

Behavior Implementer

Purpose Statement

The job of Behavior Implementer is done for the purpose/s of providing support to the instructional staff and students to effect positive behavioral change in students. The Behavior Implementer will work directly with students ages 3-21 to teach skills needed to be successful in the classroom setting and to reduce problem behavior. Specific responsibilities include data collection and graphing, implementation of evidence-based behavior strategies, training of team members, participation in monthly after-school supervision sessions, and working collaboratively with teams. Behavior Implementers must have certification as either a Registered Behavior Technician (RBT) or a Board Certified Assistant Behavior Analyst (BCaBA).

This Job reports to Assigned Supervisor

Essential Functions

- Assesses and provides feedback and suggestions to supervisor(s) for the purpose of evaluating the effectiveness of students' behavior plans.
- Assists with individualized assessment procedures for the purpose of developing intervention plans or analyzing progress.
- Assists in developing procedures and training materials for district staff involved with students who have behavioral concerns for the purpose of enhancing programs for students.
- Collects/graphs behavioral data and trains other staff to collect/graph data for the purpose of analyzing student progress.
- Complies with applicable legal, regulatory and workplace reporting requirements (e.g. mandatory abuse and neglect reporting, etc.) for the purpose of ensuring student safety.
- Implements evidence-based behavioral strategies for the purpose of promoting student self-regulation.
- Participates in a variety of meetings, workshops and committees for the purpose of conveying and/or gathering information required to perform functions and remaining knowledgeable with program guidelines.
- Performs maneuvers as required by professional crisis management course(s) including emergency safety interventions for the purpose of keeping the student, other students, and staff safe.

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform single, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: the ability to work with students with challenging behavior and follow evidence-based behavior intervention plans and/or positive behavior support plans. Other skills needed include knowledge of reinforcement theories, discrimination training, prompt and prompt fading procedures, stimulus control and fading procedures, and generalization and maintenance procedures.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; read technical information, compose a variety of documents, and/or facilitate group discussions; and analyze situations to define issues and draw conclusions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: knowledge of evidence-based behavioral strategies, understanding of the functions of behavior, and differential reinforcement principles.

ABILITY is required to schedule a number of activities, meetings, and/or events; gather and/or collate data; and use basic, job-related equipment. Flexibility is required to work with others in a variety of circumstances; work with data utilizing defined and similar processes; and operate equipment using defined methods. Ability is also required to work with a diversity of individuals and/or groups; work with similar types of data; and utilize specific, job-related equipment. Problem solving is required to identify issues and create action plans. Problem solving with data may require independent interpretation; and problem solving with equipment is limited. Specific ability based competencies required to satisfactorily perform the functions of the job include: the ability to work with various teams for the purpose of supporting students with challenging behavior and training other staff members effective means of student support.

Responsibility

Responsibilities include: working under direct supervision using standardized routines; leading, guiding, and/or coordinating others; operating within a defined budget. utilization of some resources from other work units is often required to perform the job's functions. There is some opportunity to effect the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 40% sitting, 30% walking, 30% standing. This job is performed in a generally clean and healthy environment.

Experience: Job related experience with increasing levels of responsibility is desired.

Education: Targeted, job related education with study in job-related area.

Equivalency: Behavior Implementers must have a certification as either a Registered Behavior Technician (RBT) or a Board Certified Assistant Behavior Analyst (BCaBA).

Required Testing

None Specified

Continuing Educ. / Training

None Specified

Certificates and Licenses

Valid Driver's License & Evidence of Insurability

Clearances

Criminal Justice Fingerprint/Background Clearance
Kansas Certification of Health

FLSA Status

Non Exempt

Approval Date

3/21/2017

Revised Date

4/30/2021

Salary Grade

INST 21