

**Hernando County School Board
Florida**

FLSA: Exempt, Union

BEHAVIOR ANALYST

Required Qualifications:

- Bachelor's degree or higher
- Must be certified as a Behavior Analyst by the Behavior Analyst Certification Board (BACB)
- Minimum of three (3) years experience in a same or similar position

Performance Responsibilities:

- Design programs for students that are consistent with the educational philosophy of the Hernando County School Board
- Participate in the assessment and functional analysis of behavioral problems of students
- Design and provide technical assistance to school site staff to implement individual behavior management programs using least restrictive procedures
- Participate in the development of individual educational programs for students
- Participate in the evaluation of student progress
- Develop behavioral data collection and graphing methods
- Maintain and evaluate them on an ongoing basis
- Provide training to teachers and paraprofessionals on specific individual behavior programs and provide ongoing assistance
- Assist teachers with the development of crisis intervention plans
- Assist other professionals with student crisis intervention
- Plan and confer with classroom teachers, as requested, concerning any behavioral problems affecting students
- Develop and conduct professional development activities to provide teachers and paraprofessionals with additional information on: basics of behavior analysis; data collection; antecedent control of behaviors; effective use of consequences; aggression control (or prevention); other areas as needed
- Participate in the referral of students who require further evaluation or follow-up services to the appropriate school personnel or community agencies
- Assist with the development and maintenance of program evaluation procedures
- Assist with case management and problem solving with other agency personnel and other appropriate professionals on a regular basis
- Provide parent training on behavioral programs and assistance in crisis intervention when appropriate
- Assist in the development and implementation of reporting systems to parents
- Complete reports for appropriate local and state educational agencies
- Continue professional growth through educational meetings, workshops, visiting related facilities, reading professional literature and exchange of ideas among staff
- Sustain focus and attention to detail

- Perform other duties as assigned by the Director of Exceptional Student Education, principal and/or designee

Physical Demands:

Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force regularly or as needed to move objects

Reports to:

Reports directly to the Director of Exceptional Student Education, principal and/or designee

Evaluation:

Annual evaluation done by the Director of Exceptional Student Education and/or designee

Terms of Employment:

10-month employment

Salary:

Salary based upon approved salary schedule - Instructional

Job Code:

63105

Board Approved: 03/16/99

Revised: 12/13/05, 01/20/09, 07/28/09, 05/17/11, 06/10/14, 06/25/19