ORRVILLE CITY SCHOOLS

Job Description: K-12 Behavior Analyst

Position Summary:

The K-12 School Board Behavior Analyst is responsible for providing behavior analysis services to support students with behavioral challenges, developmental disabilities, or special needs within the school environment. The analyst collaborates with teachers, administrators, parents, and support staff to develop and implement evidence-based behavioral interventions, ensuring a positive and inclusive learning environment for all students. This role involves conducting assessments, designing behavior intervention plans (BIPs), training staff, and monitoring progress to promote student success academically, socially, and emotionally.

Key Responsibilities:

- **Functional Behavior Assessments (FBAs):** Conduct FBAs to identify the underlying causes of challenging behaviors and determine appropriate interventions.
- **Behavior Intervention Plans (BIPs):** Develop, implement, and monitor individualized BIPs based on assessment data, ensuring alignment with student needs and educational goals.
    - Create, develop and implement scheduled behavioral interventions for identified students.
    - Create, develop and implement school health labs for students who need behavioral regulation and re-integration into the general education classroom.
- **Collaboration:** Work closely with teachers, special education staff, school psychologists, counselors, and administrators to integrate behavioral strategies into the classroom and school-wide systems.
- **Paraprofessional Oversight:** Oversee Paraprofessionals designated to work with Behavioral interventions and health labs .
- **Staff Training:** Provide professional development and ongoing training to teachers, paraprofessionals, and other school personnel on behavior management techniques, data collection, and implementation of BIPs.
- **Data Collection & Analysis:** Collect and analyze behavioral data to evaluate the effectiveness of interventions and make data-driven adjustments as needed.
- **Student Support:** Provide direct support to students when necessary, modeling intervention strategies and promoting skill development (e.g., social skills, self-regulation).

- **Parent Engagement:** Consult with parents/guardians to explain behavioral strategies, provide guidance, and ensure consistency between home and school environments.
- **Compliance:** Ensure all interventions and documentation comply with federal and state regulations (e.g., IDEA, IEP requirements), district policies, and ethical standards.
- **Crisis Intervention:** Assist in managing behavioral crises, including de-escalation and supporting the development of preventative strategies.
- **Program Evaluation:** Contribute to the evaluation and improvement of school-wide positive behavior support systems (e.g., PBIS).

Qualifications:

- **Education:** Master's degree in Applied Behavior Analysis, Psychology, Education, or a related field.
- **Certification:** Current or Expected Board Certified Behavior Analyst (BCBA) credential.
- **Experience:** At least five years of experience in the special educational setting.
- **Skills:**
  - Strong knowledge of behavior analysis principles and evidence-based practices.
  - Excellent communication and interpersonal skills for collaborating with diverse stakeholders.
  - Ability to train and coach staff effectively.
  - Proficiency in data collection, graphing, and analysis (e.g., using software like Excel or behavior tracking platforms).
  - Problem-solving skills and adaptability in dynamic school environments.

Physical Requirements:

- Ability to respond to behavioral crisis, which may involve moving quickly or assisting with physical management in accordance with federal, state and district protocols.
- Capability to sit, stand, or kneel for extended periods while working with students.

Work Environment:

- Will require travel between multiple school sites within the district.

Application Process:

To apply, please submit a resume and cover letter to Orrville City Schools Director Of Student Services Joe Rubino orvl_jrubino@tccsa.net.