

BEHAVIORIST

QUALIFICATIONS:

1. Valid National Certification including those recognized by the Behavior Analyst Certification Board
 - Board Certified Behavior Analyst
 - Board Certified Assistant Behavior Analyst
 - Board Certified Behavior Analyst Doctoral
 - Board Certified Registered Behavior Technician; or
2. Any NJODE Recognized Certificate
3. Minimum of a Bachelor's Degree
4. Knowledge of laws and regulations governing special education
5. Demonstrate an effective ability to work as a team member
6. Demonstrate an effective ability to complete paperwork in a timely fashion as regulated by district and state policy
7. Strong interpersonal and communication skills.
8. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

REPORTS TO: Director of Student Services

SUPERVISES: Students

JOB GOAL:

To provide supports for teachers and administrators, help establish a class environment that fosters learning and personal growth; provide informative and effective evaluations and reports, to help pupils develop skills, attitudes and knowledge needed to provide a good foundation for continued education; and to maintain good relationships with parents and other staff members.

PERFORMANCE RESPONSIBILITIES:

1. Interview staff and/or family members who know the individual served well before development of the plan to get background and preliminary information.
2. Analyze available data to help determine where, when, and why problem behaviors occur.
3. Directly observe the individual served in all relevant settings. Analyze the data to determine the function of the problem behavior.
4. Define all target behaviors in objective and measurable terms and design appropriate data collection system to measure the target behaviors.
5. Integrate appropriate setting event, antecedent teaching and consequence strategies to reduce problem behavior and increase alternative replacement behaviors.

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6. Ensure the behavior support plan addresses the function of the problem behavior.
7. Train staff and/or family members directly (i.e., in person, with opportunities for questions, discussions, etc.) on the implementation of the behavior support plan.
8. Monitor the individual's behavior data and provide descriptive progress notes on a monthly basis.
9. Conduct treatment fidelity assessments to ensure proper implementation of the behavior support plan.
10. If the intervention has not produced substantial progress toward the intended goal within 90 days, analyze the potential barriers to implementation and/or change the behavior support plan if necessary.
11. Review behavior data, meet and discuss with the appropriate staff member any discrepancies noted on the behavior data (e.g. lack of documentation, inappropriate restrictions or lack of appropriate consequences; situations in which the current behavior program or treatment approach were not followed appropriately, also check each report to ensure that time, date, signatures are correct.)

TERMS OF EMPLOYMENT:

Salary and work year to be determined by the Board of Education.

EVALUATION:

Performance of this job will be evaluated annually in accordance with State law, administrative code, and the provisions of the Board's policy on evaluation of certified staff.

LEGAL REFERENCES:

<u>N.J.S.A.</u> 7F	Comprehensive Educational Improvement and Financing Act
<u>N.J.S.A.</u> 18A:6-7.1	Criminal history record; employee in regular contact with pupils; Grounds for disqualification from employment; exception
<u>N.J.S.A.</u> 18A:6-10	Dismissal and reduction in compensation of persons under tenure in public school system
<u>N.J.S.A.</u> 18A:16-2	Physical examinations; requirement
<u>N.J.S.A.</u> 18A:25-2	Authority over pupils
<u>N.J.S.A.</u> 18A:26-1	Citizenship of teachers, etc.
<u>N.J.S.A.</u> 18A:26-1.1	Residence requirement prohibited
<u>N.J.S.A.</u> 18A:26-2	Certificates required; exception
<u>N.J.S.A.</u> 18A:27	Employment and contracts
<u>N.J.S.A.</u> 18A:28-3	No tenure for non-citizens
<u>N.J.S.A.</u> 18A:28-5	Tenure of teaching staff members
<u>N.J.S.A.</u> 18A:28-8	Notice of intention to resign required
<u>N.J.S.A.</u> 18A:37	Discipline of pupils
<u>N.J.S.A.</u> 6:3.1 <i>et. seq.</i>	Conditions of employment for teachers

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Adopted August 2017; Approved September 2017
Revised/Approved November 2023

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<u>N.J.A.C. 6:3-4.1 et. seq</u>	Supervision; observation and evaluation
<u>N.J.A.C. 6:3-4A.4</u>	Requirements of physical examinations
<u>N.J.A.C. 6:3-5.1 et. seq</u>	Seniority
<u>N.J.A.C. 6:3-6</u>	Pupil records
<u>N.J.A.C. 6:3-9</u>	Attendance and pupil accounting
<u>N.J.A.C. 6:8</u>	Thorough and efficient system of free public schools
<u>N.J.A.C. 6:11-3.1</u>	Certificate required
<u>N.J.A.C. 6:11-3.9</u>	Oath of allegiance required
<u>N.J.A.C. 6:11-3.10</u>	Citizenship requirement
<u>N.J.A.C. 6:11-5</u>	Requirements for instructional certificate
<u>N.J.A.C. 6:11-6</u>	Endorsements on the instructional certificate
<u>N.J.A.C. 6:11-13.2</u>	Amount duration and content of required continuing professional development
<u>N.J.A.C. 6A:7</u>	Managing for equality and equality in education
<u>N.J.A.C. 6A:8</u>	Standards and assessment
<u>N.J.A.C. 6A:16</u>	Programs to support development

Immigration Reform and Control Act of 1986, 8 U.S.C.A. 1100 et. seq.

No Child Left Behind Act of 2001, P.L. 107-110, 20 U.S.C.A. 6301 et. seq.