



## TEHAMA COUNTY DEPARTMENT OF EDUCATION JOB DESCRIPTION INTENSIVE BEHAVIOR INTERVENTIONIST

### DEFINITION:

Under the direction of a supervisor, this position will provide in-depth, intensive support to Tehama County students with behavioral issues including implementation of comprehensive positive behavioral support plans and effective behavior management strategies.

### ESSENTIAL FUNCTIONS AND JOB DUTIES:

Any one position may not include all of the listed duties, nor do all of the listed examples include all tasks that may be found in positions within this classification.

- Assist therapists, specialists, and teachers to implement behavioral strategies and program modifications in accordance with a student's Individualized Education Program (IEP).
- Employ approved and appropriate techniques for responding to students whose behavior may become injurious to themselves or others; reinforce behavior modification techniques as directed by a teacher and/or specialist.
- Assist in the preparation and / or development and delivery of age/grade level appropriate instructional accommodations, modifications and exercises to support behavior intervention and relatable to subject matter.
- Provide feedback or data to therapists, specialists and teachers about student performance, progress and behavior.
- Participate in developing data collection systems and monitor data collection to ensure the success of the behavior plan.
- Document student academic and social emotional performance as related to behavior progress.
- Collect relevant data as directed and maintain a variety of records or files.
- Employ approved techniques for responding to students whose behavior may become injurious to themselves or others.
- Reinforce behavior modification techniques as directed by supervisor.
- Assist in student behavior assessments as appropriate.
- Participate in IEP meetings as appropriate.
- Support students through transition into new education settings.
- Drive occasionally for department business.

### EXPERIENCE AND EDUCATION:

- Experience working in an education setting implementing intensive behavioral intervention programs for students with complex and/or severe behavioral problems is preferred.
- Equivalent to the completion of the twelfth (12<sup>th</sup>) grade.
- AA degree or higher, 48 units of college level credit, or Para-educator certificate.
- Certification by the Crisis Prevention Institute (CPI) in non-violent crisis interventions must be obtained within 30 days of employment.
- First Aid and CPR training desirable.

### KNOWLEDGE OF:

- Basic concepts of child growth and development and developmental behavior characteristics, particularly pertaining to pupils with special learning needs.
- Autism Spectrum Disorder, Down Syndrome, Emotional Disturbance and other developmental disabilities; principles of applied behavior analysis and instructional methodologies.
- Behavior management strategies and techniques relating to pupils experiencing behavioral difficulties.



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- Positive behavioral interventions and applied behavior analysis.
- Familiarity with core subjects taught in K12 school districts; basic instructional strategies and techniques; general understanding of student learning styles or modalities.
- Appropriate English usage, punctuation, spelling and grammar.
- Basic arithmetical concepts.
- Routine record storage, retrieval, and management procedures.

ABILITY TO:

- Maintain confidentiality.
- Work with students having special needs and/or aggressive behaviors.
- To lift non-ambulatory students, lift and move equipment, and assist/control/restrain students with special needs, including toileting and health.
- Exercise extreme levels of patience in stressful situations and students who act out verbally or physically.
- Appropriately manage student behavior and guide student toward more acceptable social behaviors.
- Implement positive behavior support plans and model appropriate behavioral interventions.
- Work collaboratively with others and participate in staff meetings, Professional Learning Communities, or in-service meetings as directed.
- Collect and analyze data.
- Communicate effectively in oral and written form.
- Perform routine clerical tasks and operate a variety of educational and office related machines and equipment.
- Learn to utilize a variety of appropriate instructional materials and procedures in the enhancement of a training and educational environment.
- Understand and carry out oral and written directions.
- Establish and maintain cooperative working relationships with children and adults.
- Follows accepted principles, practices, rules, and regulations for feeding, toileting, lifting, and caring for special education students.

PHYSICAL DEMANDS:

The physical requirements indicated below are examples of the physical aspects that this position classification must perform in carrying out essential job functions.

- Persons performing service in this position classification will exert 50 to 75 pounds of force frequently to lift, carry, push, pull, or otherwise move objects.
- Probable contact with students who exhibit unpredictable behaviors including, but not limited to, offensive language, verbal threats, yelling, hitting, kicking, spitting, scratching, biting, and eloping.
- This type of work can involve sitting for long periods of time, but may involve running, walking, standing or participating in play and other physically demanding activities for large portions of the day.
- May be required to assist with loading/unloading of students with severe disabilities onto vans, buses or other forms of transportation.
- Perceiving the nature of sound, near and far visual acuity, depth perception, providing oral information, the manual dexterity to operate business related equipment, and handle and work with various materials and objects are important aspects of this job.

Reasonable accommodation may be made to enable a person with a disability to perform the essential functions of the job.



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TERMS OF EMPLOYMENT:

Salary and work year to be established by County Superintendent.

**HRS Office Use Only**

Created: January 24, 2013 Revised: July 31, 2018

**APPROVED**

Print Name: Noelle DeBortoli Title: Executive Director, Human Resource Services

Signature: 

Date: July 31, 2018