

BEHAVIOR MODIFICATION ASSISTANT

KIND OF WORK

Paraprofessional behavior modification programming work.

NATURE AND PURPOSE

Under general supervision, assists professional treatment staff in developing and implementing programs for mentally retarded persons in a classroom or residential setting and collecting and analyzing behavioral data; provides instructional direction to paraprofessional staff to ensure accuracy and consistency in program implementation and documentation; 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.)

Writes programs for residents which address functional deficiencies and maladaptive behaviors using data collected through observation and following an individual treatment plan developed by the interdisciplinary team.

Implements individual programs designed to develop/improve the physical and behavioral functional capabilities of residents either by independent action or through directing and monitoring the work of other staff.

Documents program delivery and resident progress so that treatment effectiveness can be assessed and compliance with standards maintained by collecting, reducing, analyzing and recording target behavior data based on momentary time samples. Frequency counts and duration samples as well as permanent products summaries.

Plans classroom activities so that structured programs are delivered which address identified behavioral objectives by writing and posting weekly lesson plans based on individual resident programs, obtaining and/or developing teaching materials and setting up the classroom for behavior-based training.

Trains paraprofessional staff in program development, implementation and documentation so that treatment standards are adhered to in the delivery of resident programs by explaining and modeling correct techniques and procedures, monitoring ongoing work, reviewing completed tasks for accuracy and timeliness and providing verbal and written feedback to staff.

Feeds, bathes and grooms residents - or supervises them in these activities - to ensure their health and well-being.

Provides health care to residents so that response to treatment is not impeded by physical illness through administration of medications/treatments, taking and monitoring vital signs, intervening when patient behavior is threatening to others or himself/herself.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Behavior modification principles and techniques sufficient to train and direct others in program implementation and documentation.

Mental retardation and behavior problems sufficient to understand the physical and psychological limitations they place on human growth and development.

Therapeutic intervention techniques sufficient to control aggressive or violent behaviors.

Medications and their side effects sufficient to understand their impact on resident functioning abilities and physical condition.

Ability to:

Write programs to eliminate maladaptive behaviors that hinder development or improvement of resident self-care, motor, communications and/or socialization skills based on identified objectives.

Analyze behavior-based data to assess resident progress and recommend program revisions.

Write weekly lesson plans to meet specific program objectives.

Assign tasks to other staff and evaluate work performance.

Provide and/or supervise residents in performing activities of daily living by tube feeding, attaching adaptive feeding equipment, escorting to and monitoring activities in mealtime routines; by using specialized bathing tables, tubs and bath solutions.

Administer oral medications and health care treatments (such as soaks, topical creams and ointments).

SPECIAL WORK CONDITIONS

Employees in this class may be subject to unpredictable and hazardous patient/resident behaviors.

Est.: 11/83
Rev.:

TC: 4/84
Former Title(s): Institution Behavior
Modification Assistant