

**TITLE:** Behavioral Consultant

**PURPOSE:** To provide consultation to staff and parents regarding students experiencing behavioral difficulties in the educational setting.

**QUALIFICATIONS:**

1. Bachelors Degree (Masters Degree preferred)
2. Illinois State Special Education Teaching or School Service Personnel Certification.
3. Training in behavior management, data collection, and progress monitoring of students with significant behavioral difficulties including students with emotional and/or autistic characteristics (Board Certified Behavior Analyst [BCBA] preferred).
4. Ability to function effectively as a member of the school team.

**DUTIES & RESPONSIBILITIES:**

(The following are the essential fundamentals to include but not limited to the following job duties.)

1. Observe students in the educational setting that are experiencing behavioral difficulties.
2. Collaborate with administration, parents, and staff regarding programmatic changes.
3. Establish and maintain clear procedures for referrals.
4. Assist student's IEP team or problem solving team with developing a system for collecting objective data about the skills and needs of the student experiencing behavioral difficulties.
5. Assist school staff with understanding how to complete a functional analysis of problem behaviors to determine why problems occur.
6. Seek input from school staff and parents to identify factors relating to the problem behavior.
7. Assist school staff with developing intervention plans based on the functional analysis results that addresses the factors in the environment contributing to the problem.
8. Train school staff on implementation of intervention plans.
9. Coordinate and instruct behavioral assistants on their role in the classroom.
10. Assist in the evaluation, training, placement, and supervision of behavioral assistants.
11. Monitor ongoing student progress to develop appropriate and useful skills to eliminate problem behaviors.
12. Observe and provide input to staff implementing intervention plans.
13. Assist staff with modifying plans as needed to ensure continued effectiveness, based on direct observational data.
14. Share data and collaborate with other professionals involved.
15. Collect and monitor data regarding utilization of behavioral team.
16. Participate in multidisciplinary staffings for students.
17. Participate in and write reports for case study evaluations for special education.
18. Provide staff development training to a variety of individuals in the areas of research-based behavior management, disability awareness, and crisis intervention techniques.
19. Participate in committees related to discipline, behavior management, and reviews of policies and procedures.
20. In the event of a crisis, assist with crisis response or Postvention.
21. Provide consultation to staff members and parents regarding students with behavioral difficulties.
22. Acquire and maintain certification in crisis intervention techniques.

23. In the event of a crisis during an observation or meeting, assisting school teams with crisis prevention and intervention.

**TERMS OF EMPLOYMENT:**

Wages, hours, terms, and conditions of employment pursuant to the collective bargaining agreement.

**EVALUATION:**

Performance in the position will be evaluated in accordance with the provisions of the collective bargaining agreement.

*The physical demands, work environment factors, and mental functions described below are representative of those that must be met by an employee to perform the essential functions of this job. Reasonable accommodations may be made to enable individual with disabilities to perform the essential functions.*

**PHYSICAL DEMANDS:** While performing the duties of this job, the employee is regularly required to talk, see, hear, sit, walk, and stand; use hands and fingers to handle, or feel; reach with hands and arms. The employee must frequently lift and/or move up to 30 pounds for a distance of 3 feet. The employee is occasionally required to climb or balance; stoop, kneel, or crouch. The employee must occasionally physically restrain students for up to fifteen minutes.

**WORK ENVIRONMENT:** The noise level in the work environment is usually moderate.

**MENTAL FUNCTIONS:** While performing the duties of this job, the employee regularly is required to compare, analyze, communicate, coordinate, compile, instruct, synthesize, evaluate, use interpersonal skills, negotiate, and maintain emotional control under stress. The employee frequently is required to compute. The employee occasionally is required to copy.

*The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities, duties, and skills that may be required.*