

**Position Title:** Behavioral Technician

**Department:** Pupil Services

**Reports To:** Building Principal/Behavioral Specialist

**Summary of Position:**

The role of the Behavioral Technician is to support building leadership to establish and implement effective preventative behavioral strategies to consistently approach instructional and prevention strategies to maintain a positive educational culture and climate. The Behavioral Technician will provide building level behavioral support and implementation of protocols based upon the principles of Applied Behavior Analysis. The Behavioral Technician will collect data on programs, intervene with students, and follow guidance of the Director of Behavioral Services.

Behavioral Technician will be responsible for implementing the duties as assigned by the Director of Behavioral Services.

**QUALIFICATIONS:**

1. Associates Degree or High School Diploma/GED and NCLB required. Must be willing to participate in ongoing professional development.
3. At least 2 years of experience working with children
4. Ability to closely work with students with social/emotional/behavioral needs.
5. A high tolerance for frustration and a high degree of patience.
6. Ability to effectively use written and verbal skills to communicate with teachers, students, and supervisors
7. Ability to follow protocols and detailed data collection tools
7. Ability to take initiative to creatively solve problems and to participate as a member of a team.
8. Ability to be flexible and adapt to various and challenging environments.
9. Demonstrate a high degree of customer service skills and professionalism.
10. Crisis Prevention Intervention certification or willingness to be trained.
11. First Aid/CPR certification or willingness to be trained.
12. Valid PA Driver's License required and must have the ability to report on time to various locations based on need.
13. Basic computer knowledge is required.
14. Regular attendance is required.
15. Other qualifications to the above that the Board may find acceptable and appropriate.

**RESPONSIBILITIES AND DUTIES:**

- Follow the prescribed behavioral skill acquisition and behavior reduction protocols.
- Collect, record, and summarize data on observable student behavior.
- Utilize safe & appropriate handling procedures when working with students.
- Maintain client confidentiality.
- Maintain a clean, safe, and organized work environment.
- Maintain and acquire technical knowledge by attending required trainings.

**KNOWLEDGE/SKILLS/ABILITIES:**

- Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
- Effective time management skills and the ability to manage multiple tasks at one time.
- Excellent written and verbal communication skills
- Ability to develop and maintain professional relationships with students and co-workers, and supervisors.
- Ability to adhere to organizational policies and procedures and abide by code of ethics as indicated by the Behavior Analyst Certification Board
- Commitment to maintain student confidentiality and adhere to FERPA laws.
- Commitment to ongoing training and development in order to perform job responsibilities to required standard.
- Ability to interpret and support implementation of behavioral support plans.
- Must maintain a professional appearance.
- Ability to work with little supervision
- Ability to interpret detailed written/verbal communications and ability to perform basic math skills.

**BASIC & PHYSICAL REQUIREMENTS:**

- Must be able to lift up to 50 pounds.
- Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
- Must be able to sit on the floor or stand for extended periods of time.
- Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.
- Must have manual dexterity to perform specific computer and electronic device functions for data collection.
- Must be physically present at the assigned job location, which may include home, school, and community placements.
- Must be able to receive detailed information through oral communication.
- Must have visual acuity to read and comprehend written communication through computer, electronic devices, and paper means.
- Normal/Corrected vision.

**ESSENTIAL FUNCTIONS:**

- Provide direct support to students when having behavioral concerns.
- Positively intervene with students having behavioral concerns
- Support implementation of school wide behavioral support plans as well as individual student plans.
- Alert to potential hazards that may occur to ensure safety of student.
- Required to attend mandatory State annual training.
- Complete daily logs pertaining to support provided
- Collect data on student progress assigned by teacher.
- Guide safe transitions from activities to movement in hallways.

- Intervene with proactive strategies to support students with behavioral concerns.
- Perform other related duties as assigned by supervisor.

**MARGINAL FUNCTIONS:**

- Occasionally attend IEP meetings to provide input into development of student's educational program.
- Assist teachers with students while in general education classes, if appropriate.

**TERMS OF EMPLOYMENT:** School year

**EVALUATION:** Director of Behavioral Services