

STATE OF NEBRASKA CLASS SPECIFICATION
DEVELOPMENTAL DISABILITIES
SAFETY AND HABILITATION SPECIALIST

EST: 06/13 – REV: 00/00
CLASS CODE: P76240

DESCRIPTION: Under general supervision, provides residential care, custody and monitoring of individuals in a home designated as a Center for the Developmentally Disabled. Incumbents provide specialized residential services designed to provide a structured, therapeutic environment for individuals with high risk, challenging behaviors. These specialized services include habilitation, security, treatment of behaviors through behavior support plans, mental health care, and other supports necessary for each individual to realize their personal goals related to treatment and habilitation. They observe, report, and record individual/group behavior and activities and implement interventions as authorized; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

Incumbents perform the full range of care, custody and monitoring duties for individuals in a home designated as a Center for the Developmentally Disabled, according to pre-determined instructions and prescribed by standards and procedures. The full range of duties may include organizing or leading group/individual activities, providing input into treatment plans, conducting admission and other procedures and other duties as assigned.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do these examples include all the duties that may be assigned.)

Participates in the Interdisciplinary Team meeting by providing input into habilitation and behavioral support treatment plans.

Initiates and maintains an active environment to provide supervision/interaction to individuals during supplemental activities designed to maintain and expand individual's skills.

Interacts with individuals to instruct, orient, and assist with program goals including following, conducting and running individual behavior modification plans and habilitation plans as they are written.

Conducts behavioral training following written plans designed by professional staff.

Ensures that each individual is safe and free from harm and that needs of each individual are identified and met; monitors physical environment and takes necessary action to ensure safety, a sanitary environment and compliance with State and Federal Standards.

Monitors the safety and security of individuals residing within the home while escorting individuals on outings.

Performs security and safety procedures, including photographing, ward walks, room sweeps, room searches and personal searches.

Maintains therapeutic relationships with individuals with acceptable boundaries, communication, and teaching techniques while treating the individual with dignity and respect and ensuring their rights are protected.

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Interacts with individuals in care to instruct, orient and assist individuals with program goals; report and/or document care delivery and observations.

Provides, monitors and assists individuals with care; administers medication and first aid, takes vital signs, lifts and repositions individuals, monitors and assists with personal care and hygiene.

Responds to emergency or crisis situations and intervenes in verbal disputes and/or provides physical intervention that includes restraining individuals.

Maintains a positive attitude and provides support to staff and individuals served.

Notifies appropriate personnel of problems related to resource allocation or the physical living environment and ensures resolution.

Escorts and transports individuals to appointments and activities inside or outside the home.

Plans, organizes, leads, and participates in individual and group recreational, vocational, educational and therapeutic activities.

Provides input into treatment plans.

Conducts admission, transfer and discharge procedures within scope of practice.

Participates in team meetings and activities.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: security measures required in the care of high risk individuals with developmental or intellectual disabilities; techniques of caring for individuals with physical and/or intellectual disabilities; general human behavior and performance; general developmental care skills; principles and methods for instructing individuals and groups.

Skill in: listening and understanding; communicating effectively as appropriate for the intended audience; being aware of others' reactions and understanding why they react as they do; teaching others.

Ability to: provide leadership to less-experienced workers; interpret and follow instructions; prepare reports; carry out/implement written treatment, training, habilitation, and behavior support plans and nursing procedures as prescribed; administer medications, make decisions and act quickly in situations involving individual care or safety; communicate with co-workers, management and individuals served. Maintain individual records and charts; document treatment/training plans; count and record numerical and alphabetical data; provide quality daily care to individuals served; make decisions and act quickly in situations involving patient care or safety; observe, recognize and report on physical status; demonstrate proper lifting including, lift, bend, push and/or pull 50 pounds on a continuous basis to assist clients in meeting their needs and maintaining safety within the home.

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MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Be at least 19 years of age to work with adults; be at least 21 years of age to work with adolescents.

SPECIAL NOTES:

Must successfully complete a prescribed physical examination.

Incumbents must complete a state approved medication aide course and successfully pass a written and clinical competency exam administered by the State of Nebraska and be placed on the State of Nebraska Medication Aide Registry as a condition of continued employment.

Incumbents are required to possess a valid driver's license to perform work-related travel for individuals served.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).