

**TITLE: SCHOOL PSYCHOLOGIST/BEHAVIOR ANALYST**

FLSA: Exempt

**QUALIFICATIONS:**

1. A Masters Degree
2. A valid certificate in school psychology, K-12
3. Experience with exceptional student programs is desirable.
4. Experience in direct service to children using applied behavior analysis/functional analysis.
5. Extensive knowledge of behavioral principles.
6. Certification as a Behavior Analyst.
7. The ability to establish and maintain effective interpersonal relationships with students and co-workers.
8. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

**REPORT TO:** Supervisor of Exceptional Education

**JOB GOAL:** To provide intellectual, academic, emotional and other evaluations to students referred for psychological testing. To improve the school educational experience of students through a program of psychological diagnosis and therapy. To provide consult services for teachers, parents and/or students. To provide direct behavioral services to students and teachers through the use of behavioral analysis and compliance training.

**PERFORMANCE RESPONSIBILITIES:** \* Essential Performance Responsibilities

- \* 1. Provide psychoeducational evaluation for referred students.
- \* 2. Provide psychotherapy and counseling for students and related conferences for parents as required.
- \* 3. Work cooperatively with exceptional program personnel and assist with developing appropriate educational plans when requested.
- \* 4. Attend exceptional program staffing meetings which includes eligibility, individual education plan meetings, dismissal and articulation staffing meetings when required.
- \* 5. Confer periodically with parents and professional staff members regarding the educational, social and personal problems of students.
- \* 6. Assist other professional staff members in resolving the unique psychological or disciplinary problems of students.
- \* 7. Undertake continuing professional study for own growth and development, and keeps abreast of developments in their field.
- \* 8. Perform diagnostic evaluations of intellectual, academic, social, emotional and/or processing abilities.
- \* 9. Maintain case records documentation to include service activity notes, treatment plan updates, reports and narratives as required.
- \* 10. Participate in intensive inservice activities specific to working with students with emotional and/or behavioral problems.
- \* 11. Act as a direct service professional to ESE students who need behavioral training.
- \* 12. Assist teachers in developing behavioral plans for ESE students who exhibit extreme disruptive or non-compliant behavior.
- \* 13. Provide inservice for teachers and other professionals who work with students with behavioral difficulties.
- \* 14. Assist in the implementation of a district wide behavior management system for ESE students at all levels.
- \* 15. Monitor the behavior management plan used by teachers of students with behavioral difficulties.
- \* 16. Provide information and implement behavioral programs to the transportation staff to establish behavior management plans for use on buses.
- 17. Perform such other tasks and assume such other responsibilities as assigned by Supervisor.

**PHYSICAL REQUIREMENTS:**

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

While performing the duties of this job, the employee is regularly required to sit; use hands to manipulate objects, tools, or controls; reach with hands and arms; and talk and hear.

The employee must regularly lift and/or move up to 10 pounds and frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

Noise level in the work environment is usually quiet.

**TERMS OF EMPLOYMENT:**

Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the Board.

**EVALUATION:** Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluations of personnel.