

BEHAVIOR ANALYST 3 SUPERVISOR

KIND OF WORK

Advanced professional supervisory behavior analyst work.

NATURE AND PURPOSE

Under limited supervision, supervises a staff of employees responsible for developing and implementing behavior programming services to a large program area. Provides consultation and training to professional and para-professional treatment 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.)

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, disciplines, and determines separation and grievance dispositions to ensure qualified employees are employed, retained and treated equitably.

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

Trains subordinates and other facility staff in behavior modification principles and practices, and in the facility's guidelines, procedures, and policies to maintain and/or improve the skill level of employees in accordance with established performance standards.

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.

Provides specialized behavioral consulting services to professional treatment staff. This is accomplished by researching the behavioral problem and recommending treatment strategies that address the issue(s).

As a committee member, reviews the technical feasibility or appropriateness of proposed behavior management programs. This is accomplished by reviewing and balancing proposed programs in terms of policies, human values and possible outcome.

Assesses client treatment needs, behaviors, and progress through goals as a basis for evaluating treatment plans developed and implemented by subordinate staff. This is accomplished by direct observation and review of formal assessments.

Develops and writes and/or reviews behavior modification treatment programs for individuals or groups of residents using a wide range of methods and procedures. This is accomplished by determining behavioral goals, identifying reinforcers, and designing the program details.

Monitors client progress in reaching treatment goals using operationally defined observational reporting systems to ensure that a valid basis is provided for modifying and/or developing new treatment plans and goals by designing data collection systems based on goals and guiding the efforts of staff in monitoring the progress of residents in reaching treatment goals.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Supervisory principles sufficient to ensure effective use of subordinate staff.

Program plan 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.

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.

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:

Communicate effectively, orally and in writing, to ensure a common understanding of programming needs, methodologies, and implementation methods.

Supervise the work of subordinate staff to ensure effective delivery of psychological services.

Est.: 7/1/81

Rev.:

T.C.: 8/11/87

Former Title(s): Behavior Analyst
Supervisor