

## **SAN YSIDRO SCHOOL DISTRICT**

**TITLE:** Behavior Specialist  
**DEPARTMENT:** As assigned  
**FLSA:** Exempt  
**Revised:** July 2017

**REPORTS TO:** Special Education  
**CLASSIFICATION:** Certificated  
**SALARY:** Educator's Salary Schedule  
**Board Approved:** July 13, 2017

**BASIC FUNCTION:** Under the supervision of the Director of Special Education, may provide services to students, including counseling and guidance services, parent counseling and training, and/or behavioral intervention as specified in the individualized education program (IEP); provides coaching and training to school site staff in the areas of development, functional behavioral assessments, implementation and evaluation of applied behavior analysis procedures and behavioral interventions.

**REPRESENTATIVE DUTIES:** (Incumbents may perform any combination of the essential functions shown below. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but are intended to accurately reflect the principal job elements.)

- Serves as a member of the Individualized Education Program (IEP) team to share assessment information and assist in developing behavioral goals and objectives for students with serious behavioral difficulties.
- Observes and analyzes student behavior: assesses school/classroom structures, reviews student goals, behavior programming, and behavior management systems.
- Assists with follow up to behavioral interventions for certain students by providing direct coaching to classroom staff.
- Completes Functional Behavioral Assessments (FBA) and develops Behavior Intervention Plans (BIPs) with IEP teams for students with serious behavioral difficulties.
- Provides training to parents and district staff in the areas of behavior management, crisis intervention, implementation of behavior support plans, and other behavioral domains
- Evaluates the efficacy of behavioral interventions being utilized for students with serious behavioral difficulties and provides support as needed.
- Develops, implements and conducts professional development, and classroom training sessions, for staff as related to supporting positive student behaviors.
- Assists and provides support to staff in interpreting and understanding behavioral data collection methodologies.
- Assists staff with implementing interventions to assist students in meeting their IEP goals
- Serves on crisis intervention teams as needed.
- Provides counseling and guidance to specified students as determined appropriate
- Writes reports as it relates to student and/or program evaluations
- Designs forms for data collection and progress monitoring and train staff on implementation
- Performs other related duties as assigned

### **KNOWLEDGE**

- Behavior analysis, positive behavior interventions and discipline techniques
- Normal school rules, routines, and practices
- Collecting and interpreting student assessments
- Applicable laws, codes, regulations, policies, and procedures
- Interpersonal skills, using tact, patience and courtesy

- Data collection and assessment relating to the development of Behavior Intervention Plans and Functional Assessments
- Providing consultation to general and special education staff, parents and students
- Trainings in behavior based techniques and strategies
- Collaborate with a wide variety of SST and IEP team members

## **ABILITIES**

- Work in compliance with laws, codes, and regulations
- Communicate effectively both orally and in writing
- Interpret, apply, and explain rules, regulations, policies, and procedures
- Establish and maintain cooperative and effective working relationships with others
- Diffuse difficult situations
- Meet demanding schedules and timelines
- Work independently with little direction
- Plan and organize work
- Prepare comprehensive narrative and statistical reports
- Operate a computer and other office equipment
- Apply various problem solving techniques

## **MINIMUM QUALIFICATIONS:**

### **EDUCATION AND EXPERIENCE**

- Valid Pupil Personnel Services Credential in School Psychology or valid Education Specialist Credential
- Applied Behavior Analysis Certification or working towards completion of requirements for BCBA
- Master's Degree
- Valid California Driver's License during course of employment; must be insurable at standard rates and maintain such insurability during the course of employment

### **DESIRED QUALIFICATIONS:**

- Bilingual and Biliterate (English / Spanish)
- State Board Certified Behavior Analyst

## **WORKING CONDITIONS**

Indoor and outdoor school settings which can include office and outdoor interactions.

## **PHYSICAL REQUIREMENTS:**

Office, school, and outside work setting; subject to frequent interruptions and daily contact with District staff, students, and parents; frequent driving to District locations; flexible days and hours which may require some evening work; hearing and speaking to exchange information and make presentations; visual ability to read, prepare/process documents, and small figures; dexterity of hands and fingers to operate a computer keyboard; sitting, walking, and standing for extended periods of time; occasional carrying, pushing, pulling, or lifting up to 25 pounds; occasional bending at the waist and stooping; occasional reaching overhead, above the shoulders and horizontally; occasional contact with distraught students, students, parents, staff and members of the public.