

STUDENT BEHAVIORAL CONSULTANT

Code No.: 5-17-079
COMPETITIVE

DISTINGUISHING FEATURES OF THE CLASS: This position, located at a school district, is responsible for providing guidance, resources and support to students, staff and families of students with challenging behaviors. Duties include utilizing function-based thinking which aims to empower general education staff to understand the function of problem behavior to identify and implement effective interventions. Duties also include gathering information or data, developing and implementing plans that support behavior change to facilitate the learning process, and determining how the plans are evaluated for success on an individual basis. The employee reports directly to, and works under the general supervision of an Assistant Director of Pupil Personnel Services or other higher level staff member. Does related work as required.

TYPICAL WORK ACTIVITIES: (All need not be performed in a given position. Other related activities may be performed although not listed.)

Coordinates and facilitates functional behavioral assessment to analyze student behavior and develops behavior intervention plans and evaluation;

Assembles documentation, collects and analyzes behavioral data, and provides feedback to staff related to the process;

Provides consultation and training in function-based thinking and other behavior management strategies to administrators, teachers, service providers, and support staff;

Utilizes direct observation and measurement and functional analysis of the relationship between environment and behavior to prescribe ordering of services and guide students toward changed behavior;

Takes note of social and developmental behaviors and notes any difficulties students may have in school settings;

Considers ecological factors including instructional match, classroom environment, and cultural sensitivity while examining student behavior;

Sets goals for students and monitors progress on a continuous basis;

Fortifies the knowledge, abilities, skills and behavior of staff needed to do their jobs competently while allowing staff to perform at a greater capacity ('capacity building');

Monitors and records student progress and completes reports detailing the progress of the program;

Monitors the need for student reassessment or referral;

Makes interventions and changes as needed;

Participates and makes presentations at a variety of meetings.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS: Good knowledge of appropriate methods and procedures used for behavioral assessments for the purpose of developing plans to improve behavior of students; good knowledge

of behavior intervention plan development, implementation and evaluation of success in reaching goals; working knowledge of Federal and State special education policies and procedures; ability to train staff in function-based thinking, behavior management strategies, and best practices as it relates to the goal of affecting behavior positively in students; ability to conduct capacity building in education; ability to write progress reports; ability to establish and maintain effective professional relationships with students, parents, education professionals, and providers; ability to communicate orally and in writing; good judgment; physical condition commensurate with the demands of the position.

MINIMUM QUALIFICATIONS: Graduation from high school or possession of an equivalency diploma plus EITHER:

- (A) Graduation from a regionally accredited or New York State registered college or university with a Bachelor's degree in Applied Behavior Analysis, Social Work or any psychology, counseling, or education field plus two (2) years paid full-time or its part-time equivalent experience working with individuals with behavioral challenges, development disabilities, psychological disorders, or mental health issues in a structured environment; OR,
- (B) Possession of a valid license as a Licensed Behavioral Analyst issued by the New York State Office of the Professions plus two (2) years paid full-time or its part-time equivalent experience working with individuals with behavioral challenges, development disabilities, psychological disorders, or mental health issues in a structured environment*.

*Must submit copy of license at the time of application.

SPECIAL REQUIREMENTS: If you are appointed, you will be required to have a valid license to operate a motor vehicle in New York State or otherwise demonstrate your capacity to meet the transportation needs of the position.

Monroe County Civil Service Commission

ADOPTED: August 8, 2019