

JOB DESCRIPTION

Job Title: Behavior Plan Support Technician (9361)

Job Summary:

Under the supervision of the director of the program and/or designee, provide assistance and coaching to teachers and classroom staff with the development, implementation, and monitoring of Behavior Intervention Plans under the direction of the Board Certified Behavior Analyst (BCBA). Behavior Plan Support Technicians work in the school setting of the special day class, playground, and general education class/program as determined by the needs of the individual student.

Essential Functions:

- Assist teacher in preparing and presenting instructional materials, providing safety in the classroom, and implementing the IEP and behavior intervention plan (BIP).
- Assist students in shaping appropriate social behavior through positive reinforcement and prompt fading for the purpose of providing increased independence in their social environment.
- Teach students, both individually and in groups, to reinforce replacement behaviors for the purpose of improving social behavior.
- Collect defined behavioral data for the purpose of behavior plan development, implementation, and/or monitoring.
- Prepare materials necessary for improving individualized behavior-related progress or curriculum accommodations and modifications.
- Maintain records and files for the purpose of documenting student progress and maintaining student confidentiality.
- Work with classroom teachers, staff, and identified students to determine effective behavioral strategies and implement said strategies.
- Participate in daily activities, parent conferences, training sessions, and special activities related to the implementation and evaluation of the student IEP/BIP objective.
- Assist with functional analysis of behavior under the direction of the BCBA for the purpose of identifying potential replacement behaviors.
- Assist and coach the teacher and staff in maintaining a safe environment to promote the safety of all students.
- Operate a variety of office and audio/visual equipment to support the teacher in reinforcing classroom objectives.
- May drive students in school/Office vehicle.
- Assist with disposing of waste and contaminated materials and cleaning and disinfecting toys and classroom surfaces, as needed.
- May assist with diapering, seizure care, feeding, lifting, and positioning students, as needed.
- Perform other related duties, as assigned.

Skills to:

- collect and interpret designated data regarding the implementation of behavior intervention plans;
- implement the principles of applied behavior analysis (prompting, fading, differential reinforcement, shaping, chaining, etc.) with fidelity;
- effectively interact with a diverse student population;
- recognize and follow procedures when disruptive, abusive and dangerous behavior occurs;
- administer First Aid and CPR;
- cooperate with other staff to exemplify the Office's expectations and core values.

Knowledge of:

- Applied Behavior Analysis (ABA), including data collection, differential reinforcement, shaping, etc.;
- non-violent verbal and physical intervention techniques;
- proper grammar, punctuation and sentence structure;
- safe methods of diapering, seizure care, feeding, lifting, and positioning students.

Ability to:

- recognize and follow procedures when disruptive, injurious, and dangerous behaviors occur;
- read notes, memos, and reports of a moderately complex nature;
- effectively communicate, both orally and in writing with teachers, classroom staff, family members, and supervisors;

- understand and address the needs of children with special needs;
- understand and carry out oral and written instructions;
- maintain confidentiality of student records and communications;
- read, interpret and carry out oral and written instructions;
- adhere to schedules and deadlines;
- travel to various locations within Tulare County using personal vehicle.

Responsibilities include: working under limited supervision; leading, guiding and/or coordinating other persons; and operating within a defined budget and/or financial guidelines. Utilization of significant resources from other work units is routinely required to perform the job's functions. There is a continual opportunity to impact the Organization's services. The usual and customary methods of performing the job's functions require the following physical demands: significant lifting, carrying, pushing and/or pulling; some climbing and balancing; significant stooping, kneeling, crouching and/or crawling; and significant fine finger dexterity. Generally, the job requires 40% sitting, 30% walking and 30% standing. This job is performed in a generally clean and healthy environment.

Experience Required:

- Two years of experience working with students with moderate to severe disabilities in a classroom setting.

Education Required:

- High School diploma, GED, or equivalent;
Associate degree OR 48 semester units from an accredited college/university OR Instructional Aide Exam OR CBEST with a passing score.

Other Requirements:

- Valid California Driver's License and proof of automobile insurance;
- Department of Justice and FBI Fingerprint Response;
- Possess or obtain First Aid and CPR certificates within 45 days of employment.

FLSA Status: Non-Exempt

April 2024

This organization is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, creed, age, gender or disability. Inquiries regarding compliance procedures may be directed to our personnel office. This organization complies with the Americans with Disabilities Act. Persons with a disability who may need some accommodation in the hiring process should contact our personnel office. This organization is a Drug and Tobacco - Free Workplace. This organization requires a successful candidate to provide it with employment eligibility and verification of a legal right to work in the United States in compliance with the Immigration Reform and Control Act.