



Job Title: **Registered Behavior Technician (RBT)**

Department: **Special Education**

Supervisor: **Building Principal**

Lane Placement: **ESP Lane 6**

Schedule: **35 Hours or Hourly** Eval Group: **JCES 8**

FLSA Classification: **Non – Exempt**

**NOTE: FOR THE 2019-2020 YEAR ONLY**

## **JOB DESCRIPTION**

An RBT is a professional who practices under the supervision of a Board Certified Behavior Analyst (BCBA). The RBTs primary responsibility is the direct implementation of treatment plans designed to teach communication, social, and daily living skills, while reducing problematic behaviors for students within Special Programs. RBTs are also responsible for collecting and graphing data during each therapy session, as well as communication within the multidisciplinary team. An RBT is expected to submit the Registered Behavior Technician (RBT) credential at the time of application.

## **ESSENTIAL FUNCTIONS**

- Prompt safe and socially acceptable replacement behaviors in order to build a repertoire of communication, social interaction, and problem-solving skills.
- Fade prompts appropriately to promote both successful and independent responding.
- Increase the frequency or duration of safe and appropriate replacement behaviors by providing access to reinforcers (desired items/actions, attention, or removal of demands/aversive situations).
- Accurately collect behavior data including: A-B-C, count, frequency, duration, latency, inter-response time, event, and interval-based recording.
- Follow the treatment plan goals and interventions utilizing sound judgment and seeks out appropriate consultation.
- Other BCBA approved tasks as assigned.
- Participate in supervision by a district provided BCBA.
- Requires ability to work effectively with staff and students.
- Has interaction with other professionals regarding specific student needs (e.g., teachers, psychologists, physical therapists, and speech therapists).
- Requires ability to exercise emotional control in difficult situation.
- Requires ability to solve a variety of problems relating to individual student needs and behaviors.
- Collaborates with classroom teacher and other paraeducators.
- Problem solving is guided by policies and procedures set by administration and the licensed teachers.
- Requires knowledge concerning the safety and security of students assigned to the classroom (e.g., helping students on and off buses on a rotating schedule, supervising play activities, field trips and lunches).
- Predictable and reliable attendance.

During times of state and district emergency, all employees may be required to perform additional duties that are not required on a normal basis in support of educational and operational priorities. e.g. Performs general cleaning and sanitizing of work areas, provides remote assistance to students and staff, and any other reasonable duty as needed.

## **QUALIFICATION REQUIREMENTS**

- Successful completion of the RBT competency assessment and exam or willingness to complete RBT training, competency assessment and exam.
- One year of experience as an RBT preferred.
- One year of successful experience working with adolescents with significant behavioral needs, preferably students with Autism Spectrum Disorder or other developmental disabilities preferred.
- Ability to build and maintain relationships with students.
- Ability and desire to work patiently and compassionately with students who have challenging behaviors (e.g., yelling, biting, hitting, kicking, pinching).
- Frequent kneeling, stooping, bending, and sitting on the floor to attend to student's needs.
- Ability to work independently and with a team.
- Ability to communicate thoughts and ideas effectively to other members of the team.
- Strong organizational and time management skills.
- Ability to manage multiple tasks.
- Incumbent must be fingerprinted and clear a criminal backgrounds check.
- Requires High school diploma, GED or equivalent as reviewed by the Department of Human Resources. Verification may be requested.
- Safety Care Certification and/or willing to be Safety Care trained.
- Incumbent must demonstrate competence in reading, writing and math.
- Predictable and reliable attendance.

## **NON-ESSENTIAL FUNCTIONS**

- Other duties as assigned.

- This description should not be construed to contain every function/responsibility that may be required to be performed by an employee assigned to this position.
- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.
- The requirements listed below are representative of the education, knowledge and experience requirements; the machines, tools and equipment used; background; and any licenses or certifications required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

**NOTE: The Administration reserves the right to require specific training for this position. However, depending upon the type and quality of prior work experience and availability of formal training programs, some exchanges can be made between training and experience.**

## **PHYSICAL REQUIREMENTS**

- This description should not be construed to contain every function/responsibility that may be required to be performed by an employee assigned to this position.
- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.
- The requirements listed below are representative of the education, knowledge and experience requirements; the machines, tools and equipment used; background; and any licenses or certifications required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

- **NOTE: The Administration reserves the right to require specific training for this position. However, depending upon the type and quality of prior work experience and availability of formal training programs, some exchanges can be made between training and experience.**
- Requires ability to lift minimum of fifty (50) pounds.
- Responding to the unique educational needs of students with disabilities is frequently stressful.
- This job may emphasize intervention with and management of aggressive and self-abusive students, angry students, emotional students, students with infectious diseases, and personal physical abuse.

- Physical ability to perform the essential functions listed above with or without reasonable accommodation.
- Requires the ability to lift a minimum of (50) pounds.
- Possess the physical, mental, and emotional stability to work under stressful conditions, including but not limited to: deadlines, contract requirements, inspection requirements, and interaction with critical personnel.

**Note:** *This list of essential and marginal functions and of physical requirements is not exhaustive and may be supplemented in accordance with the requirements of the job.*

All employees are required to participate in the District evaluation process. It is the employee's responsibility to review and adhere to all district policies and procedures. This information may be reviewed at [www.canyonsdistrict.org](http://www.canyonsdistrict.org)

ADA \_\_\_\_\_ HR \_\_\_\_\_ Effective date: 6/8/2020