



Behavior Specialist

Terms of Employment: 10-months

Exemption Status: Exempt

Salary: \$56,723 - \$80,117

ESSENTIAL JOB FUNCTIONS

The Charles County Public Schools Department of Special Education is seeking a qualified Behavior Analyst to provide training and support for students receiving special education services with a variety of challenging behavior. The behavioral specialist will develop behavior management plans, train staff, and monitor the implementation of these plans.

DUTIES AND RESPONSIBILITIES

- Conduct functional behavior assessments and develop behavior intervention plans for the student population.
- Work with classrooms teams to develop student-specific data collection systems.
- Analyze behavior data in order to make adjustments/modifications to students' programming.
- Provide child-specific and general training to staff, including administrators, teachers, and instructional assistants, on behavioral principles/strategies.
- Model intervention techniques and provide feedback to staff.
- Participate as an IEP team member at meetings.
- Work collaboratively with school psychologists to address behavioral concerns.
- Work with staff to implement research-based instructional strategies to promote positive behavior.
- Maintain non-violent crisis intervention training, train staff in these techniques and implement, when appropriate, at school sites.
- Other duties as assigned.

EDUCATION, QUALIFICATIONS AND WORK EXPERIENCE

- Current BCBA or BCaBA certification
- Advanced degree in education, psychology, or a related field
- At least three years of experience in providing behavior analysis to students with challenging behaviors
- Experience in the school setting preferred
- Experience with a diverse population of students who have special needs

ENVIRONMENTAL FACTORS & PHYSICAL REQUIREMENTS

The environmental factors and/or physical requirements of this position include the following: While performing the duties of this job, the employee is required to have ordinary ambulatory skills sufficient to visit other locations; and the ability to stand, walk, stoop, kneel, crouch, and manipulate (lift, carry, move) light to medium weights of 10-50 pounds. Requires good hand-eye coordination, arm, hand and finger dexterity, including ability to grasp, and visual acuity to use a keyboard. The employee frequently is required to sit, reach with hands and arms, talk and hear.