



We provide a personalized learning path integrating academic, social and life skills for qualifying students with autism spectrum disorder or related learning differences.

Registered Behavior Therapist (School Year)

Last updated March 21, 2019

Reports to Lead Behavior Coordinator/Behavior Coordinator

Supervises -----

Employment Status Full-time School Year 40 hrs/wk

Job Summary

To provide behavioral learning, skills, and support in the classroom and behavior management plans for special education students enrolled in Academy of Whole Learning, and to collaborate with teachers

Summary of Essential Job Functions

- Use best practice strategies for teaching and learning activities; related to social, emotional and behavioral needs to a classroom of 8;
- Learn, understand and integrate our school's philosophy and behavior management style;
- Know students' strengths, areas of improvements, disability, interests, motivations, and emotional/behavioral triggers;
- Attend weekly staff meetings and professional development;
- Substitute for absent teachers as needed;
- Arrive at school by 8 am and work at least 8 hour days;
- Assist with clubs, before and after school care as needed;
- Create engaging lesson plans with clear standards and objectives;
- Research appropriate curriculum and active learning activities for direct instruction for student social, emotional and behavioral learning;
- Offer an appropriate level of assistance to students to promote learner independence;
- Update parents on social, emotional, and behavioral progress (through progress reports, conferences, phone calls, and emails), as well as communicating achievements;
- Create a classroom in which student accomplishments are celebrated;
- Assist students in understanding their disabilities, and teach strategies and problem solving to help students develop skills for outside the classroom;
- Assist at special events,
- Monitor hallways, lunchroom, and recess as needed;
- Ask for clarification when needed;
- Show encouragement and support towards students and parents.
- Uses time productively;
- Follow policies in Employee Handbook;
- Complete other duties as assigned

Duties and Responsibilities

- Work with a team on developing, re-examining, revising and implementing an integrated curriculum with integrated projects;
- Develop lesson plans focused on active learning that ensure the attainment of standards set forth by AOWL;
- Address individual needs of students through long and short term planning;



- Evaluate students' progress on a continuous basis;
- Prepare individual student achievement reports for parents/guardians;
- Provide an inviting, exciting, innovative, and challenging learning environment;
- Engage in effective and appropriate classroom management;
- Involve families/guardians in the education process;
- Work effectively with parent volunteers;
- Collaborate with other staff members to create meaningful community learning opportunities and community-based partnerships;
- Participate in staff development programs;
- Collaborate with other staff members to form a positive, supportive team atmosphere;
- Work on committees and participate in the governance and development of the school;
- Maintain accurate and complete student records, and prepare reports on students as required by law, policies, and administrative regulations
- Use the principles of Applied Behavior Analysis

Education and Experience

- Must have a 4-year bachelor's degree in a "related field" such as psychology, special education, speech, and language pathology, etc."
- Completed 6,000 hours of supervised experience in the delivery of clinical services in the treatment of mental illness;
- Completed Registered Behavior Technician training
- Excellent interpersonal skills to interactive effective with a variety of people and personalities inside and outside the organization
- Valid driver's license and current automobile insurance required.
- Flexible traits that will thrive in a new learning environment.
- Expertise in working with students with autism spectrum disorder and/or related learning differences.
- Demonstrated experience in the instruction of students with varied learning styles and levels of mastery.
- Effective collaboration with families and student support staff
- Effective oral and written communication
- Ability to work effectively as a team member.
- Successfully pass a criminal background check.
- Identified classroom experience and teaming experience with special education and/or regular education students.
- Willingness to be held accountable for student results;

Rapport/ Interpersonal Skills

- Communicates in an agreeable, tactful manner
- Friendly
- Cooperative
- Respects co-workers
- Takes directions well/follows directions
- Uses good listening skills

Additional Working Conditions, Physical Demands



The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

While performing the duties of this job, the employee is required to sit and talk or hear. The employee is required to stand, walk, stoop, kneel, crouch, climb stairs, or crawl. The employee must occasionally lift and/or move up to 40 pounds. The employee must be able to push items of 40 lbs. such as children on a bike or moving/rearranging furniture. The employee must support students during transfer. Specific vision abilities required by this job include close vision, distance vision, and peripheral vision.

Additional Working Conditions, Work Environment

The work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions. The employee will work effectively and respectfully with individuals without regard to race, color, creed, religion, national origin, marital status, political affiliation, sexual orientation, status with regard to public assistance, membership or activity in a local commission, disability, sex, and/or age.

Because our students with autism spectrum disorder and related learning differences require consistency and structure, the employee must be able to work on all days assigned unless approved by their supervisor.

Supervisors reserve the right to decline paid time off requests for any reason and it is preferred planned vacations be taken over scheduled school breaks.

The employee is continuously responsible for the safety, well-being, and work output of students. There may be:

1. Occasional exposure to blood, bodily fluids, tissue and noxious odors.
2. Occasional exposure to unruly students/adults.
3. Occasional operation of a vehicle in inclement weather.

Professional Skills

- Develops and maintains productive, positive working relationships with AOWL students, families, staff and volunteers.
- Performs all functions professionally, treating all students and families, staff and volunteers with respect.
- Maintains a level of flexibility with all staff, offering assistance to others as appropriate.
- Maintains a good attendance record; is prompt and punctual to the worksite; Gives adequate notice of absence.
- Shows initiative (self-motivated).
- Ability to multitask.
- Perform all task and responsibilities as assigned and according to due dates.
- Shows enthusiasm.
- Shows sensitivity to individual diversity and the needs of students and families.
- Carries out responsibilities in a manner consistent with the requirements of law, rules, regulations and school policies and procedures.
- Displays neatness and appropriateness of dress.
- Uses effective problem solving and conflict management techniques.
- Maintains data privacy and confidentiality.
- Uses proper channels in communication with parents.
- Offers suggestions for the improvement of the program and system.



- Maintains a professional attitude and loyalty to the school.

Evaluation

Performance of this job will be evaluated in accordance with the provisions of the Board's policy.

Salary and benefits

- Competitive and dependent on experience
- Health and dental benefit package
- Short-term disability
- Life insurance
- Simple IRA with employer matching
- Paid Time Off

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.