

SEMINOLE COUNTY PUBLIC SCHOOLS, FLORIDA

Position/Job Description

BEHAVIOR TECHNICIAN

QUALIFICATIONS

- High School Diploma or equivalence or Florida Special Diploma, plus one for the following qualifications:
- Complete at least two (2) years of study at an accredited institution of higher education (i.e., community college, college, or university) **OR**
- Obtain an Associate's Degree or higher **OR**
- Meet a rigorous standard of quality and can demonstrate, through a formal state or local academic assessment, knowledge of and the ability to assist in instructing reading, writing, and mathematics, or reading readiness and mathematics readiness, as appropriate.
- Registered Behavior Technician (RBT) certification or current enrollment in school psychology program preferred.

KNOWLEDGE, SKILLS, ABILITIES

- General clerical skills.
- Bilingual ability may be required per advertised vacancy specifications.
- Excellent written and verbal communication skills.
- Computer data entry experience.
- Ability to obtain and maintain certification in district-approved crisis intervention strategies and procedures.
- Ability to understand physical, health, and emotional behaviors and challenges of students with disabilities (SWDs).
- Certification in First Aid, CPR, medication administration, and student specific training.
- Ability to fulfill the dexterity and physical requirements of the work.
- Ability to model various behavior protocols and treatment techniques using verbal and written explanation, modeling, guided practice, and review of independent performance.
- Effective time management skills and ability to manage multiple tasks at one time.
- Ability to interpret and implement behavior plans and behavior protocol as written.
- Ability to practice under the close supervision of a behavior analyst and/or school psychologist.

SUPERVISION

REPORTS TO Executive Director of Exceptional Student Support Services and/or Designee
SUPERVISES No Supervisory Duties

POSITION GOAL

To be responsible for the direct implementation of behavior-analytic services and to assist in the development and implementation of positive behavior support programs for students with disabilities and general education students with high magnitude behaviors.

PERFORMANCE RESPONSIBILITIES

1. *Understand and apply basic principles of applied behavior analysis in classroom settings as directed by the district behavior support team.
2. *Conduct classroom observations using behavioral measurements needed for functional behavior assessments (FBAs) and behavior intervention plans (BIPs)
3. *Collect and submit data needed for functional behavior assessments (FBAs) and behavior intervention plans (BIPs) to the assigned school psychologist or behavior analyst.
4. *Implement behavior plans and instructional strategies as directed by the classroom teacher, school psychologist, or behavior analyst.
5. *Assist in the utilization of approved social skills programs for students.
6. *Conduct skill acquisition and behavior reduction assessments under the supervision of the school psychologist or behavior analyst.
7. *Provide direct student instruction in 1:1 and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
8. *Follow the prescribed behavioral skill acquisition and behavior reduction protocols.
9. *Effectively communicate with parents and caregivers regarding student progress as instructed by the classroom teacher, school psychologist, or behavior analyst.

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10. *Provide instructional, vocational, and developmental assistance to students with exceptionalities under the supervision of a certified professional.
11. *Assist with the preparation and implementation of learning activities.
12. *Maintain accurate and complete records of students' activities and behaviors, which may require the use of a computer to enter student data, complete forms, schedules, and/or reports.
13. *Assist with the implementation of behavioral support plans including monitoring and charting of behavior, reinforcement procedures, and preventative strategies, under the direction of the classroom teacher, school psychologist, or behavior analyst.
14. *Provide assistance in the learning area in dealing with behavioral problems by applying prevention/de-escalation strategies and/or physical interventions as needed per district-approved procedures.
15. *Respond to requests for crisis intervention under the direction of certified personnel.
16. *Care for students with special health needs according to an individual health care plan (IHCP).
17. *Attend in-services designed to increase knowledge of current behavioral principles, policies, and protocols.
18. *Observe confidentiality of student records at all times.
19. *Supervise students in bus areas, classroom, lunchroom, play areas, study time, and in other assigned areas.
20. *Assist with physically transferring students from wheelchairs, mats, positioning tables, toilets, lifts, or other positioning equipment as needed.
21. *Assist students with gross and fine motor activities such as grasping, holding objects, posture, crawling, walking, and running as appropriate to their individual education plans (IEPs).
22. *Assist with the supervision of students during field trips, as assigned by the Executive Director of ESSS and/or Designee.
23. *Collaborate with IEP/SST/504 team including student, parents/guardians, classroom teacher, administrators, school psychologist, behavior analyst, and outside professionals.
24. Perform other duties as assigned by the Executive Director of ESSS and/or Designee.

**Denotes essential job function/ADA*

EQUIPMENT / MATERIALS

Wheelchairs, safety harnesses, augmentative devices, walkers, strollers, lifts, mats, positioning tables, and equipment. Standard office equipment, computers, printer, presentation systems, copier, fax machine, and other technology devices.

PHYSICAL REQUIREMENTS

Very Heavy Work

Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

PHYSICAL ACTIVITIES

Sitting	Resting with the body supported by the buttocks or thighs.
Standing	Assuming an upright position on the feet particularly for sustained periods of time.
Walking	Moving about on foot to accomplish tasks, particularly for long distances.
Climbing	Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. Using feet and legs and/or hands and arms. Maintaining body equilibrium to prevent falling when walking, standing, or crouching on narrow, slippery, or moving surfaces.
Balancing	
Bending	Lowering the body forward from the waist.
Stooping	Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles.
Kneeling	Bending legs at knee to come to a rest on knee or knees.
Crouching	Bending the body downward and forward by bending leg and spine.
Crawling	Moving about on hands and knees or hands and feet.
Twisting	Moving body from the waist using a turning motion.
Reaching	Extending hand(s) and arm(s) in any direction.
Pushing	Using upper extremities to press against something with steady force order to thrust forward, downward or outward exerting up to 100 pounds of force.
Pulling	Using upper extremities to drag, haul or tug objects in a sustained motion exerting up to 100 pounds of force.
Lifting	Raising objects from a lower to a higher position or moving objects horizontally from position to position through the use of the upper extremities and back muscles exerting up to 100 pounds of force.
Repetitive Motions	Substantial and continuous movements of the wrists, hands, and/or fingers.
Talking	Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.
Hearing Acuity	The ability to perceive speech and other environmental sounds at normal loudness levels.
Visual Acuity	The power to see at a level which allows reading of numbers and text, operation of equipment, inspection of machines, etc.

WORKING CONDITIONS

Indoors/Outdoors The worker is subject to both environmental conditions. Activities occur inside and outside.

TERMS OF EMPLOYMENT

PAY GRADE

C-B2 \$18,298 - \$32,496
District Salary Schedule
Months 10
Annual Days 196
Weekly Hours 37.5
Annual Hours 1470

POSITION CODES

PeopleSoft Position TBD
Personnel Category 13
EEO-5 Line 48
Function Vary
Job Code 2079
Survey Code 59050

FLSA

Applicable
 Not applicable

Previous Board Approval

BOARD APPROVED

April 23, 2019

ADA Information Provided by Michelle Walsh
Position Description Prepared by Michelle Walsh