

Educational Service Center of Medina County

Job Description

Title: **Behavior Technician**

Reports To: Superintendent or Director of Special Needs Initiatives.
Will be directly supervised by a Board Certified Behavior Analyst (BCBA)
and/or Board Certified Associate Behavior Analyst (BCaBA).

Supervises: N/A

FLSA Status: NON-EXEMPT

Qualifications:

- Has completed a minimum of one year of successful experience in working directly with children with autism and related developmental delays in a home, school, or clinical setting.
- Holds a bachelor's degree (preferred) in psychology, special education, human development, or a related field.
- Is versed in the principles of Applied Behavior Analysis.
- Will complete the 40 hours of Registered Behavior Technician training through an approved provider to meet the RBT designation through the Behavior Analysis Certification Board within a year of employment.
- Possesses experience in providing skills instruction and behavior reduction protocols.
- Completes documented evidence of a clear criminal record.
- Holds or is eligible to obtain full ODE licensure and/or an Ohio aide permit.
- Possesses a valid Ohio driver's license.

Description:

The Behavior Technician will provide skills instruction and behavior reduction protocols based upon the principles of Applied Behavior Analysis to children with autism and related developmental delays in a school setting.

Key Functions:

Ethical and Professional Attributes and Behaviors:

1. Implements the Educational Service Center of Medina County's philosophy of "Making yourself indispensable."
2. Cooperates with the philosophy and operational procedures of the local, city, or joint vocational school; nonpublic school; or other contracted agency.
3. Maintains a positive working relationship with personnel from the county and all contracted schools or agencies.

4. Represents the ESCMC and its service schools with professionalism at all times.
5. Demonstrates integrity and ethical behavior at all times.
6. Maintains confidentiality in all job-related discussions and communications.
7. Takes all necessary and reasonable precautions to protect equipment, materials, and facilities.
8. Maintains accurate, complete, and correct records as required by law, district policy, and administrative regulations.
9. Is regular and prompt in attendance.
10. Dresses professionally and appropriately for the position. Exhibits personal habits and behavior that are professional and appropriate for the position.
11. Seeks opportunities to improve skills and grow professionally.
12. Attends and actively participates in all required/assigned training sessions, meetings, and other responsibilities.
13. Responds quickly to directives from the Superintendent and/or Director of Special Needs Initiatives.

Essential Functions:

1. Provide direct instruction in 1:1, and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
2. Follows the prescribed behavioral skill acquisition and behavior reduction protocols provided by the BCBA/BCaBA in collaboration with school district staff.
3. Maintains accurate data collection, including graphing for visual representation of progress.
4. Assists with training of school staff in line with the student's individualized protocols.
5. Effectively communicates with school staff and parents regarding student progress as instructed by the BCBA/BCaBA and in coordination with district staff.
6. Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
7. Effective time management skills and the ability to manage multiple tasks at one time
8. Excellent written and verbal communication skills

Basic and Physical Requirements:

1. Must be able to lift up to 50 pounds
 - Must be able to lift and carry clients with adaptive equipment.
2. Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
3. Must be able to sit on the floor or stand for extended periods of time.
4. Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.

Required Training:

1. All online trainings currently required by the ESC.
2. Any and all trainings/professional development mandated by the ESCMC, ODE, USDOE, ODH, ORC, OSHA and/or needed to maintain appropriate certification/licensure for the position held.

Affirmative Action and EEO Policy

It is the policy of the Governing Board of the Educational Service Center of Medina County to ensure equal employment opportunity in accordance with Ohio Revised Code 125.111 and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years old or more), military status, or veteran status is illegal.

The Governing Board and its employees comply with state and federal equal employment laws, rules, regulations and guidelines. Our Affirmative Action and EEO policy statements are disseminated to all employees, various recruitment sources, and are displayed on all applicable job sites and business locations. Any employees that deliberately violate this policy will be subject to disciplinary action.

Governing Board Adopted: January 28, 2019