



PACIFICA SCHOOL DISTRICT Position Description

TITLE: Lead Behaviorist

REPORTS TO: Director, Linda Mar
Education Center

CLASSIFICATION: Classified

WORK YEAR: 10 month employee

SALARY: Classified Salary Schedule
Range 62

Basic Function

Under the supervision of the Director, Linda Mar Education Center, the Lead Behaviorist plans and provides training, support and assistance to staff and parents; develops and implements staff development activities; collaborates with classroom teachers and support staff to design and implement behavior intervention plans for identified students with autism and other behavioral challenges; assists with data collection for functional behavior assessments and attends Individual Education Plan (IEP) meetings as needed.

Essential Functions

- Implement student interventions founded on principles of applied behavior analysis to include Discrete Trial Training (DTT), Pivotal Response Training (PRT), Integrated Playgroups, Picture Exchange Communication System (PECS), Treatment and Education of Autistic and related Communication Handicapped Children (TEACCH) or other educationally based methodologies deemed appropriate by the District.
- Monitor goals and objectives for each student.
- Assist with data collection for functional behavior assessment reports.
- Consult with staff members who are responsible for implementing behavior intervention plans.
- Develop and implement behavior intervention plans.
- Help to train new staff on principles of applied behavior analysis.
- Facilitate play interactions with students.
- Ongoing supervision and modification of student applied behavior analysis programs.
- Summarize and graph behavioral data.
- Work on IEP goals with student that may include academics, social skills, compliance, attention and toileting depending on student's needs.

Duties and Responsibilities (This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principal job elements).

- Attend bi-monthly team meetings.
- Participate in Individual Education Plan (IEP) meetings.
- Assist in the development of quarterly progress reports for each student.
- Participate in meetings to coordinate behavioral goals with the total educational program.
- Maintain and oversee the maintenance of progress records on individual students.



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- Provide direction, training, and assistance to colleagues who are supporting the behavioral and educational needs of students.
- Attend ongoing on-site training as provided by supervisor.
- Operate a variety of office equipment including a computer and assigned software.
- Drive a vehicle to various sites to conduct work.
- Develop and implement staff development activities.
- Provide support to pre-K-8 children with disabilities such as autism and intellectual disabilities.
- Perform related duties as assigned.

Qualifications

Knowledge of:

- Principles of Discrete Trial Training (DTT), Pivotal Response Training (PRT), Integrated Playgroups, Picture Exchange Communications (PECS), Treatment and Education of Autistic and related Communication Handicapped Children (TEACCH).
- Functional behavior assessment data collection procedures.
- Health and safety regulations.
- Effective record-keeping techniques.
- Correct English usage, grammar, spelling, punctuation, and vocabulary.
- Interpersonal skills using tact, patience and courtesy.
- Established procedures.
- District organization, operations, policies and objectives.

Ability to:

- Develop and carry out intervention plans, goals, and objectives to support instruction.
- Provide direction to assigned staff.
- Establish and maintain student files and treatment logs.
- Respond quickly to changes in student behavior and/or the learning environment.
- Apply appropriate therapy procedures in work with students.
- Work cooperatively and collaboratively with others.
- Understand and follow oral and written directions in English.
- Work independently with minimal direction.
- Meet schedules and deadlines.
- Maintain student confidentiality.
- Communicate effectively both orally and in writing.
- Read, explain and follow rules, regulations, policies and procedures.
- Maintain records according to established procedures.
- Complete assigned work in timely manner.
- Be punctual and arrive at school sites when assigned.

Physical Requirements:

- Ability to perform special handling of students with physical disabilities; must have the strength and dexterity to physically assist students and to lift and move up to 50 pounds.
- Ability to sit at a table or desk or stand for extended periods of time.
- Bending at the waist, kneeling or crouching to reach materials and work with students.



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- Use lower body mobility to stand, walk, stoop, and bend to perform tasks such as lifting equipment from floor to other locations.
- Ability to move quickly to monitor and assist students.

Education and Experience:

Required: Bachelor's degree in psychology, special education, or related field, with at least 2 years related job experience.

Preferred: Master's Degree in psychology, special education, or related field. Board Certified Behavior Analyst (BCBA) certification or in process of receiving BCBA certification, certification as a Board Certified Assistant Behavior Analyst (BCaBA) or Registered Behavior Technician (RBT).

LICENSES AND CERTIFICATES

Possession of a valid California driver's license and evidence of appropriate automobile insurance based on DMV regulations is required.

Pacifica School District is an Equal Opportunity Employer and reasonable accommodations are made under the Americans with Disability Act as required by law.

Board Adoption:

Original:

Revised: