

BEHAVIOR ANALYST 2

KIND OF WORK

Professional behavior modification work.

NATURE AND PURPOSE

Under general supervision, develops and implements behavior modification programs for residents of Regional Treatment Centers and provides on-going technical direction and/or leadwork to professional and para-professional program delivery 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.)

Provides lead direction for unit staff on an assigned shift to ensure effective program delivery and resident care. This is accomplished by assigning work to professional and non-professional staff and reviewing and evaluating completed work.

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

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

Coordinates preparation of annual program plans with program staff so that the plans are developed on a timely basis and in accordance with applicable laws, rules, policies and standards. This is accomplished by notifying team members of the requirements and deadlines of the process, reviewing assessments, and providing technical assistance to staff.

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

Authors vulnerability and discharge plans so that residents are protected from injury and abuse. This is accomplished by assessing the vulnerability of residents and developing plans to address the issues identified in the assessment process for implementation by parents, guardians, or other service providers.

Models and guides living unit staff in their interaction with patients/residents to develop and reinforce adaptive behaviors. This is accomplished by observing resident/employee interaction and correcting implementation errors.

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.

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.

Determine data collection needs and recommends data collection 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 resident progress.

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 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:

Communicate effectively in writing so that treatment plans, behavioral programs and procedures are understood and implemented correctly.

Guide others in the implementation of treatment plans and programs so that they are implemented correctly and focus on goals identified by the treatment team.

Translate behavior into quantifiable data.

Est.: 8/11/87

Rev.:

T.C.:

Former Title(s):