



RIALTO UNIFIED SCHOOL DISTRICT

BEHAVIOR SPECIALIST Job Description

DEFINITION

Works with special education students who are exhibiting problems that interfere with the implementation of the goals and objectives of their IEPs. Develops strategies that will weaken or reduce identified problem behaviors. Teach strategies that strengthen or increase appropriate behaviors. This is a year to year position contingent on special education funding.

ESSENTIAL DUTIES

- Develop proactive strategies to assist and support special education students who display problem behaviors.
- Direct observation of students exhibiting problem behavior.
- Review available data such as assessment reports prepared by other professionals and other student records.
- Collect data, analyze data, and write functional analysis assessments
- Collaborate with school psychologists, teachers, administrators, instructional aides, and counselors to collect and analyze behavioral observation data and assist in the writing of behavior plans.
- Work with school personnel to implement the behavior plan.
- Ongoing monitoring of behavior plans.
- Participate in IEP meetings.
- Assist in the writing of behavior IEP goals and objectives.
- Provide in-services dealing with behavior management, applied behavior analysis, and Positive Behavior Support (PBS).
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Behavior managements; applied behavior analysis; positive behavior support.
- Understanding of the relationships between student behavior and methods of instruction.
- Data collection and analysis and experience writing behavior support plans.

Ability to:

- Ability to communicate and interact effectively with students, teachers, parents, colleagues, and community leaders.
- Utilize instructional technology tools and materials.

Experience and Education:

- Possession of a valid California Credential authorizing services as a special education teacher.
- Possession of a Behavior Intervention Case Manager (BICM) Credential or agreement to complete the necessary training within 6 months.
- Possession of the Pro-Act certificate or agreement to complete the necessary training within six (6) months.
- Five (5) years of successful teaching experience in special education.
- CLAD certificate or equivalent is desired.
- TB Skin Test as required by State law.
- Fingerprints on file as required by State law.

PHYSICAL DEMANDS

Physical class:

Moderate lifting - 40 pounds maximum with occasional lifting and/or carrying objects weighing up to 5 pounds.

Work area requirements:

Ability to use common school hand tools, computer, telephone and photocopy machine; Ability to transverse any part of a 10 acre campus which would include asphalt, sidewalks, grass on playgrounds, dirt, and bus areas; Spend up to 3 hours a week outside.

Physical requirements:

The time requirements are listed considering this wording and meaning:

Occasionally/low - up to 3 hours
 Frequently/Medium - 3 to 6 hours
 Constantly/High - 6 to 8 hours

Stooping: Occasionally
 Bending: Occasionally
 Lifting: Occasionally
 Reaching: Occasionally
 Handling: Frequently
 Grasping: Frequently

Carrying: Frequently
 Standing: 0-30 minutes to 1 hour
 Kneeling: Not required
 Sitting: 0 or may sit 60 minutes a day
 Crouching: Occasionally
 Push/Pull: Occasionally
 Fingering: Occasionally

*Driving: Must have ability to get to in-service meetings

****Possession of a current California Driver's license, a DMV printout and the ability to be covered by the company auto insurance is required.***

Frequent motion:

Twisting: Not required
 Wrist flexion: Yes - Occasionally
 Elbow flexion/extension: Yes - Frequently
 Reaching to shoulder level: Yes - Occasionally
 Forward shoulder/neck flexion: Yes - Occasionally
 Reaching below shoulder level: Yes - Frequently

Sensory requirements:

Ability to see: Constantly
 Ability to hear: Constantly
 Ability to touch: Constantly
 Ability to talk: Constantly
 Ability to smell: Constantly

Must be able to deal with these environmental considerations:

Odor: Not required
 Humidity: Yes, occasionally
 Moisture: Not required
 Floor may be slippery at times: Yes, when painting
 Noise: Must be able to work around "productive noise"
 Heat: Has own air conditioning/heating may break down
 Working in close quarters with others: Yes, all day long
 Fluorescent lights: Yes, all day long
 Working inside: 95% of the day
 Working outside: 5% of the day

This job requires:

Alertness: Yes
 Attention to detail: Yes
 Ability to work in temperatures down to 40 degrees and up to 110 degrees.
 The use of two hands: Yes
 Recall of names and dates: Yes

Ability to deal with psychological factors:

Team work: Yes
 Frustration: Medium
 Must keep up with schedule: High
 Dealing with angry parents, students: Yes
 Repetitive tasks: Yes
 Level of responsibility: High
 Able to work overtime as needed: High

Physiological factors:

Must maintain a high level of consciousness: Yes
 Orientation to time, place, or person: Yes
 Ability to read at 12th grade level: Yes
 Ability to comprehend and follow directions: Yes
 Able to keep up a high activity level during the shift: Yes