

SPEED JOB DESCRIPTION

Job Title

Board Certified Behavior Analyst

Supervisor:

Director of Programs and Services

Position Guide

Certified or Licensed Professional

Salary Range

Teacher plus 10%

Qualifications

- Master's degree in psychology, special education, behavior analysis, or a related field with an emphasis in behavior analysis is required.
- Must be Board Certified or eligible for board certification as a behavior analyst. Training and certification under the Behavior Analysis Certification Program (BACB)
- Solid knowledge of the principles and practices of Applied Behavior Analysis. This includes general behavioral assessment and Ethical Standards in Behavior Analysis.
- Solid knowledge/experience of the behavioral impact of developmental disabilities, as well as the cognitive, educational, vocational and social challenges encountered by persons with developmental disabilities.
- Ability to work independently and prioritize tasks/goals for self and others.
- Effective written and verbal communication skills with individuals and groups at all professional levels.
- Effective and creative negotiator and problem solver.
- Ability to work effectively with various technology including word processing software, internet based databases, etc.
- Experience providing services to individuals with developmental disabilities and complex behavior problems.
- Possession of a valid driver's license and ability to meet driving requirements.
- Strong applicants will have supervised experience in 1:1 education of learners with autism across educational and community settings, as well as familiarity with designing, participating in, or supervising in home 1:1 programs for young children with autism.
- Ability to perform essential duties within member school district requirements and SPEED policies.
- Ability to establish and maintain effective working relationships with all stakeholders.

Essential Duties

1. Work as part of a multi-disciplinary providing behavioral supports to individuals with autism, developmental and intellectual disabilities ages 3-21 in special education self-contained classrooms, and across community settings.
2. Conduct functional assessments collecting and analyzing data, designing and assessing educational programs for multiple students, formulating and implementing behavior support plans, creating and presenting training to parents & staff, and incorporating research into daily practices.

3. Serve on the school SPEED Connections Team and will be actively involved in staff development activities (conducting trainings and seminars) throughout the district/cooperative.
4. Engage in collaborative support to parents, teachers, therapists and paraprofessionals to make the most of their efforts in making our program universal across all areas of the child's environment.
5. Teaching new academic, behavioral, social, and daily living skills. Effectively responding to and minimizing difficult or disruptive behaviors. Creating a fun, motivating experience to generate the highest level of performance for every individual. Collecting data on programming targets and utilizing an online system to enter, track, and view progress.
6. Uses available and appropriate human and material resources as a bridge to the instructional program, the home, other service.
7. Serves as resource to parents and staff regarding agencies and parent support groups who serve persons with disabilities.
8. Other Duties as assigned

Job Responsibilities

1. Makes professional decisions that demonstrate support of the mission, goals and best interest of SPEED.
2. Utilizes community, state and national resources where necessary to promote the safety and welfare of students.
3. Responsible for all assigned students and educational support staff as well as any assigned student teachers, interns, and volunteers working in the school for the welfare and safety of all students while in the classroom, on school grounds, during before and after-school activities.

Skills/Competencies

- Ability to read analyze and interpret documents including correspondence in print or electronic formats.
- Ability to establish and maintain effective working relationships with all members of the school community.
- Ability to communicate clearly and concisely in verbal or written form
- Ability to write reports as needed. The ability to effectively present information and respond to questions is required.
- Ability to perform essential duties within member school district requirements and SPEED policies.

Physical Demands

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to...

- Sit, stand, talk and hear for extended periods of time, operate electronic equipment; and reach with hands and arms and will repeat actions with the same hand, arm or finger motion.
- Have vision abilities required include close vision, and the ability to adjust focus.
- To have regular lifting, carrying, pushing, and/or pulling and significant finger dexterity actions.
- Ability to physically manage and/or restrain students weighing up to 250 pounds, with assistance, when needed.

Ethics

All district employees are expected to maintain a high level of ethical behavior and confidentiality of information regarding students, personnel, and all job related matters. In addition, all staff are expected to serve as a positive role model and work to ensure a safe building environment.

Terms of Employment

- 180 Days
- Collective Bargaining Position

Evaluation:

Performance of this job will be evaluated in accordance with provisions of the SPEED Governing Board and the SPEED Collective Bargaining Agreement.

Hiring Contact: Human Resources Director – (708) 481-6100.

ACKNOWLEDGEMENT FOR RECEIPT OF JOB DESCRIPTION

I have received a copy of the Job Description and have read and understand its contents.

Employee Name (Please Print)

Employee Signature

Date

Human Resources Signature

Date