

BEHAVIOR ANALYST 3

KIND OF WORK

Advanced professional behavior modification work.

NATURE AND PURPOSE

Under general supervision, develops and implements behavior modification programs. Provides clinical direction to Behavior Analysts within a large program area or develops and coordinates re-entry services for residents moving into the community as a major portion of the total job. 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.)

Provides clinical direction to other professionals and directs staff in planning, designing, implementing and evaluating behavior modification programs to ensure that treatment plans focus on priority goals, reflect sound professional principles and conform to policy guidelines.

Establishes and maintains professional standards to ensure consistent treatment that is in conformance with regulations and policy.

Conducts classroom and on-the-job training in behavior modification principles to provide other professionals and direct care staff with the skills required to effectively design and implement programs.

Reviews proposed post-discharge treatment plans to ensure that they are technically sound and necessary resources are available to properly implement them. This is accomplished by comparing the needs and abilities of residents against the plan and through discussion with service providers to ensure sufficient resources.

Assesses client treatment needs, behaviors and progress toward goals as a basis for developing or modifying treatment plans. This is accomplished by direct observation, review of formal assessment and discussion with members of the treatment team.

Develops and implements 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, and developing program recommendations for interdisciplinary team review.

Coordinates re-entry services to maximize the probability of residents remaining in the community after being discharged. This is accomplished by explaining treatment plan goals, methods and procedures to community service providers, social workers, parents and school officials; evaluating placement alternatives and ensuring that parties to the process understand the responsibilities and options.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

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 is appropriate and that treatment plans are implemented correctly.

Community resources and approaches to assessing the treatment service delivery potential to ensure successful community placement.

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 measure of client needs.

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

Ability to:

Design, organize and conduct projects and programs.

Describe program procedures to clients, representatives, relatives, professionals and other service providers and program implementation staff orally and in writing so the efforts of the treatment team are understood and focused on documented needs and programs are implemented correctly.

Est.: 7/19/74

Rev.:

T.C.:

Former Title(s):