supervisor

- 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)

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