



RIALTO UNIFIED SCHOOL DISTRICT

BEHAVIOR SPECIALIST Job Description

DEFINITION

Works with special education students who are exhibiting problems that interfere with the implementation of the goals and objectives of their IEPs. Develops strategies that will weaken or reduce identified problem behaviors. Teach strategies that strengthen or increase appropriate behaviors. This is a year to year position contingent on special education funding.

ESSENTIAL DUTIES

- Develop proactive strategies to assist and support special education students who display problem behaviors.
- Direct observation of students exhibiting problem behavior.
- Review available data such as assessment reports prepared by other professionals and other student records.
- Collect data, analyze data, and write functional analysis assessments
- Collaborate with school psychologists, teachers, administrators, instructional aides, and counselors to collect and analyze behavioral observation data and assist in the writing of behavior plans.
- Work with school personnel to implement the behavior plan.
- Ongoing monitoring of behavior plans.
- Participate in IEP meetings.
- Assist in the writing of behavior IEP goals and objectives.
- Provide inservices dealing with behavior management.
- Performs other duties as assigned.

QUALIFICATIONS

KNOWLEDGE: of behavior management and behavior analysis; Understanding of the relationships between student behavior and methods of instruction; Knowledge of data collection and analysis and the ability to write behavior plans.

ABILITY TO: Ability to communicate and interact effectively with students, teachers, parents, colleagues, and community leaders; Use instructional technology tools and materials

EXPERIENCE AND EDUCATION

- Possession of a valid California credential authorizing services as a special education teacher.
- Possession of a Behavior Intervention Case Manager (BICM) credential or agreement to complete the necessary training within 6 months;
- Possession of the Pro-Act certificate or agreement to complete the necessary training within 6 months;
- CLAD Certificate or equivalent;
- Five (5) years successful teaching experience in special education;

PHYSICAL DEMANDS

Physical class:

Moderate lifting - 40 pounds maximum with occasional lifting and/or carrying objects weighing up to 5 pounds.

Work area requirements:

Ability to use common school hand tools, computer, telephone and photocopy machine; Ability to transverse any part of a 10 acre campus which would include asphalt, sidewalks, grass on playgrounds, dirt, and bus areas; Spend up to 3 hours a week outside.

Physical requirements:

The time requirements are listed considering this wording and meaning:

Occasionally/low - up to 3 hours
Frequently/Medium - 3 to 6 hours
Constantly/High - 6 to 8 hours
Stooping: Occasionally

Carrying: Frequently

| | | | |
|------------|--------------|------------|---|
| Bending: | Occasionally | Standing: | 0-30 minutes to 1 hour |
| Lifting: | Occasionally | Kneeling: | Not required |
| Reaching: | Occasionally | Sitting: | 0 or may sit 60 minutes a day |
| Handling: | Frequently | *Driving: | Must have ability to get to inservice meetings |
| Crouching: | Occasionally | Push/Pull: | Occasionally |
| Grasping: | Frequently | | |
| Fingering: | Occasionally | | |

***Possession of a current California Driver's license, a DMV printout and the ability to be covered by the company auto insurance is required.**

Frequent motion:

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| Twisting: | Not required |
| Wrist flexion: | Yes - Occasionally |
| Elbow flexion/extension: | Yes - Frequently |
| Reaching to shoulder level: | Yes - Occasionally |
| Forward shoulder/neck flexion: | Yes - Occasionally |
| Reaching below shoulder level: | Yes - Frequently |

Sensory requirements:

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| Ability to see: | Constantly |
| Ability to hear: | Constantly |
| Ability to talk: | Constantly |
| Ability to smell: | Constantly |
| Ability to touch: | Constantly |

Must be able to deal with these environmental considerations:

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| Heat: | Has own air conditioning/heating may break down |
| Odor: | Not required |
| Noise: | Must be able to work around "productive noise" |
| Humidity: | Yes, occasionally |
| Moisture: | Not required |
| Fluorescent lights: | Yes, all day long |
| Working inside: | 95% of the day |
| Working outside: | 5% of the day |
| Floor may be slippery at times: | Yes, when painting |
| Working in close quarters with others: | Yes, all day long |

This job requires:

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| Alertness: | Yes |
| Attention to detail: | Yes |
| The use of two hands: | Yes |
| Recall of names and dates: | Yes |
| Ability to work in temperatures down to 40 degrees and up to 110 degrees. | |

Ability to deal with psychological factors:

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|---------------------------------------|--------|
| Team work: | Yes |
| Frustration: | Medium |
| Repetitive tasks: | Yes |
| Level of responsibility: | High |
| Must keep up with schedule: | High |
| Able to work overtime as needed: | High |
| Dealing with angry parents, students: | Yes |

Physiologic factors:

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| Must maintain a high level of consciousness: | Yes |
| Orientation to time, place or person: | Yes |
| Ability to read at 12 th grade level: | Yes |
| Ability to comprehend and follow directions: | Yes |
| Able to keep up a high activity level during the shift: | Yes |

hr: 6/2010

**AN EQUAL OPPORTUNITY EMPLOYER
RIALTO UNIFIED SCHOOL DISTRICT IS A “DRUG and TOBACCO-FREE WORKPLACE”**