BEHAVIOR ANALYST 1

KIND OF WORK

Professional behavior modification work.

NATURE AND PURPOSE

Under direct supervision, develops and implements behavior modification programs for residents of Regional Treatment Centers and provides technical direction in behavior modification to para-professional program delivery staff. Performs related work as required.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Identifies and recommends behavioral goals for review by the treatment team and incorporates goals into the individual program plan to effect positive changes in residents' behavior. This is accomplished by monitoring and assessing residents' behavior.

Develops individual program plans which address behavioral deficits so that residents' positive behaviors are supported and negative behaviors are diminished. This is accomplished by determining which behaviors to modify, identifying reinforcers, and developing program recommendations for inter-disciplinary team review.

Instructs staff responsible for implementing treatment programs on detailed treatment instructions and methodologies to ensure that treatments are implemented correctly. This is accomplished by explaining goals, modeling appropriate implementation methods and coaching individual employees on proper implementation concepts.

Models and guides living unit staff as they interact with patients/residents to develop and reinforce adaptive behaviors. This is accomplished by observing resident/employee interactions and correcting implementation errors.

Monitors residents' behavior to ensure that programs are effectively changing and/or supporting goal behaviors. This is accomplished by translating behavior into quantifiable data and analyzing the data.

Ensures that treatment procedures, restraints and seclusion are implemented under proper approval and in compliance with regulatory requirements. This is accomplished by monitoring treatment implementation for each assigned resident in relation to treatment plans and goals.

Determines data needs and recommends data collection methods as a means of measuring residents' progress. This is accomplished by reviewing treatment goals and developing and defining, in operational terms, the measures to be used to assess resident progress.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Behavior modification principles sufficient to plan and design individual treatment programs for assigned residents.

Professional and ethical guidelines, federal and state laws, and Department rules governing the practice of behavior modification sufficient to ensure that the design of treatment plans are appropriate and that treatment plans are implemented correctly.

Training methods sufficient to ensure that program delivery staff learn and understand the purpose and methods of implementing individual program plans.

Assessment instruments and measurement principles sufficient to develop valid, reliable measures of client needs and progress.

Basic health and safety principles and requirements sufficient to ensure that the safety needs of residents are met.

Medications and medication control procedures sufficient to identify behavior problems related to medications.

Ability to:

Communicate effectively in writing sufficient to ensure treatment documentation is accurate and provides the treatment team with a common understanding of treatment goals and progress.

Translate behavior observations into quantifiable data.

Est.: 7/19/74   T.C.:
Rev.:   Former Title(s):