

SACRAMENTO COUNTY OFFICE OF EDUCATION

CLASSIFICATION TITLE: Lead Behavioral Management Technician

DEFINITION

Under the supervision of an administrator and working as a lead member of the site/program team, develops and implements an effective behavioral management plan for students including classroom activities and operations of a Guidance Center or In School Suspension room. Performs other related duties as assigned.

DISTINGUISHING CHARACTERISTICS

The Lead Behavioral Management Technician differs from the Behavior Management Technician position in the level of responsibility. This is a working lead level. The incumbent may provide direction, establish priorities, assign tasks, and/or monitor the work of other personnel.

DIRECTLY RESPONSIBLE TO

Appropriate Administrator

SUPERVISION OVER

None; however, may give direction and monitor work of other staff

DUTIES AND RESPONSIBILITIES (This position may not include all of the listed duties, nor do all of the listed examples include all tasks which may be found in this classification.)

Behavior Management/Behavior Modification

Works as a lead team member with Behavior Management technicians, teachers, counselors, school social workers and other appropriate personnel to establish positive student contacts that develop appropriate and positive behavior modifications enabling students to succeed; participates as a lead team member in the development and monitoring of comprehensive behavioral objectives, goals and plans, including a Behavior Support Plan (BSP) and/or a Behavior Intervention Plan (BIP); oversees a Guidance Center or In School Suspension room for students needing assistance outside the classroom setting; works one-on-one with students to affect behavior changes; evaluates student's needs and provides interventions to redirect behavior; implements behavioral programs designed to make positive and appropriate changes; assesses crisis situations and defuses situations using conflict resolution and crisis management techniques; reinforces appropriate behaviors and redirects negative behaviors; provides values clarification including rules, expectations and consequences; implements consequences for inappropriate behavior; with proper training, physically restrains students if necessary for safety.

Communication/Consultation

Works with related agencies to develop an effective program of activities for changing unacceptable behavior of students; provides information to parents, guardians, or other care providers concerning action of students; insures consistency of behavioral standards by coordinating with appropriate student contacts; monitors physical and emotional changes in students and reports to appropriate personnel and agencies; consults with Behavior Management Technicians, teachers, support staff, and administrators to obtain information and advice on prior behavior problems, and provides information as necessary concerning behavioral concerns.

Program/Staff Support

Maintains a professional rapport with program/site staff; assists the school site team by monitoring student behavior changes, assisting with academics, and supervising various activities during the course of the instructional day to maintain a controlled and safe environment for students and staff; attends IEP (Individualized Education Plan) and student progress meetings as requested; maintains awareness of fire drill procedures, earthquake preparation and emergency contingency plan for the school site; implements school's emergency procedures as requested; attends and provides trainings regarding safety, security, physical restraints and behavior management procedures as requested; oversees peer counseling groups, social skills instruction, recreational activities, and other learning opportunities as requested; attends and participates in program/site

team meetings.

Records Management

Maintains records and charts regarding contacts with students which detail proposed and completed behavioral objectives; maintains records management systems which allow for efficient retrieval of necessary data; provides written reports of activities to staff and administrators including referral logs, crime, incident, suspension and accident reports and student use of the Guidance Center or In School Suspension room; may administer medication and maintain records of medications as directed by prescription, parent or guardian, and school nurse; maintains log for Medi-Cal billing; maintains other related documents and records as necessary.

MINIMUM QUALIFICATIONS

Education, Training and Experience

Any combination of education, training and experience equivalent to the possession of a bachelor's degree with emphasis in psychology, social work or special education; previous progressively responsible experience in special education and working with at-risk students or students who are emotionally disturbed; professional assault crisis training (ProACT) is highly desirable.

Knowledge of:

Appropriate behavioral intervention strategies; instructional methods and learning theory; laws, rules and regulations of acceptable behavioral intervention; interpersonal skills needed to manage crisis situations; records management systems; standard software applications.

Skill and Ability to:

Assess situations and make proper judgments; understand behavioral situations and react accordingly; objectively analyze crisis situations; respond quickly to emergency situations; communicate effectively and make recommendations to various agencies, groups, and individuals; perform general clerical duties including maintaining accurate records and preparing clear and concise reports; communicate effectively in both oral and written forms with students and adults from different cultural and socioeconomic backgrounds; use a computer to prepare documents and maintain records; work independently and make decisions within the framework of established guidelines; assist in training, planning and directing the work of other employees; provide technical support as the working lead; work in a team environment; supervise students; be trained and updated in safety, security, physical restraints, and behavior management procedures.

Approved by Personnel Commission: 8/10/10