

Killeen Independent School District

Job Description

Job Title: Behavior Specialist/ Registered Behavior Technician- Structured Learning Center (SLC)

Exemption Status/Test: Exempt

Reports to: SLC Teacher & Campus Administrator

Date Revised: August 12, 2025

Dept./School: Killeen ISO

Pay Grade: \$59,160/183 days

Primary Purpose:

The Behavior Specialist/ RBT at the Structured Learning Center plays a critical role in supporting students with behavioral and emotional needs. This position focuses on implementing behavior intervention strategies, assisting with individualized student support, and promoting a positive learning environment through evidence-based practices.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. There may be alternatives to the qualifications above as the Board of Trustees may find appropriate.

Education/Certification/License:

Bachelor's degree in Psychology, Special Education, or a related field (preferred). Valid state certification/licensure in Special Education (preferred).

Certification as a Registered Behavior Technician (RBT) (preferred).

This role is ideal for an individual dedicated to helping students develop positive behaviors and succeed in an academic environment.

Special Knowledge/Skills:

Experience working with students with behavioral needs in a structured educational setting. Strong understanding of behavior intervention strategies. Excellent communication, collaboration, and problem-solving skills. Ability to adapt strategies to meet diverse student needs.

Major Responsibilities and Duties:

Implement behavior intervention plans (BIPs) under the supervision of a Board-Certified Behavior Analyst (BCBA).

Utilize Applied Behavior Analysis (ABA) techniques to support student development and self-regulation.

Provide direct behavioral support to students in academic and social settings.

Collect and analyze data to track student progress and adjust interventions accordingly.

Assist with crisis prevention and intervention strategies, including de-escalation techniques.

Collaborate with educators, counselors, and administrators to create a structured and supportive learning environment.

Facilitate social-emotional learning (SEL) activities to help students build communication and coping skills.

Communicate effectively with parents and caregivers to reinforce behavioral strategies at home.

Maintain compliance with ethical guidelines and district policies related to behavioral support services.

Stay current with best practices in behavior management and ABA principles

Participates in district's professional learning opportunities. Attends staff, department, and committee meetings as required. Shares knowledge that will improve teaching and learning.

Keeps informed of and complies with federal, state, district, and school regulations and policies for classroom teachers.

Presents subject matter according to guidelines established by the Texas Education Agency, Board of Trustees policies, and administration regulations.

Maintains regular, on-time attendance.

Demonstrates behavior that is professional, ethical, responsible, and in accordance with the Educator's Code of Ethics, at all times.

Performs other duties as assigned..

Supervisory Responsibilities: No supervisory responsibilities.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard office equipment including personal computer and peripherals. Phone systems, and peripherals.

Posture/Physical Demands: Prolonged sitting; regular kneeling/squatting, bending/stooping, pushing/pulling, twisting. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to sit and talk or hear, to use hands to finger, handle, or feel, and to stand and walk. Specific vision abilities required by this job include close vision, distance vision, and ability to adjust focus.

Motion: Repetitive hand motion; frequent keyboarding and use of mouse; regular walking, grasping/squeezing, wrist flexion/extension, reaching.

Lifting: Regular moderate lifting and carrying (up to 44 pounds); occasional heavy lifting and carrying (45 pounds and over).

Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. District-wide travel to multiple campuses, as assigned. Possible travel outside of the district. The noise level in the work environment is usually moderate. Occasional work during the weekends and evenings for special school functions. May work outside with extreme temperatures (hot and cold) and humidity extremes, regular exposure to noise and computer monitors.

Mental Demands: Work with frequent interruptions; emotional control under stress.

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

