

BEHAVIOR ANALYST 2 SUPERVISOR

KIND OF WORK

Professional supervisory behavior modification work.

NATURE AND PURPOSE

Under general supervision, supervises a staff of employees responsible for developing behavior modification programs and overall service delivery to a residential living unit. 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.)

Plans, organizes, assigns, and directs work activities of subordinate staff to facilitate attainment of unit goals and ensure consistent application of professional guidelines and facility procedures and policies.

Hires, promotes, rewards, disciplines and determines separation and grievance dispositions to ensure qualified employees are hired, retained and treated equitably.

Reviews and compares work performance of subordinates with established standards to determine training needs and/or recommend other appropriate personnel action.

Trains subordinates in treatment methodologies and in the facility's guidelines, procedures, and policy to maintain and/or improve the skill level of employees in accordance with established performance criteria.

Supervises professional staff in the design, documentation, implementation, and evaluation of behavior modification procedures. This is accomplished by reviewing behavioral assessments and behavioral programs to ensure that they conform to policies and standards of practice.

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

Develops and writes individual program plans designed to correct extreme and sometimes inter-related negative behaviors using positive and negative reinforcers. This is accomplished by determining which behaviors to modify, identifying reinforcers, developing program recommendations for inter-disciplinary team review.

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.

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

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 collection needs and recommends appropriate 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 residents' progress.

Guides staff in the use of incidental teaching opportunities to assist residents in reaching their full potential of functioning. This is accomplished by observing staff/resident interaction, coaching staff and modeling methods.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Supervisory principles sufficient to ensure efficient use of subordinate staff.

Program planning requirements sufficient to monitor and guide the efforts of others in completing treatment plan components on a timely basis.

Behavior modification principles sufficient to author and guide the efforts of other employees in the design, documentation and implementation of positive and behavioral reduction programs.

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.

Case management sufficient to ensure that treatment requirements for assigned residents are met on a timely basis.

Policies and standards governing the treatment of vulnerable residents sufficient to develop plans for their protection.

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.

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 behavioral problems related to medications.

Ability to:

Supervise and motivate subordinate staff.

Design and conduct in-service training for subordinates to ensure that they have the skills required to implement treatment plans correctly.

Communicate orally and in writing so that treatment goals, plans, and requirements are understood and treatment plans are implemented correctly.

Est.: 7/19/74

T.C.: 8/11/87

Rev.: Former Title(s): Behavior Analyst II