

Job Title: ABA - Behavior Interventionist

FLSA Exemption Status: Exempt

Term: 200 days

Minimum Qualifications:

Education required:

1. Minimum of Master's Degree;
2. Valid Tennessee teaching license with special education endorsement; and
3. BCBA (Board Certified Behavior Analyst) preferred.

Experience required:

1. Job-related experience within the field of special education; and
2. Minimum of ten (10) years of experience working in early intervention and/or working with autistic or developmentally delayed children in an educational field or social services setting.

Job Objectives/Goals:

The job goal of the ABA - Behavior Interventionist is to provide behavior intervention(s) to children with autism and other serious behavior problems using the principles of applied behavior analysis; to provide support to staff as they work with children with autism, other serious behavior problems, and developmental disabilities; and to communicating effectively with school personnel to enhance the effective delivery of educational services.

Responsibilities and Essential Functions:

1. Assesses present developmental levels in critical domain areas to develop and properly implement behavior intervention plans.
2. Implements the behavior intervention plan with the information collected to provide behavior intervention(s) based on individualized needs of the child and family.
3. Collects/documents/writes data, related reports, and child records of ongoing behavior intervention service planning and review.
4. Communicates with children, family members, school staff and agency personnel, sharing information pertaining to applied behavioral strategies and interventions.
5. Assists school staff in the implementation of intervention strategies to follow specified behavior management plans.
6. Assists school staff in the implementation of instructional strategies.
7. Assists school staff for the purpose to provide behavioral intervention activities for children in a 1:1 setting, carrying out the behavioral intervention plan.
8. Collaborates with the agencies, families, schools and others as needed to implement the behavior intervention plan as a team.
9. Confers/interacts with program specialists to complete appropriate assessments, documentation, and activities related to behavior intervention plans.
10. Coordinates/maintains a productive daily schedule to complete reports, instructional activities and other duties.
11. Maintains appropriate records to preserve the progress of the behavior interventions.
12. Participates in and functions as a positive team member to enhance knowledge and skills for delivering best practices.

13. Participates in the development, implementation and evaluation of behavior management plans for children in the ABA school-based program to deliver effective programs to children in their schools.
14. Receives referrals and background information to conduct assessments and implement appropriate behavior intervention plans.

Responsibilities include:

1. Working under limited supervision using standardized practices and/or methods;
2. Providing training to staff in the following areas:
 - Advanced behavior intervention strategies;
 - Identification and management of developmental, emotional, and behavioral disabilities; and
 - Non-violent verbal and physical crisis intervention strategies.

Skills, Knowledge and Abilities Required:

Skills to:

1. Write effective reports regarding behavior interventions and data collected as part of the delivery of required services;
2. Conduct effective training regarding ABA;
3. Collect data regarding the implementation of ABA services;
4. Write effective reports regarding the data collected as part of the delivery of ABA services;
5. Read notes, memos, and reports of a moderately complex nature;
6. Effectively interact with children, family members, teachers, agency staff and the public;
7. Structure time effectively;
8. Assist with the maintenance of children's files and the retrieval of pertinent information;
9. Recognize and follow procedures when disruptive, abusive, or dangerous behavior occurs;

Knowledge of:

1. Behavior intervention strategies;
2. Applied behavioral analysis;
3. Developmental, emotional, and behavioral disabilities;
4. Non-violent verbal and physical crisis intervention techniques;
5. Proper English grammar, punctuation and sentence structure;

Ability to:

1. Conduct training sessions for parents, professionals and agency personnel;
2. Communicate both orally, and in writing with family members, school staff and agency personnel;
3. Understand and address the needs of children with special needs;
4. Understand and carry out oral and written instructions;
5. Maintain confidentiality of children's records and communications;
6. Meet schedules and deadlines;
7. Read, interpret, and apply rules, regulations, and policies;
8. Rapidly learn from training methods, techniques, and materials to be used in instruction and in behavioral interventions with children.

Physical Demands:

This job may require lifting of objects that exceed ten (10) pounds. Other physical demands that may be required are as follows:

1. Kneeling
2. Talking
3. Hearing
4. Seeing

Working Conditions:

Normal working environment. Will be expected to work directly with students, families, and school personnel to best meet students' needs. Not assigned to a specific school, will work with all schools, on an as needed basis. Must provide its own transportation since travel will be required within the county to schools, homes, and community resources. Reimbursement for mileage

Reports To: Special Education Supervisor

Disclaimer: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees in this job.

