



## THE LEARNING CENTER FOR THE DEAF

### SCHOOL CLINICAL DEPARTMENT

**POSITION:**            **BEHAVIOR SPECIALIST OR ANALYST**  
(11 OR 12 MONTH POSITION)

Collaborate with educational and clinical staff in completion of functional behavioral assessments, design and implementation of effective behavior support plans and development of instructional programs.

#### **REQUIREMENTS:**

- Preferred: Board Certified Behavior Analyst and Massachusetts Licensure in Applied Behavior Analysis; will consider applicants who have completed coursework required for Board Certification and State Licensure
- A minimum of conversational fluency in American Sign Language required, with native, or near-native ASL fluency preferred
- Experience in evaluation and treatment of students with identified behavioral challenges
- Master's degree in Psychology or Special Education preferred.
- Solid knowledge of the behavioral impact of developmental/intellectual disabilities, mental health issues and trauma to students of all ages
- Strong report writing and communication skills

**SUPERVISOR:**        Senior Behavior Analyst

#### **FUNCTIONS AND RESPONSIBILITIES:**

Complete Functional Behavioral Assessments in collaboration with TLC's educational and clinical staff.

Design, implement and monitor, through ongoing data collection, individualized Behavior Support Plans.

Provide regular updates of student progress to educational and clinical staff, principals, parents, sending school districts, and outside providers.

Consult with teachers and staff who work with students in The Walden School therapeutic treatment program, the Marie Philip School's educational and residential program, through regular meetings, observations, and modeling.

Serve as a member of the IEP team for students with behavioral concerns. Develop behavioral goals and write progress reports for Individualized Education Plans (IEPs) in conjunction with the classroom teacher and/or students' therapist/school counselor.

Consult and support families regarding behavioral strategies that can be used at home through scheduled meetings, telephone/VP and email contact.

Train educational, clinical and residential staff in Functional Behavior Assessment, implementation of Behavior Support Plans, data collection and group behavior programming.

Support teachers in developing instructional programs (e.g., discreet trial teaching, shaping, etc.) for deaf and hard of hearing students who may have behavioral disorders, autism, developmental delay, and/or intellectual disabilities.

Obtain certification to become a crisis de-escalation and intervention trainer in order to facilitate internal staff trainings.

Participate in the development of school-wide behavior management policies and procedures.

Ensure that all treatment methodologies are evidence-based and reflect the most recent research findings in Applied Behavior Analysis.

Some lifting may be required when working with young students or students with special needs, however, TLC embraces and celebrates a spirit of inclusion and diversity, and reasonable accommodations and modifications will be made whenever possible. The diversity of our student population may require that some assignments have a heavier physical responsibility due to safety. If the opening for which you are applying will require more strenuous physical activity, the unique needs will be discussed at the time of interview.

Perform other tasks as assigned by the Department Supervisor.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

TLC is proud to be an equal opportunity employer and all employees and applicants for employment are afforded equal opportunity in every area of hiring and employment without regard to race, color, religious creed, national origin, ancestry, sex, gender identity, age, criminal record (inquiries only), handicap (disability), mental illness, retaliation, sexual harassment, sexual orientation, genetics, active military, and any other legally protected characteristic.