SPRING HILL SCHOOL DISTRICT

Special Services

Title	**Registered Behavior Technician (RBT)**
Purpose	The Registered Behavior Technician (RBT) supports students in the school setting by implementing individualized behavior plans under the supervision of a BCBA or other qualified professional. This role helps students access their education, build skills, and increase independence while fostering a safe, supportive learning environment
Supervision	Superintendent of Schools, Assistant Superintendent & Director of Special Services
Payment Rate	As set by the USD 230 Board of Education
Benefits	• Fringe benefits as scheduled by the Board of Education. • 11 Sick Days leave per year, accumulative to (200) days. • Six (6) personal leave days per year, un-accumulative. One (1) additional personal day may be taken and deducted from sick leave. • Two (2) bereavement leave days per year, un-accumulative. One (1) other bereavement days may be taken and deducted from sick leave for immediate family.
Required Qualifications	• High school diploma or equivalent (Associate's or Bachelor's degree in education, psychology, or related field preferred) • Current Registered Behavior Technician (RBT) certification through the Behavior Analyst Certification Board (BACB). • Experience working with children or students with disabilities or behavioral needs • Ability to follow detailed treatment and behavior plans • Strong communication and teamwork skills • Successful completion of background check(s) and any state or district requirements • Health and Inoculation Certificate on file in the Central Office. • Have a valid driver's license, be able to drive, and qualify under the district's insurance carrier when driving a district vehicle. • Desire to continue professional growth.
Physical Requirements & Conditions	• Requires prolonged sitting or standing. • Occasionally requires physical exertion to manually move, lift, carry, pull, or push heavy objects or materials up to 25 lbs. • Occasional stooping, bending, and reaching. • Requires some travel. • Must work indoors and outdoors year round. • Must work in noisy and crowded environments.

General Responsibilities	• Provide professional leadership in organizing, administering, supervising, and evaluating a creative school program. • Establish an optimal learning environment within the school. • Ensure that all school programs and activities conform to district guidelines. • Communicate effectively with all members of the school district and community. • Work effectively with community organizations. • React to change productively and handle other tasks as assigned. • Support the value of an education. • Support the philosophy and vision of USD 230.
Essential Functions	• RBT Certification & Compliance: Must hold current Registered Behavior Technician (RBT) certification through the Behavior Analyst Certification Board (BACB); maintain ongoing supervision and adhere to BACB ethics standards. • Applied Behavior Analysis (ABA) Knowledge: Demonstrated understanding of ABA principles, reinforcement strategies, data collection, and implementation of behavior intervention plans (BIPs). • Experience with Student Needs: Experience supporting students with autism spectrum disorder, developmental disabilities, emotional or behavioral challenges, and other exceptionalities. • Skill Implementation: Ability to accurately follow individualized education programs (IEPs), functional behavior assessments (FBAs), and treatment plans designed by a BCBA or other licensed professional. • Data Collection & Documentation: Competence in collecting and recording behavior and skill acquisition data, maintaining accurate records, and contributing to data-based decision-making. • Crisis Management: Training or willingness to be trained in safe crisis prevention, de-escalation strategies, and physical intervention techniques as required by the district. • Team Collaboration: Ability to work closely with teachers, paraprofessionals, specialists, administrators, and families to ensure consistency and support across environments. • Adaptability: Flexibility to adjust instructional approaches and support based on student needs and environmental factors. • Technology Skills: Basic proficiency with technology for data tracking, communication, and instructional support. • Confidentiality: Strict adherence to FERPA, HIPAA, and district policies regarding confidentiality and student rights. • Keep abreast of new information, innovative ideas and techniques. • Adhere to all district health and safety policies, including all precautions of the Bloodborne Pathogens Exposure Control Plan. • Other duties as assigned by the Superintendent, or other Administrative Staff.