

Registered Behavior Technician (RBT)

Purpose Statement

To provide behavior support services for students with disabilities, appropriate behavior intervention techniques, collect data to inform assessments, and implement plans that conform to IDEA (Individuals with Disabilities Education Act) and other applicable statutes and regulations.

To provide support in a variety of educational settings and perform duties that may change based on individual students' needs, classroom needs, and behavioral programming.

This job reports to the Director of Special Education.

Essential Functions

Work tasks will vary based on the individual student's needs, behavior programming, grade level, classroom environment, and school needs.

- Provide behavioral support services to students with disabilities across school settings.
- Implement behavior intervention plans (BIP's).
- Implement behavioral interventions and strategies with fidelity and consistency.
- Collect behavioral data.
- Supports students in developing replacement behaviors, communication skills, coping strategies, social skills, self-management skills, and increased independence.
- Works collaboratively with all staff.
- Uses reinforcement and other evidence-based strategies as identified.
- Maintains confidentiality.
- Assist students who are transitioning from alternative programs to regular school programs.
- Receives ongoing supervision and feedback and implements recommendations.
- Maintains RBT certification and completes required supervision, competency, and continuing requirements applicable to the position.
- Adheres to district policies and procedures, as well as applicable local, state, and federal requirements.
- Perform other related duties as assigned to ensure the efficient and effective functioning of the work unit.

Other Functions

- Perform other related duties as assigned to ensure the efficient and effective functioning of the work unit.

Working Environment

This job is performed in a school environment and may involve contact with individuals exhibiting physically aggressive, self-abusive, or socially undesirable behavior.

Physical Requirements: lifting to 25 pounds, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine dexterity.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple tasks, with the potential need to upgrade them to meet changing job conditions. Specific skill-based competencies are required to perform the job's functions satisfactorily.

KNOWLEDGE Shall have an Associate of Arts Degree (transcript required), or two years of college (60 hours), or successfully pass the Para-Pro Test and Registered Behavior Technician Certification. Knowledge, experience, and understanding of child/adolescent growth and development, student needs, and social/cultural changes. An awareness of school policy and procedure regarding the Special Education program and day-to-day school operations.

ABILITY is required to work effectively with students who have a wide range of educational, behavioral, communication, developmental, and functional needs. Flexibility is required to work with students and staff in a variety of circumstances and educational environments. Ability is also required to work with a wide range of individuals, handle a variety of data, and utilize job-related skills and equipment. Problem-solving is required to identify issues and create action plans. Specific ability-based competencies required to satisfactorily perform the functions of the job include: flexibility, communicating with diverse groups, maintaining confidentiality, implement behavior interventions with fidelity, collect behavior data, and maintain accurate documentation and confidentiality.

Responsibility/Complexity

This position provides direct behavioral support to students within a public school system. RBT's may be required to support students across different grade levels, educational environments, disability categories, skill levels, and behavioral needs.

Experience

Job related experience with increasing responsibilities working as a paraprofessional with students with disabilities and/or behavior needs.

Education

Associates degree or successfully pass the Para-Pro Test. Registered Behavior Technician Certification.
None Specified

Requirement/ Certificates & Licenses

Registered Behavior Technician Certification (completed or in progress).
Current Certified Restraint Training certification.

Continuing Education/Training

Must participate in required professional development, supervision, competency assessments, and training necessary to maintain RBT status and fulfill assigned job responsibilities.

Clearances

Criminal Justice Fingerprint/Background Clearance required.

Salary Grade

An additional 5 dollars an hour per the assistant pay scale.