

Caldwell – West Caldwell Public Schools

Job Description

Title: **Behaviorist**

QUALIFICATIONS:

- Must possess a valid New Jersey teacher certificate or a valid Educational Services Personnel certificate and a valid BCBA (Board Certified Behavior Analyst) or comparable certification preferred.
- Must possess strong background knowledge and skills in the areas of Applied Behavior Analysis, Behavior Management, Positive Behavior Supports, and evidence-based instructional strategies.
- Knowledge and skills in the area of consultation and intervention strategies and techniques.
- Strong interpersonal and communication skills.
- Such other qualifications of academic, professional, and personal excellence as the Caldwell-West Caldwell Board of Education may specify.

REPORTS TO: Director of Special Services

RESPONSIBILITIES:

- Work in a consultation capacity within the schools in conjunction with administrators, child study team members, teachers, and other school personnel.
- Administers selected assessments to referred/classified students to accomplish functional behavioral assessments.
- Provide a proactive approach to behavior management by providing staff training in methods and strategies to facilitate and promote appropriate behavior.
- Provide a reactive approach to behavior concerns for in-district cases as needed.
- Develop effective behavior plans that are appropriate to the public school setting.
- Provide ongoing collaboration with classroom teachers, related staff, paraprofessionals, and parents of children in need.
- Conduct classroom observations to identify triggers and/or functions/antecedents of behavior.
- Conducts informational and/or counseling sessions with parents and/or students.
- Intervenes directly with students during crises and consults with school personnel.
- Observe and objectively analyze specific, inappropriate behaviors as needed.
- Utilize data collection methods: quantitative and qualitative; and train stakeholders in its use.

- Develop appropriate intervention plans to address inappropriate behaviors. Plans shall include target objectives, data collection methods, baseline data, teaching procedures, and criteria.
- Develop appropriate intervention plans to proactively target appropriate replacement behaviors. Plans shall include target objectives, data collection methods, baseline data, reinforcers, and criteria for success.
- Design and implement appropriate modifications, supplements, and/or special supports to assist the child in the classroom. (e.g. include behavioral contracts, reinforcement, schedules, rule cards, etc.).
- Maintain a written record of interventions, guidelines for implementation, progress, etc.
- Participate in Intervention and Referral Service (I&RS) Committee meetings and IEP meetings as needed.
- Contributes to the development of the behavioral goals and objectives.
- Serve as the district resource by providing support and direction to teachers and paraprofessionals addressing behavior problems in the classroom.
- Conduct Functional Behavioral Assessments (FBA) and develop behavior intervention plans (BIP)
- Coordinate the development, implementation, and teaching of social skills and conflict resolution skills to students individually or in groups with the counseling staff.
- Complete reports for principals and/or child study team members as a component of a written plan.
- Assist with case management and team problem solving with school staff, agency personnel, parent(s), and outside professionals as assigned.
- Maintains professional competence through continuing education and other professional growth activities.
- Coordinates, monitors, and tracks home-based services and/or supports (e.g. extended day ABA services, parent training, etc.).
- Coordinates communication between home and school service providers.
- Collect home school data and regularly submits data to case managers for review.
- Conduct home visit(s) to assist in the coordination of services and support parent training.
- Performs such other duties as may be assigned by the Superintendent and/or designee.

Board Approved: October 18, 2021