

SKILLS DEVELOPMENT SPECIALIST

KIND OF WORK

Professional skills development and residential services work.

NATURE AND PURPOSE

Under direct supervision, and collaboratively with behavior analysts and/or designated coordinators/managers, designs, implements and evaluates adaptive skill and/or behavioral support strategies for assigned individuals with developmental and/or other disabilities in community-based, state-operated vocational or residential services. Performs related work as required.

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

Develops adaptive skill development strategies so that individuals' functioning is enhanced.

Develops and implements program plans that support and enhance individuals' services.

Defines individuals' goals, identifying priorities through the team process, and developing specific means to achieve goals.

Provides training and coaching to staff in the delivery of active treatment programs and health care to supported persons so that they achieve their optimal function levels.

Leads the implementation and documentation of behavioral and skill development programs and activities, and in some instances, may develop support strategies to cause a positive change in behavior.

Monitors individuals' progress to assure a valid basis on which to modify or develop new support strategies by translating behavior into quantifiable data, observing assigned individuals on a continuing basis and reviewing and analyzing the data collected.

Provides work direction to assigned staff to ensure that services are delivered according to support plans by assigning responsibilities to staff, providing guidance, training, and feedback on implementation of duties assigned.

Conducts fidelity checks to make certain that employees are implementing programs as designed by directly observing the program implementation and by measuring against program methodologies.

Determines data needs and recommends data collection methods as a means of measuring individuals' progress by reviewing goals and developing, in operational terms, the measures to be used to assess individuals' progress.

Assists behavior analysts in completing functional behavioral assessments and in developing positive support strategies based on findings of the functional behavioral assessment.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Coaching principles sufficient to motivate and guide employees.

Positive support principles and techniques sufficient to plan, design, and implement individual program strategies for assigned individuals.

Health care and safety needs sufficient to ensure that needs of individuals' are met.

Adaptive skills, training and social skill development principles sufficient to design and implement appropriate program strategies.

The impacts of intellectual, developmental, and other behavioral health challenges on learning and behavior change sufficient to recommend, design, and implement support strategies.

Fine and gross motor skill development sufficient to design and implement skill development programs.

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

Assessment principles, methods, and tools sufficient to develop and implement valid, reliable measures of individuals' needs and progress.

Planning principles sufficient to ensure that an integrated program of daily activities is developed with assigned individuals to support them in meeting their goals.

Ability to:

Develop person-centered support plans that use Positive Support principles and practices, including Person-Centered Thinking and Planning, Positive Behavior Support, and recovery-oriented mental health supports.

Communicate effectively, orally and in writing, to promote among team members a shared understanding of support goals and implementation of methods.

Develop a schedule of activities to ensure that resources are used effectively in implementing programs according to plans.

Apply consistent principles in assessing individuals' interfering behavior, skill development needs, and progress toward achieving individual goals.

Be sensitive to and respectful of cultural and other differences when carrying out job responsibilities and interacting with others.

Est.: 8/87

Revised: 4/16

T.C.:

Former Title(s):