

<b>FNSBSD JOB DESCRIPTION</b>	
<i>Job Title:</i> Autism Behavior Technician (mid-level)	
<i>Supervisor:</i> Special Education Coordinator	<i>Classification:</i> Classified (ESSA)
<i>Days/Months:</i> 9 months	<i>Grade:</i> 9

**Job Summary**

Under the direct supervision of the ABEL teacher, the behavior technician, through evidence-based behavior strategies, will provide intensive behavior interventions for students with moderate to severe Autism Spectrum Disorder. The behavior technician shall collect, organize, and graph data for analysis of behaviors. This position includes working independently; modeling techniques and strategies for support staff; and collaborating and communicating with Autism Outreach staff and district paraprofessionals.

**Essential Job Functions**

Assists the teacher in the supervision of students diagnosed with autism spectrum disorders and behavior issues that impede the child's education in self-contained or integrated settings.

Independently implements behavior and reinforcement programs that coincide with applied behavior analysis principles designed by teacher or behavior specialists.

Conducts social skills groups, teaching interactions, and discrete trial teaching independently.

Assist in modifying and preparing specialized materials (self-monitor cards, power cards, data sheets, social stories, etc.).

Performs extensive data collection, accurately maintains and provides graphic analysis of data, data sheets, and submits to ABEL teacher or specialist.

Maintains instructional materials and student file/records.

Assist in the development, implementation and evaluation of behavior programs including but not limited to task analysis, discrete trial materials, and social skills programs.

Model and coaches applied behavior techniques and provides support for district wide staff as needed. Inside and outside of the classroom (playground, community settings) environment to help generalize skills, which may include inside and outside environmental conditions.

Work positively and collaboratively with a wide range of students and school staff to ensure appropriate learning programs and environments.

Ability to communicate applied behavior analysis techniques and strategies appropriately for the audience.

Guides classroom support staff to help students achieve independence.

Reinforces instruction and implements programs that address self-help skills (e.g., feeding, toilet training, diapering, personal hygiene needs/matters, dressing).

Attends team meetings and work collaboratively to define specific students' behavioral needs and program modifications and inform appropriate staff of program changes and updates.

Performs extensive data collection, copying etc. to support the ABEL teacher to maintain instructional materials and student file/records.

Actively participates in professional development to maintain and improve professional competence and effectively implement behavior management programs.

### **Non-Essential Job Functions**

Performs other job-related duties as assigned.

### **Equipment Used**

A variety of emerging and current technologies used for instruction in the classroom such as the computer, copier, VCR/DVD, iPad, fax/copy machines. Computer software and online resources including word processing, e-mail, internet search engines, and district-approved educational software.

### **Independent Decisions**

Supervises individual students while working in self-contained or integrated settings. Ability to make decisions and to notify the ABEL teacher or behavior staff concerning possible program changes for continued progress in skills. Identify and formulate ideas, programs, behavioral strategies and probes to bring to the teacher/specialist. Report promptly on time for work, signing in and out at school assigned to work. Appropriate use of travel time.

### **Primary Working Contacts**

All special education department staff involved in the program process for students who experience autism. Principal and school staff relative to students experiencing autism, both in self-contained and integrated settings. Students: individually and/or in small group learning situations.

### **Responsibility for Cash, Equipment, Safety**

Safety of all students.

### **Supervision Received and Exercised**

Receives oral and/or written daily assignments written collaboratively with the ABEL teacher or specialist for each individual child or group of students that is assigned.

### **Unusual Working Conditions**

Special needs students may display behaviors, which require appropriate physical contact or safe restraint procedures. Travel among schools as necessary with a personal vehicle. Some flexible hours and/or calendar adjustments may be required to support professional development (i.e. workshops, classes).

### **Evaluation**

Annual written evaluation.

### **Physical and Mental Demands**

The physical demands of this position require frequent standing, walking, sitting, speaking, and hearing. Requires near vision to write and read printed materials and computer screens. Requires hearing and speaking to exchange information on the telephone or in person. The

employee is regularly required to reach with his/her hands and arms and occasionally lift items weighing up to 40 lbs. Must be able to use carts, ladders, dollies, and stools to assist in moving or shelving items. Requires sufficient arm, hand, finger dexterity to operate a keyboard and other office equipment. Repetitive motions with wrists, hands, and fingers may also be required. Additionally, the employee must be able to communicate by oral and written means in an appropriate business manner and have cognitive skills to understand instructions, readily recall facts and details, handle conflict, and make effective decisions under pressure. Moving around a classroom or playground environment freely and independently to observe children naturally and unobtrusively. Ability to lift, walk, run, stand, etc. Must be able to remain outside for 30 minutes at 20 degrees below zero.

*The Fairbanks North Star Borough School District is committed to providing reasonable accommodations, according to the applicable state and federal laws, to all individuals with qualified physical or mental disabilities.*

### **Job Qualifications**

The following are required:

1. Must have met all requirements for entry level autism support behavior aide. Must meet the federally highly qualified requirements, 48 hours of college credit or associates degree or must have passed the ParaPro Assessment.
2. Successful completion of the Certified Behavior Instructor for Autism level 1 (CBIA-1) within the first six (6) months of employment or two (2) college level classes related to behavioral analysis.
3. Ability to create materials using Boardmaker or other picture communication software.
4. Two (2) years of experience working with special needs students in an educational setting.
5. Successful completion of training in Applied Behavioral Analysis techniques.
6. Demonstrate the ability to perform the duties listed.
7. Knowledge of basic reading, math, and curricula areas appropriate for age level of students.
8. Must demonstrate basic knowledge of Applied Behavioral Analysis techniques and terminology.
9. Must possess the ability to communicate clearly and consistently with students and staff.
10. Must have the ability to safely restrain students who present a danger to self or others.
11. Must be able and willing to implement Crisis Prevention Intervention (CPI).
12. Valid Alaska driver's license, vehicle insurance and use of personal vehicle.

The following are preferred:

1. Completion of Picture Exchange Communication training.
2. Successful completion of training in Applied Behavioral Analysis techniques.
3. Two (2) years of experience working with children with autism in an educational setting.

### **Additional Job Information**

Fairbanks North Star Borough School District employees must possess the ability to read and write in English. This includes the ability to communicate in English with school staff, coworkers, and the public. Employees must also have the ability to comprehend and carry out oral and written directions and understand and follow English instructions and written documents.

**The Fairbanks North Star Borough School District is an Equal Opportunity Employer.**