

DELANO UNION SCHOOL DISTRICT

APPLIED BEHAVIOR ANALYSIST (ABA) INTERVENTION SPECIALIST

JOB SUMMARY

Under the supervision of the Superintendent or designee, the Applied Behavior Analysis Intervention Specialist (ABA) will provide direct one-on-one services and perform behavioral interventions to teach communication, social and daily living skills to reduce problematic behaviors across the District: special education classrooms, regular education classrooms, and home-based programs. Provides effective specialized educational programs for students with autism spectrum disorders and intellectual disabilities through the analysis of data, specialized program, and curriculum modification. Utilizes interventions developed out of the science of Applied Behavior Analysis. Assists teachers with the implementation of district approved modified curriculum and social skills training. Trains and supports teachers and instructional assistants with evidence-based practices, collaborates with Individualized Educational Plan (IEP) teams, and performs related duties as assigned.

REQUIRED QUALIFICATIONS

Knowledge of:

ABA principles and strategies, including discrete trial instruction; modern office practices, procedures and equipment; understanding of organizational operations, policies and objectives; record-keeping techniques relevant to assignments; correct English usage, grammar, spelling, punctuation and vocabulary; interpersonal skills using tact, patience and courtesy; oral and written communication skills; methods of collecting and organizing data and information.

Ability to:

Work independently with little direction; maintain appropriate confidentiality; determine appropriate action within clearly defined guidelines; analyze situations accurately and adopt an effective course of action; establish and revise priorities as needed; establish and maintain cooperative and effective working relationships with others; meet schedules and timelines; understand and carry out oral and written instructions; complete work with many interruptions; communicate effectively both orally and in writing; maintain and execute role and responsibilities of job classification.

Experience:

Registered Behavior Technician (RBT) Certification as an Applied Behavior Intervention Specialist. At least one year of experience in working with preschool or school age

children with the autistic/intellectually disabled population using ABA methodologies and practices. Prior experience with the autistic/intellectually disabled population preferred.

Education:

Bachelor's degree in Psychology or other related field.

ESSENTIAL FUNCTIONS OF THIS POSITION

1. Establishes & maintains therapeutic relationship by pairing self as a reinforcing entity and building the value for the client of social interaction with the ABA Therapist.
2. Adheres to organizational policies and procedures and abide by code of ethics as indicated by the Behavior Analyst Certification Board.
3. Maintains client confidentiality and adheres to HIPPA laws.
4. Prompts safe and socially acceptable replacement behaviors in order to build a repertoire of communication, social interaction, and problem solving skills.
5. Fades prompts appropriately to promote both successful and independent responding;
6. Increases the frequency or duration of safe and appropriate replacement behaviors by providing access to reinforces (desired items/actions, attention, or removal of demands/aversive situations).
7. Accurately collects behavior data including: A-B-C, count, frequency, duration, latency, inter-response time, event, and interval based recording.
8. Follows the treatment plan goals and interventions utilizing sound judgment and seeks out appropriate consultation.
9. Maintains a variety of records and files, including confidential student records and information.
10. Collaborates with family and any treatment team members to provide treatment effectively and without disruption to the environment or other individuals in the environment.
11. Educates parents on reinforcement and early intervention information as needed.

12. Educates all stakeholders about the role of ABA based interventions and the ABA Therapist, and functions within boundaries of the ABA Therapist role in providing treatment.
13. Conducts reassessments as appropriate and consult with Supervisor about changes, stalls, or decreases in progress.
14. Participates in ongoing training and development as it relates to clinical skills, professional development, ethics, technology, and training in order to perform job responsibilities to required standard.
15. Maintains a clean, safe, and organized work and therapy environment.
16. Participates in parent conferences, as requested.
17. Assists in making community resources available to students and/or families.
18. Incorporated within one or more of the previously mentioned essential functions of this job description are the following essential physical requirements.

- | | | | |
|---------------|-----------------|------------------|-----------------|
| 1. Seldom | = Less than 25% | 3. Often | = 51 - 75% |
| 2. Occasional | = 25 - 50% | 4. Very Frequent | = 75% and above |

- | | | |
|----------|----|--|
| <u>3</u> | a. | Ability to work at a desk, conference table or in meetings of various configurations. |
| <u>4</u> | b. | Ability to stand and circulate for extended periods of time. |
| <u>4</u> | c. | Ability to see for purposes of reading laws and codes, rules and policies and other printed matter and observing students. |
| <u>4</u> | d. | Ability to maintain objectivity with students while they work through "at risk behaviors. |
| <u>4</u> | e. | Ability to hear and understand speech at above normal levels. |
| <u>4</u> | f. | Ability to communicate so others will be able to clearly understand normal conversation. |
| <u>4</u> | g. | Ability to lift 20 lbs. |
| <u>4</u> | h. | Ability to carry 20 lbs. |
| <u>4</u> | i. | Ability to reach in all directions. |

OTHER RELATED FUNCTIONS OF THIS POSITION

1. Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
2. Effective time management skills and the ability to manage multiple tasks at one time.

3. Ability to interpret and implement protocols.
4. Participates in meetings, trainings, workshops, and District and school site collaborative forums.
5. Gives, understands, and carries out oral and written directions; works effectively in challenging situations and in changing conditions.
6. Effectively operates the computer-based student information system.
7. Prioritizes and schedules work; meets timelines and schedules.
8. Maintains and establishes appropriate confidentiality of materials.
9. Maintains professional competence by attending staff development programs, workshops, meetings and professional activities.
10. Participates in various student and parent activities that occur in school.
11. Performs other related duties as assigned.

Employee: _____

Date: _____

Authorized Representative: _____

Date: _____

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

Board approved: 11/07/2022