



## Behavior Consultant

### Job Overview

To provide behavior support services and behavior management plans for students with disabilities; provide support and professional learning to school site staff, para-educators, and parents/guardians in appropriate behavior intervention techniques; conducts assessments and develops plans that conform to IDEA (Individuals with Disabilities Education Act) and other applicable statutes and regulations.

This job reports to the District Student Support Services Specialist for behavioral support.

---

### Essential Functions

- Provide behavior support services for students.
- Develop materials and provide resources for and provide professional learning to administrators, educators, para-educators and parents/guardians in positive behavioral supports, crisis de-escalation techniques, and and/or other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
- Plan and oversee the development and implementation of programs, policies, and best practices related to instruction using the principles of behaviorism and positive behavioral support for students with disabilities.
- Create and assist District staff with the development and implementation of behavior plans, positive behavioral support programs and other appropriate programs for students with disabilities that present behavior/learning challenges.
- Work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such.
- Collect, graph, and analyze a variety of data types including: frequency, duration, interval recording, latency, severity.
- Provide professional learning and conduct functional behavioral assessments and functional analysis assessments of behavior for students with complex and/or severe behaviors in accordance with both federal and state laws and regulations.
- Collaborate with and assist school district Board Certified Behavior Analysts (BCBAs)/Behavior Specialists in all duties assigned.

### Other Functions.

- Assist students who are transitioning from alternative programs to regular school programs.
- Collaborate with public and private agencies to offer programs that foster pro-social skills and prevent violent behavior for the purpose of providing services to strengthen families as well as students.
- Collect data and prepare a variety of reports for the purpose of documenting case history, assessments, and treatment.
- Travel from site to site and/or performs necessary home visits for the purpose of providing direct treatment, consultation, and collaboration for students and families.
- Perform related duties as assigned.

### Working Environment

This job is performed in the school environment and may be exposed to contact with individuals displaying physically aggressive, self-abusive, or socially undesirable behavior.



Physical Requirements: lifting up to 25 pounds, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine dexterity.

**Qualifications**

**Minimum experience:** Job related experience with increasing responsibilities working as a behavioral or autism specialist or related field  
 Experience writing behavior plans for students with behavior difficulties including students with autism and other disabilities  
 Positive Behavioral Supports, ABA, or similar research-based experience and training.

**Minimum education:** Bachelor’s degree in job related area (Psychology, Social Work, Education, Counseling, etc.,)  
 Candidate must be working toward their master’s degree in Applied Behavioral Analysis and BCBA (Board Certified Behavior Analyst) Credential  
 Candidate’s who have completed ABA coursework must be accumulating supervised fieldwork hours to sit for BCBA exam  
 Candidates who have completed supervised fieldwork must be actively pursuing BCBA certification

The ideal candidate will have the following education, experience, skills, knowledge, abilities and/or competencies:

- Ability to work at a desk, conference table or in meetings of various configurations.
- Ability to stand and circulate for extended periods of time.
- Ability to see for purposes of reading laws and codes, rules and policies, and other printed matter and observing students.
- Ability to hear and understand speech at normal speech levels.
- Ability to communicate so others will be able to clearly understand normal conversation. • Moderate to high stress levels.
- Work is in the school environment.
- The climate is normal, occasional adverse weather conditions.
- Daily contact with students, teachers, and school staff.
- Regular contact with parents, community members and outside agency personnel.
- To establish rapport and work constructively with staff, students, parents, and community members.
- To creatively solve problems and work through the conflict resolution process.
- To communicate effectively, in oral and written form.
- To maintain knowledge of best practices and laws governing behavioral support for students with disabilities.

Responsibilities Include:

- Working under limited supervision following standardized practices and/or methods.
- Leading, guiding, and/or coordinating with others.
- Tracking budget expenditures.
- Utilization of some resources from other work units may be required to perform the job’s functions
- Significantly impact the organization’s services

**Required Testing:**

None Specified

**Required Certificates and/or Licenses:**

Current Crisis Prevention Institute (CPI) certification or equivalent certification approved by WCS (Williamson County Schools).

**FLSA Status:**

Exempt

**Continuing Education/Training:**

None Specified

**Clearances:**

Criminal Justice Fingerprint/Background Clearance

**Employee Type:**

Classified

*Pursuant to the Williamson County Board of Education’s policy of non-discrimination, Williamson County Schools does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, sexual orientation, age, disability, or military services in its policies, or in the admission of, access to, treatment, or employment in its programs, services, or activities.*