

SCHOOL DISTRICT OF ST. JOHNS COUNTY

BEHAVIOR TECHNICIAN, ESE

JOB DESCRIPTION

QUALIFICATIONS:

- (1) Education:
 - a. Associate's Degree or higher, or
 - b. Completed sixty (60) college semester hours at an accredited institution of higher education, or
 - c. High school diploma and received the District approved score on the District approved assessment, or
 - d. General Education Development (GED) certificate and received the District approved score on the District approved assessment.
- (2) Experience working with students exhibiting challenging behaviors.
- (3) Certification in the District approved crisis management system or successful completion of certification within the first 90 days of employment.
- (4) Certification as a Registered Behavior Technician through the Behavior Analyst Certification Board (or equivalent) or successful completion of certification within the first 90 days of employment.
- (5) Valid Florida Driver's license.
- (6) Satisfactory criminal background check and drug screening.

KNOWLEDGE, SKILLS AND ABILITIES:

Ability to communicate orally and in writing. Ability to use mathematical and reasoning skills. Ability to relate to children. Ability to work effectively with peers, administrators and others. Ability to handle problems, concerns and emotional distress with sensitivity and tact. Ability to plan, organize and establish priorities related to assignment. Ability to handle sensitive information in a confidential manner. Ability to work independently and make decisions with minimum supervision. Ability to handle multiple tasks in a professional and courteous manner.

REPORTS TO:

ESE Program Specialist for EBD

JOB GOAL

The Behavior Technician will work with Behavior Specialists to provide short-term, intensive, behavior interventions for students in crisis. This will include working directly with students, data collection, helping school staff to engineer classrooms to provide structured behavior and visual supports, modeling behavioral interventions and data collection for school staff, fading direct support as the skills of school staff increase. Behavior Technicians will work at schools throughout the District as directed by the District ESE Program Specialist for EBD. Each employee of the St. Johns County School Board will model the six pillars (as defined by Character Counts!) of the character education program.

SUPERVISES:

N/A

BEHAVIOR TECHNICIAN, ESE (Continued)**PERFORMANCE RESPONSIBILITIES:****Service Delivery**

- * (1) Assist in the recording of student behaviors, progress and other related data.
- * (2) Assist district behavior specialists to develop functional behavior assessment/behavior improvement plans (FBA/BIPs).
- * (3) Provide intensive behavior interventions for students with challenging behavior.
- * (4) Collect data regarding assigned student's behavior and response to interventions.
- * (5) Communicate daily with classroom staff regarding student behavior and response to interventions.
- * (6) Communicate daily with student's behavior specialist regarding student behavior and response to interventions.
- * (7) Assist classroom staff to engineer the classroom to provide structured behavioral and visual supports.
- * (8) Model for classroom staff successful behavior intervention and data collection techniques.
- * (9) Coach classroom staff as behavior technician and behavior specialist support is faded.

Expectations of All Employees

- * (10) Meet and deal effectively with the general public, staff members, parents, administrators and other contact persons using tact and good judgment.
- * (11) Follow attendance, punctuality, proper dress code and other qualities of an appropriate work ethic.
- * (12) Ensure adherence to good safety standards.
- * (13) Maintain confidentiality regarding school/workplace matters.
- * (14) Model and maintain high ethical standards.
- * (15) Maintain expertise in assigned area to fulfill position goals and objectives.
- * (16) Participate successfully in the training programs offered to increase skill and proficiency related to assignment.
- * (17) Demonstrate initiative in the performance of assigned responsibilities.
- * (18) Each employee of the St. Johns County School Board is charged with the responsibility of being familiar with the Character Counts! program and with modeling the characteristics of citizenship, character education and literacy.

Professional Growth and Improvement

- * (19) Engage in a continuing improvement of professional skills and knowledge.
- * (20) Establish and implement an individual Professional Development Plan annually in accordance with state and district requirements.
- * (21) Participate successfully in the training programs, conferences and workshops as assigned or appropriate to keep abreast of current practices, programs, and character education.

Inter/Intra-Agency Communication and Delivery

- * (22) Exercise service orientation when working with others.
- * (23) Use effective, positive interpersonal communication skills.
- * (24) Respond to inquiries and concerns in a timely manner.
- * (25) Serve on school/district committees as required or appropriate.

Systemic Functions

- * (26) Keep supervisor informed of potential problems or unusual events.
- * (27) Follow federal and state laws as well as School Board policies, rules and regulations.
- * (28) Prepare or assist in the preparation of all required reports and maintain all appropriate records.

BEHAVIOR TECHNICIAN, ESE (Continued)

- *(29) Represent the District in a positive and professional manner.
- *(30) Demonstrate support for the School District and its goals and priorities.

Leadership and Strategic Orientation

- *(31) Set high standards and expectations for self and others.
- *(32) Exhibit interpersonal skills to work as an effective team member.
- *(33) Demonstrate initiative in identifying potential problems or opportunities for improvement and take appropriate action.
- *(34) Participate in cross-training activities as required.

Perform other tasks consistent with the goals and objectives of this position.

*Essential Performance Responsibilities

PHYSICAL REQUIREMENTS:

Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently and/or up to 10 pounds of force as needed to move objects.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the district's approved compensation plan.
Length of the work year and hours of employment shall be those established by the district.

7.5 hours per day 10 month position Classification: Non-Instructional

EVALUATION:

Performance of this job will be evaluated annually in accordance with provisions of the Board's policy on evaluation of personnel.

POSITION CODE:

52055 (ESE Para)

FLSA STATUS:

BOARD APPROVED: May 2017

REVISED: February 2020