

GRAND ISLAND PUBLIC SCHOOLS JOB DESCRIPTION

Position Title:	SE Behavior Analyst (Board Certified Behavior Analyst)
Job ID #:	31222
Reports To:	Special Education Supervisor
FLSA Status:	Salaried Exempt
Salary Schedule:	Certified, GIEA



Position Purpose: Provide support to individuals and their families by coordinating and providing services in Applied Behavior Analysis, function analyses and assessment, behavior acquisition and reduction procedures, and adaptive life skills.

Desired Characteristics:

- Ability to demonstrate competence in behavior management skill and instructional skill.
- Ability to work with a variety of clients in regard to age, functionality, and with minimal direction.
- Knowledge of DTT programming and implementation.
- Knowledge of differentiated instruction based upon student learning styles.
- Knowledge of data information systems, data analysis and the formulation of action plans.
- Knowledge of applicable federal and state laws regarding education and students.
- Ability to use computer network systems and software applications as needed.
- Ability to organize and coordinate work.
- Ability to communicate effectively with students and parents.
- Ability to engage in self-evaluation with regard to performance and professional growth.
- Ability to establish and maintain cooperative working relationships with others contacted in the course of work.



Job Responsibilities:

- Function in a supervisory capacity and provide oversight to all areas of programming including the training of direct support professionals, person centered strategies consultants (if applicable) and DSP trainers.
- Assist in the development, facilitation, and follow-up training in Applied Behavior Analysis, using both discrete trial training and natural environment training models of teaching.
- Facilitate and assist in the development and identification of resources and support information for clients and their families
- Provide model teaching and other direct instructional supports including, but not limited to, practicum supervision/teaching, class instruction and in-service instruction to other support professionals.
- Assist in the development and implementation of assessment tools, to conduct functional assessments and analyses when appropriate, and to develop appropriate behavior strategies to teach appropriate behavior and reduce maladaptive behaviors.
- Provide ongoing support and training to direct support professionals, ABA implementers, and other individuals in support roles for families
- Ongoing training and supervision of RBTs and paraprofessional staff in implementation of ABA principles and methodology and behavior reduction strategies.

- Create an ongoing data collection system to establish baseline and programmatic efficacy for all consumers, and to analyze data on a frequent and ongoing basis to guide programming.
- Develop behavior plans/treatment plans for all consumers with a focus on teaching and other antecedent strategies for reducing problematic behavior(s).
- Meet as needed with supervised staff to discuss ongoing consumer issues and to provide support when necessary.
- Review and sign off on behavior plan/treatment plan training for all field staff and provide field supervision when necessary.
- Provide consultation services and to maintain ongoing communication with all constituents (other supports, parents, community, and community agencies).
- Keep current with the literature, new research findings and resources. In addition, continuing education courses to maintain BCBA certification are necessary.
- Maintain all data, paperwork, and communication between personal care staff and families, and to provide ongoing feedback to government related agencies that contract with such families.

Additional Job Responsibilities:

- Performs other duties as required by the supervisor.
- Serve as a role model to all students.
- Serve as a positive member of the community in a way that does not negatively affect the District's reputation or image in the community.
- Refrain from engaging in conduct that interferes with the operations of the District, including the education of students.
- Develop and maintain a positive and professional working relationship with other staff and administration.
- Adhere to all District policies, rules, regulations, and supervisory directives.
- Maintain confidentiality of information concerning staff, students, and parents in accordance with law and District rules.
- Adhere to the code of ethics of the District and the Nebraska Department of Education (NDE Rule 27).



Position Requirements:

- Master's degree in Special Education or related human services field.
- Must be a Licensed Behavior Analyst
- Prefer employee to possess a Nebraska Teaching Certificate with such endorsements as required by NDE Rule 10 and all other certification and training as required or assigned.

Essential Functions: The essential functions of the position include:

1. Regular, dependable in-person attendance on the job;
2. The ability to perform the identified responsibilities and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and
3. The ability to perform the following physical requirements in the identified working conditions:

	Never (0%)	Occasional (1-32%)	Frequent (33-66%)	Constant (67%+)
Standing			X	
Walking			X	
Sitting			X	

Bending/Stooping/Squatting	X	
Reaching/Pushing/Pulling	X	
Climbing	X	
Driving		X
Typing		X
Physical Tasks	X	
Lifting (25 lb max)	X	
Carrying (50 ft)	X	
Manual/Finger Dexterity Tasks	medium level	
Working Conditions	No exposure to hazards except those associated with travel between or being in schools.	

Grand Island Public Schools do not discriminate on the basis of race, color, religion, sex, citizenship, ethnic or national origin, age, disability, medical status, military status, veteran status, marital status, sexual orientation, gender identity or expression, genetic information, ancestry, or any legally protected status in any of its employment practices, educational programs, services or activities. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

This job description is intended to accurately reflect the duties, responsibilities and requirements of the position. It is not intended to be and should not be construed as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position. Management and administration reserves the right to modify, add, or remove duties and assign other duties as necessary.