



Position: Special Education Aide

Assignment: Registered Behavior Technician (RBT)/BT

Wage/Hour Status: Non-Exempt

Reports to: Special Education Director

Pay Grade: IS381/IS371, 187 days

Dept./School: Special Education

Date Revised: Spring 2026

Primary Purpose:

A Registered Behavior Technician (RBT) is a paraprofessional who works under the supervision of a teacher or Board-Certified Behavior Analyst (BCBA). The RBT is primarily responsible for supporting the implementation of individual behavior interventions related to skill acquisition and or strategies to eliminate or reduce problematic behaviors impacting the student's success in the educational environment. Additionally, the RBT will help facilitate class wide behavior management systems and the generalization of social skills instruction to enable students to develop competencies and skills to function successfully at school and in society.

Qualifications:

Minimum Education/Certification:

- Registered Behavior Technician certification preferred
- High School diploma
- College preferred: undergraduate or graduate student of psychology, social work, and education

Special Knowledge/Skills/Experience:

- Strong collaboration skills to ensure consistent implementation of instructional and behavior management strategies by working closely with certified teachers, related service providers, and administrators.
- Ability to be trained and certified in Non-Violent Crisis Intervention and perform physical restraints to maintain staff and student safety to work through challenging behaviors.
- Ability to maintain emotional control under stress and to de-escalate crisis situations.
- Excellent organizational, communication, and interpersonal skills.
- Ability to follow through with a student's individualized instruction.
- Ability to implement behavior management techniques based on a student's Behavior Intervention Plan and use established forms to track behavior data.
- Ability to communicate effectively in one-on-one and small group situations with students, parents, and district staff.
- Ability to work positively with students and staff, within the educational setting.

Major Responsibilities and Duties:

- Support implementation of evidence-based interventions and required classroom components to promote the academic and social/emotional learning of students.
- Manage student behavior under the supervision of a certified teacher by implementing the student's individualized intervention plans.

- Intervene in crisis situations and use Non-Violent Crisis Intervention de-escalate students or use approved team restraints as a last resort to maintain the safety of students and staff.
- Collect required data collection for student Multi-Tiered System of Support (MTSS) or IEP and BIP goals.
- Maintain an open and collaborative mindset in problem-solving challenging academic and behavioral situations.
- Compile, maintain, and file all reports, records, and other required documents.
- Follow the professional and ethical standards outlined in LISD's Employee Handbook.
- Comply with policies established by federal and state laws, State Board of Education rule, and board policy. Comply with all district and campus schedules and regulations.
- Maintain positive and professional relationships with colleagues, students, parents, and community members.
- Attend all required trainings for continuous professional growth and development and implement new learnings to benefit students.
- Keep informed of and comply with federal, state, district, and school regulations and policies and standards for professional conduct for special educators.

Mental Demands/Physical Demands/Environmental Factors:

- Computer, peripherals, standard instructional equipment
- Prolonged sitting; frequent standing, kneeling/squatting, bending/stooping, pushing/pulling, and twisting, CPI restraints
- Frequent walking
- Regular light lifting and carrying (under 15 pounds); occasional heavy lifting (45 pounds and over); may be required to lift and transfer students to and from wheelchairs or assist with positioning of students with disabilities
- Work inside and outside
- Maintain emotional control under stress; may work prolonged or irregular hours

OTHER: All employees are to follow district safety protocols and emergency procedures.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required. This position is an in-person job and is to be performed at the location specified. It does not qualify for remote work or work from home status.

Signature

Date

Print Name