

DUBLIN UNIFIED SCHOOL DISTRICT
Behavior Specialist

1. BASIC FUNCTION:

Under the supervision of the Director of Special Education, the Behavioral Specialist provides behavior analysis and behavior management plans for special education students enrolled in educational programs; provides support and training to school site staff, paraprofessionals, and parents/guardians in appropriate behavior intervention techniques. Conducts assessments and develops plans that conform to IDEA and the California Hughes Bill. Supervision of special education classified staff working with students.

A. REPRESENTATIVE DUTIES:

- Develops and provides training for groups of school site administrators, teachers, parents/guardians, and paraprofessionals in:
 1. Behavioral assessments, techniques, and intervention plans
 2. Managing assaultive behaviors, e.g. Professional Assault Response Training (PART)
 3. Principles of behavioral intervention, modification, and other behavior management systems
 4. Crisis management techniques
 5. Discrete trial methodology
- Works with students who exhibit inappropriate behaviors and provides support and training for staff who work with students who exhibit inappropriate behaviors.
- Trains staff in and conducts functional analysis assessments of behavior for students with complex and or severe behaviors in accordance with the IDEA and the California Education code.
- Consults with and provides direction to school psychologists in implementing and monitoring behavior intervention plans.
- Consults with school site administrators and staff, teachers, paraprofessionals, and parents/guardians.
- Participates in IEP team meetings as required.
- Prepares evaluations, assessments, and/or reports for the purpose of documentation of student behaviors.
- Attends job-related meetings and activities specified by the Director.
- Performs related duties as required.

B. KNOWLEDGE AND ABILITIES

Knowledge of:

- Principles and methods of behavior analysis.
- Theory of behavior and socialization needs of special education students.
- Objectives of behavior intervention techniques, treatment and services.
- Socialization activities used in behavior management.
- Principles of consultation, training and technical supervision.
- Health and safety regulations.
- Effective record-keeping techniques.
- Correct English usage, grammar, spelling, punctuation and vocabulary.
- Interpersonal skills using tact, patience and courtesy
- Established procedures
- District organization, operations, policies and objectives.
- Equipment used to provide behavior therapy.

Ability to:

- Identify and analyze areas of behavior and socialization needs.
- Develop and carry out behavior plans, goals and objectives.
- Provide consultation for classroom and home behavior management.
- Explain and provide training on behavior management principles and methods.
- Provide technical guidance to other personnel.
- Establish and maintain behavior observation files and logs.
- Apply appropriate behavior management procedures in working with students at all grade levels.
- Work cooperatively with others.
- Understand and follow oral and written directions in English.
- Meet schedules and timelines.
- Plan and organize work.
- Work confidentially with discretion.
- Communicate effectively both orally and in writing.
- Read, explain and follow rules, regulations, policies and procedures.
- Maintain records adhering to established procedures.
- Complete assigned work in timely manner.

C. QUALIFICATIONS

Any combination equivalent to: Master's degree in psychology, behavior analysis or closely related field; one year of behavior analysis, behavior management and/or socialization experience in a similar setting.

D TERMS OF EMPLOYMENT

Work year: 197 days + 16 paid Holidays

Salary schedule placement level AB on the current Classified Schedule B Salary Schedule

Approved 3/2005

Approved 3/11/05