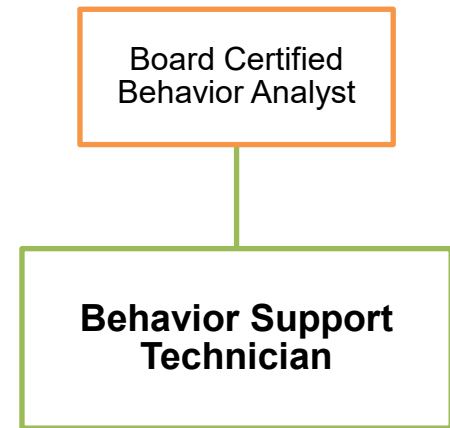


## BEHAVIOR SUPPORT TECHNICIAN

<b>Job Title:</b>	Behavior Support Technician
<b>Initial:</b>	June 13, 2019
<b>Revised:</b>	May 18, 2023
<b>Work Year:</b>	School Year
<b>Office:</b>	Education
<b>Department:</b>	Individualized Education/Community Care
<b>Reports To:</b>	Board Certified Behavior Analyst or Designee
<b>FLSA Status:</b>	Non-Exempt
<b>Pay Range:</b>	Education Support Personnel Range 13

### Related Organization Chart



**POSITION SUMMARY:** The Behavior Support Technician supports a range of social, emotional, and behavioral interventions across all settings and environments. The technician will work with students with delays that are significantly affecting social, verbal, and/or non-verbal communication interactions, and with students with challenging behaviors. Successful implementation of Behavioral Intervention Plans and specified protocols is critical for this position.

### ESSENTIAL DUTIES & RESPONSIBILITIES

The following statements of essential functions and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position. Actual duties and responsibilities may vary depending on building assignment and other factors.

- Provides appropriate behavioral supports to students using research-based interventions and strategies as directed by the district Behavior Analysts.
- Implements behavioral plans/protocols designed by the district Behavior Analysts for students with behavior disorders or other conditions for the purpose of presenting and/or reinforcing learned concepts.
- Provides instruction and oversight to students in a variety of individual and group activities for the purpose of implementing goals for remediation of student behaviors and ensuring students' success.
- Maintains record of students' activities, progress, behaviors, observation sheets, point sheets and other data collection as directed.
- Provides reinforcement and supervision to students based on the behavior protocol designed by the district Behavior Analysts.
- Provides modeling of specific behavioral protocols designed by the district Behavior Analysts.

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

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- Collects Antecedent, Behavior, Consequence (ABC) student data using paper or computer based technology.
  - Utilizes district provided CPI training appropriately and consistently.
  - Demonstrates consultation qualities including role modeling, respect for other's position, relationship building, and following through on assigned tasks.
  - Acts as a liaison between the district Behavior Analyst and the students' teacher including relaying messages, input and feedback on how things are working.
  - Ensures the confidentiality of both students and staff at all times.
  - Stays within the scope of Behavioral Support Technician when providing consultation to staff by ensuring that all communication is based on the behavior protocol and approved by the district Behavior Analyst.
  - Provides coaching and modeling for paraprofessionals.
  - Work with students that require significant behavior support in an embedded support role across the district 49 landscape of schools Pk-12 grade.
  - Work with highly diverse learners with extensive needs in the areas of cognition, communication, movement, and/or social/emotional abilities. Students may also have concurrent health, sensory, physical and/or behavioral disabilities.
  - Support a range of social, emotional, and behavioral interventions to students with serious emotional disabilities and / or Autism Spectrum disorder (ASD).
  - Work to mitigate disruptive behavior in an effort to retain the student in their home school before alternative placement is considered.
  - Provide the highest level of support for significant behaviors.
  - Implements self-care programs including direct assistance to students such as toileting, positioning, lifting, feeding, etc.
  - Demonstrates leadership qualities including role modeling, diffusing volatile and stressful situations and following through on appropriate discipline per guidelines.
  - Participates in special education, in service-training and building level staff meetings.
  - Follows the assigned schedule and works in an ethical and collegial manner.
  - Performs other related duties as assigned.

**Supervision & Technical Responsibilities:**

- This position does not supervise other employees.

**Budget Responsibility:**

- This position does not have any direct budget responsibility.

**QUALIFICATIONS**

The requirements listed below are representative of the education, experience, knowledge, skills, and/or abilities required for this position:

**Education & Training:**

- Title I funded positions: Associate's degree, 48 semester credits, or pass district approved para educator test.
- Training or willingness to be trained in nonviolent crisis intervention (CPI) techniques.

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- Registered Behavior Technician or equivalent training in behavior analysis and support techniques preferred.

**Experience:**

- 2-3 years of experience working with students with significant behavioral needs preferred.

**Knowledge Skills & Abilities:**

- Excellent oral and written communication and interpersonal relation skills.
- Basic math skills.
- Customer service and public relations skills.
- Critical thinking and problem solving skills.
- Organizational skills.
- Ability to manage multiple priorities and tasks with frequent interruptions.
- Ability to communicate effectively with various stakeholders.
- Ability to maintain excellent attendance.
- Ability to understand and follow complex oral and written instructions.
- Ability to perform responsibilities without the necessity of close supervision.
- Must be proficient in the use of personal computers and common software applications including Microsoft Word, Excel, Google, and Power Point.

**Certificates, Licenses, & Registrations:**

- Criminal background check required for hire.
- Valid Colorado driver's license required for hire.
- If not CPI trained, complete training within six months of hire.
- Registered Behavior Technician certification within 6 months of hire, if certification has not already been obtained.

**OTHER WORK FACTORS**

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

**Physical Demands:** While performing the duties of this job, the employee is occasionally required to stand, climb or balance, stoop, kneel, crouch, or crawl, and smell. The employee must regularly lift and/or move up to 25 pounds frequently.

**Work Environment:** While performing the duties of this job, the employee will work primarily in a usual office or school environment.

**Mental Functions:** While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*