CHURCHILL COUNTY SCHOOL DISTRICT

BEHAVIOR SPECIALIST – STUDENT SERVICES

FLSA Status: Exempt

Created: 2/2018
Last Revised: 6/2026

DEFINITION:

The Behavior Specialist is responsible to provide behavior analysis services and behavior management plans for special education students enrolled in educational programs; provide support and professional learning to school site staff, para-educators, and parents/guardians in appropriate behavior intervention techniques; conducts assessments and develops plans that conform to IDEA, Nevada law and regulations and other applicable statutes and regulations.

SUPERVISION RECEIVED AND EXERCISED:

Work is performed under the direction of the Principal and/or Coordinator of Student Services.

ESSENTIAL FUNCTIONS: ***(Performance of these functions is the reason the job exists. Assigned job tasks/duties are not limited to the essential functions).***

1. Provide BCBA services for students with identified behavioral support needs.
2. Develop materials and provide resources for and provide professional learning to administrators, educators, para-educators and parents/guardians in Applied Behavior Analysis (ABA), Handle With Care (HWC) and/or Crisis Prevention Institute (CPI), and and/or other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
3. Plan and oversee the development and implementation of programs, policies, and best practices related to instruction using the principles of Applied Behavior Analysis (ABA) for students with autism and other disabilities.
4. Provide functional behavioral assessments for individual students.
5. Create and assist District staff with the development and implementation of behavior plans, ABA programs and other appropriate programs for students with Autism and/or other disabilities that present behavior/learning challenges.
6. Manage assaultive behaviors, e.g., Handle With Care (HWC), Nonviolent Crisis Intervention (CPI).
7. Work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such.
8. Provide professional learning and conduct functional analysis assessments of behavior for students with complex and/or severe behaviors in accordance with both Federal and State laws and regulations.
9. Supervise BCBA and RBTcandidates within the Churchill County School District, as appropriate.
10. Assist students who are transitioning from alternative programs to regular school programs.

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11. Collaborate with public and private agencies to offer programs that foster pro-social skills and prevent violent behavior for the purpose of providing services to strengthen families as well as students.
12. Collect data and prepares a variety of reports for the purpose of documenting case history, assessments, and treatment.
13. Travel from site to site and/or performs necessary home visits for the purpose of providing direct treatment, consultation, and collaboration for students and families.
14. Perform related duties as assigned.

QUALIFICATIONS:

Knowledge, Skills, and Abilities: (KSAs are the attributes required to perform a job; generally demonstrated through qualifying experience, education, or training.)

Knowledge of:

- Knowledge of federal and state laws related to exceptional student education.
- Learning and motivation theory, including human behavior and performance, individual differences in ability, personality and interests.
- Methods for assessing behavior, including recognition of affective disorders.
- Computer applications and hardware used in the assigned area.
- Education code, board rules, district policies, and operating procedures.

Skills to:

- Develop Positive Behavioral support plans.
- Communicate effectively both written and orally.
- Participate as a collaborative member with other faculty and staff.
- Establish and develop lines of communication with parents and staff teams.

Ability to:

- Work collaboratively with others and facilitate groups to consensus.
- Ability to effectively engage in the problem-solving process.
- Collect, summarize, and graph behavioral data.
- To use and model research based classroom management and individual behavioral interventions.
- Communicate effectively with a variety of audiences, orally and in writing, including electronic media.
- Organize, prioritize, and manage work assignments in an efficient manner and within established timeframes.
- Model good instructional, coaching and mentoring practices.
- Establish and maintain effective working relationships with school officials, administrators, school staff, outside agencies; and the general public.
- Maintain and improve professional competence through continued education and in-service.

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Experience and Training Guidelines: *Any combination of training, education, and experience that would provide the required knowledge, skills, and abilities. A typical way to gain the required knowledge, skills, and abilities is:*

Bachelor's degree from an accredited college/university with major coursework in Education, Applied Behavior Analysis or a related field. Master's preferred.

Required Certifications and Licenses:

Must possess or be able to acquire a Nevada teaching license issued by the Nevada Department of Education with endorsement in relevant subject area.
and/or
Must possess or be able to acquire a Board Certified Behavior Analyst (BCBA) from the Behavior Analyst Certification Board (BACB) with licensure in the state of Nevada

Physical and Mental/Intellectual Requirements: *The physical and mental/intellectual requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.*

Strength, dexterity, and coordination to use keyboard and video display terminal for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Dexterity and coordination to handle files and single pieces of paper; occasional lifting of files, stacks of paper or reports, references, and other materials. Some reaching for items above and below desk level. Some reaching, bending, squatting, and stooping to access files and records is necessary. The manual dexterity and cognitive ability to operate a personal computer using word processing and databases. The ability to interact professionally, communicate effectively, and exchange information accurately with all internal and external customers. Light lifting (up to 25 pounds) is occasionally required.

Please see chart below indicating specific physical requirements.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Applicants and incumbents are encouraged to discuss potential accommodations with the employer.

PHYSICAL CAPACITY REQUIRMENTS FOR POSITION
(Mark with an X, leave blank where not applicable)

ESSENTIAL FUNCTIONS	LESS THAN 25% OF TIME	25% TO 49% OF TIME	50% TO 74% OF TIME	75% TO 100% OF TIME
Sitting	X			
Standing		X		
Walking	X			
Bending/Stooping/Squatting/Twisting	X			
Crawling				
Kneeling				

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ESSENTIAL FUNCTIONS	LESS THAN 25% OF TIME	25% TO 49% OF TIME	50% TO 74% OF TIME	75% TO 100% OF TIME
Reaching above the body	X			
Reaching away from body	X			
Climbing Stairs				
Climbing while working (ladders, stools, roofs, poles)				
Balancing				
Lifting &/Or Carrying objects:				
50 Pounds or 1/3 Bodyweight	X			
Pushing				
Pulling				
Grasping/Gripping	X			
Handling				
Applying Torque (arms)				
Fine Manipulation				
Repetitive Work	X			
Weight Bearing				
Typing, Keyboarding, or Entering Data	X			
Computer Monitor/CRT	X			
Driving a Vehicle				
Working Alone				
Operating Machinery or Equipment:				
Heavy Equipment				
Vibrating Equipment				
Power Tools				
Machine/Electrical Hazards				
Ladders> 6 Feet				
Personal Protective Equipment				
Respirator Use				
Work Conditions:				
High Noises				
Heights				
Confined Spaces				
Heat Stress	X			
Cold Stress	X			
UV Exposure	X			
Hazardous Chemicals/Waste				
>8 Hours Per Day				
Overtime/Irregular Hours				
Senses:				
Eyes				
Visual Demanding Work	X			
Near Vision	X			
Far Vision				
Depth Perception				
Basic Color Discrimination				
Audio Arms				
Ability to Smell				

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Working Conditions:

Work is performed under the following conditions:

Exposure to climate controlled classroom settings to outside weather with temperatures ranging from mild/moderate to extreme cold/heat. May involve exposure to noise levels ranging from moderate to very loud and occasional to frequent time periods. May involve work in crowded environments.

Hazards: Classroom furniture, playground/office equipment, communicable diseases, chemicals (as related to specific assignment), and power/hand operated equipment and machinery (as related to specific assignment).

Employee's Acknowledgement: I acknowledge that I have read the above job description and have received a copy for my records.

Employee Name: _____

Employee Signature: _____ Date: _____

Human Resources Signature*:* _____ *Date:* _____