

DEL MAR UNION SCHOOL DISTRICT

CLASS TITLE: BEHAVIOR SPECIALIST

BASIC FUNCTION: Under the direction of the Director of Special Education and Student Supports, the Behavior Specialist provides behavioral assessment, intervention, and consultative services to support students with behavioral and social/communication challenges through a trauma informed lens. The specialist develops and implements evidence-based behavioral interventions, conducts comprehensive assessments, and offers training to promote positive student outcomes within inclusive educational environments.

REPRESENTATIVE DUTIES:

- Conduct Functional Behavior Assessments (FBAs) and develop, implement, and monitor Behavior Intervention Plans (BIPs) in collaboration with Individualized Education Program (IEP) teams.
- Provide consultation and support to general and special education staff regarding behavioral strategies, classroom management, and individualized student support.
- Design and deliver professional development sessions for educators, paraprofessionals, and parents on topics related to Applied Behavior Analysis (ABA), Positive Behavioral Interventions and Supports (PBIS), and behavior management techniques.
- Supervise and provide ongoing training to Registered Behavior Technicians (RBTs) and other paraprofessionals implementing behavior intervention plans.
- Supervise and train paraprofessionals and other staff involved in the implementation of behavior support plans, ensuring fidelity and effectiveness.
- Collaborate with multidisciplinary teams, including school psychologists, service providers and administrators, to support students with behavioral challenges.
- Participate in IEP meetings, providing data-driven insights and recommendations to support student success.
- Maintain accurate and timely documentation of assessments, interventions, progress monitoring, and communications with stakeholders.
- Stay current with best practices, research, and legal requirements related to behavior analysis and special education
- Assist in crisis intervention planning and provide support before, during and after behavioral emergencies.
- Perform other related duties as assigned by the Director of Special Education and Student Supports.

EDUCATION AND EXPERIENCE:

Any combination of training, experience, and/or education equivalent to a master's degree in applied behavior analysis, psychology, or related field; and three years of experience with students with behavioral needs in an education setting.

LICENSES AND OTHER REQUIREMENTS:

- Possession of a valid license issued by the State of California as a Board-Certified Behavior Analyst (BCBA).
- Possession of a valid California driver's license and availability of private transportation.

WORKING CONDITIONS:

ENVIRONMENT:

- Indoor classroom and school environment.

PHYSICAL DEMANDS:

- Lifting up to 50 pounds
- Sitting in small furniture and/or on the floor
- Driving a vehicle to conduct work
- Hearing and speaking to exchange information in person and on the telephone
- Seeing to perform assigned duties
- Sitting or standing for extended periods of time
- Dexterity of hands and fingers to operate a computer keyboard and other office equipment
- Kneeling, bending at the waist, and reaching overhead, above the shoulders, and horizontally, to retrieve and store files and supplies

KNOWLEDGE AND ABILITIES:

- Knowledge of Applied Behavior Analysis (ABA) principles and techniques.
- Familiarity with the development and implementation of FBAs and BIPs.
- Understanding of special education laws and the IEP process.
- Ability to train and support staff in behavior intervention strategies.
- Strong organizational, communication, and interpersonal skills.
- Ability to work collaboratively with a multidisciplinary team.
- Proficiency in data collection, analysis, and interpretation to inform decision-making.

TERMS OF EMPLOYMENT:

Criminal Justice Department and Federal Bureau of Investigation Fingerprint Clearance, Physical and TB Clearance. Fingerprints and physical will be at district expense and must be obtained at district contracted facility.

SALARY:

Placement on the Classified Salary Schedule Range 52