

### Class Concept

Positions in this class coordinate the individual behavior programming portion of the total habilitation plan for individuals/residents in a developmental center. As a member of the interdisciplinary team, employees participate in planning an individual's total habilitation plan and provide consultation and resources to staff and family members regarding training/treatment programs, behavior management, program development, and other areas. Employees use standardized tests and measurements, staff interviews and direct observation techniques to assess the adaptive, developmental and/or social behavioral level of individuals/residents and provide evaluations of an individual's adaptive, developmental, and/or social behaviors, behavior program development, program implementation, and program monitoring. Employees devise a data collection system and train staff in data collection; employees compile, analyze, and interpret baseline data resulting in a behavioral plan with specific goals and objectives.

Employees may train staff (non-professional, paraprofessional, and professional) in the implementation and documentation of the behavioral program, function as a liaison with the treatment team and have input into habilitation planning. Treatment programs are developed that involve restrictive procedures; however, these are coordinated closely with the supervising psychologist and presented for approval. Employees monitor programs, assist with implementation and determine when to modify or phase out a program. Work may include crisis intervention and supervising Behavioral Programming Technicians.

All work is done under the direct supervision of a staff psychologist.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Working knowledge of federal, state, and local provisions, regulations, and standards regarding behavioral programming processes.
- Considerable knowledge of learning theory and behavior modification and application of these to the population.
- Considerable knowledge of tests and measurements needed in developing behavior modification programs, and practical application of adaptive, developmental, and social behavior assessments, goal writing, and program implementation.
- Considerable knowledge of the principles and techniques of working with the individuals who are intellectually disabled.
- Skill in observing, recording, and evaluating adaptive, social, and/or developmental behavior among population.
- Skill in instructing.
- Ability to plan, implement and monitor a behavior modification treatment program.
- Ability to establish and maintain effective working relationships with all levels of staff.
- Ability to organize and prepare accurate records, charts, and reports and to analyze such information.
- Ability to communicate effectively in oral and written form.
- Ability to plan and supervise the work of subordinate employees, when required.

#### Minimum Education and Experience

Bachelor's degree in psychology including coursework in behavior modification from an appropriately accredited institution; or

Bachelor's degree in child development, social work, education, nursing, or closely related degree including coursework in behavior modification from an appropriately accredited institution and six months of experience in a developmental center or developmental disability setting; or

Associate's degree in human services area from an appropriately accredited institution and two years of experience providing assessment of adaptive developmental and social behavior, goal writing, collecting and interpreting behavioral data, and developing and implementing behavior modification programs; or an equivalent combination of education and experience.