



HESPERIA UNIFIED SCHOOL DISTRICT POSITION DESCRIPTION

BEHAVIOR INTERVENTION SPECIALIST

JOB PURPOSE STATEMENT: Under the direction of the Board Certified Behavior Analyst(s) the Behavior Intervention Specialist serves as a support to the school community with regard to implementation of behavioral support to the general education and special education classroom.

Essential Job Functions:

- **Assists** teachers and other professional personnel by modeling instructional programming and behavior management strategies (including life skills) based on the principles of Applied Behavior Analysis (ABA).
- **Assists** with training teachers, paraprofessionals, and other professional personnel in ABA methods, implementation of behavior intervention plans, documentation, data collection, graphing, social skills development, accommodations, modifications, and other areas as needed.
- **Completes** required documentation, records, assessments, and data collection regarding the completion of support provided.
- **Provides** specialized instructional programming and behavior management support to individual students or groups of students that is based on the principles of Applied Behavior Analysis.
- **Performs** a variety of regular clerical duties, such as filing, typing, duplicating, preparing materials, or laminating materials.
- **Recognizes** and intervenes during behavioral crises involving aggressive and/or dangerous behaviors to maintain safety of school personnel and student by implementing behavior support plan and/or District-approved emergency interventions, providing 1:1 assistance as needed, communicating with relevant school personnel, and documenting and reporting the crisis as soon as possible to appropriate personnel.
- **Assists** in establishing positive behavior support programs in classes and trains staff in these methods.
- **Implements** behavior change procedures such as prompting/fading, modeling, token economy, chaining, the use of positive/negative reinforcement and self-management strategies.
- **Monitors and evaluates** the effects of individual student behavior intervention plans.
- **Collaborates** with paraprofessionals, general education teachers, special education teachers, service providers, school psychologists and site administration.
- **Follows and adheres** to the Conduct Guidelines of the Behavior Analyst Certification Board.
- **Performs** related duties as assigned that support the overall objective of the position.

Other Job Functions:

- Assists other personnel, as needed, to support them in the completion of their work activities
- Attends workshops, trainings, and in-services, as appropriate

Job Requirements – Qualifications:

Knowledge of:

- Applied Behavior Analysis (ABA) strategies and techniques (e.g., Discrete Trial Training (DTT), Social Skills Training (SST), Community Based Instruction (CBI), Behavioral Skills Training (BST).
- Effective behavior management, techniques and procedures for students with behavioral needs.
- Best practices and laws governing behavioral supports for students with disabilities.
- Non-violent Crisis Prevention Interventions techniques and principles
- Use and operation of word processor, excel, computer and standard office equipment



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- Record-keeping and report writing techniques

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Ability to:

- Apply ABA and other behavioral principles and techniques in implementing plans, strategies and recommendations to address behavior concerns and social skills development
- Collect data to be utilized in the development of a variety of reports and assessments
- Communicate effectively orally and in writing
- Establish rapport and work effectively with staff, parents, students, and the community
- Perform basic math, including fractions, percentages, ratios, and graphing (algebra and geometry at the secondary level)

Responsibility includes leading and guiding. The resources required (people, equipment, facilities) to perform essential job functions are of a moderate scope, and moderate opportunity exists for significant impact (positive or negative) on the organization's mission.

Working Environment: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The job functions are generally performed in an indoor/outdoor environment requiring the following significant physical abilities: sitting, walking, kneeling, standing, bending, lifting/carrying up to **25 lbs.**, reaching, holding, fingering, feeling, talking, hearing, and near and far visual acuity. Emergency response may include running and pushing/pulling a minimum of **50 lbs.** The Behavior Intervention Specialist is required to travel to different sites.

Educational Requirements: A high school diploma or equivalent along with 40 hours of training in Applied Behavior Analysis (ABA).

Experience Requirements: Two years of experience working in educational and/or behavioral services settings with students with special needs, and who have unique and challenging behaviors.

Licensing, Certification, Testing Requirements: Fingerprint/criminal justice clearance; Tuberculosis clearance; Valid California driver's license; CPR/First Aid certification desirable



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Created and Board Approved: 9/11/2023