

## **Escondido Union High School District Job Description**

**Job Title:** Behavior Specialist  
**Employee Unit:** Non-Represented Certificated  
**FLSA Status:** Exempt  
**Salary Level:** Range 20 (190 days)  
**Approved By:** Board of Education  
**Approved Date:** April 20, 2010

### **NATURE OF WORK:**

The Behavior Specialist is a professional support position. The Behavior Specialist will collaborate with educators in the schools to diagnose and develop behavior interventions for student with disabilities and general education students with significant maladaptive behaviors. The Specialist reports to the Director of Special Education but coordinates his/ her work with the Special Education Program Specialists.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

Demonstrate a strong foundation in applied behavior analysis.

Design and interpret functional analysis of behavior.

Design and implement multi-faceted behavior interventions.

Understand the behavior characteristics typically associated with autism, behavior disorders, traumatic brain injury and intellectual disabilities, etc.

Communicate (written and verbal ) effectively with students, parents and staff.

Understand and work with the various support systems available in the community.

Understand Special Education regulations including Least Restrictive Behavior Intervention.

Possess excellent interpersonal skills and the ability to handle emotionally charged situations.

Ability to train others to apply effective behavior management techniques.

Posses a basic understanding of education curriculum and instructional methods.

Attend IEP meetings and help develop goals for students and assist in writing functional analysis and behavior plans when necessary.

Provide direct services to students regarding behavior.

Lead group counseling sessions to enhance social development of individual members.

Observe and monitor control of student behavior in the classroom, on campus on school buses and other areas.

Monitor and direct the activity of paraprofessionals.

## **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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **EDUCATION and/or EXPERIENCE**

Completion of Fifth year college or university program in education. Verifiable successful teaching and/or administrative experience in the education of individual with exceptional needs and specialized in-depth knowledge of one or more areas of major disabling conditions and special education laws and regulations.

## **KNOWLEDGE OF:**

Current laws and regulations pertaining to students with disabilities  
Policies and procedures pertaining to IEP's  
Assessment practices and statistics relevant to the behavioral sciences

## **ABILITY TO:**

Work with administrators, teachers, classified personnel, parents and high school students; develop empathy with parents and pupils; plan, organize and direct the work of others; prepare concise written statements of policy and procedures; evaluate instructional programs and reports; exercise initiative; and possess mature judgment. Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents.

Ability to effectively present information to top management, public groups, and/or boards of directors.

Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

## **TRAINING AND EXPERIENCE**

Hold a Master's degree in Special Education, Psychology or related field and a valid California Special Education credential. Applicants should have a minimum of five (5) years successful teaching experience and/or administrative experience in the education of individuals with exceptional needs and a specialized in depth knowledge in one or more areas of major conditions.

Administrative experience is desirable.

BCBA certification preferred.

## **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. The employee frequently is required to use hands to finger, handle, or feel objects, tools, or controls and talk or hear.

The employee is occasionally required to stand; walk; reach with hands and arms; and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 10 pounds and frequently lift and/or

move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus.

### **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.

### **COMMENTS**

The individual assigned to this position is expected to present a professional image and must exhibit a friendly, helpful and caring demeanor. As a representative of the Escondido Union High School District, this individual is expected to be professionally attired.