

DESCRIPTION: Under the direct supervision by a licensed psychologist or equivalent, positions in this classification provide independent behavior assessments and develop Behavior Support Plans (BSPs) to enhance adaptive behaviors and diminish problematic behaviors of persons with developmental disabilities and/or mental illness. Provides in-service training to direct support staff and others regarding behavior assessment and interventions; 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.)

This is the second level in the series of three (Behavior Analyst, Board Certified Behavior Analyst, and Board Certified Behavior Analyst Clinical Supervisor). Incumbents in this series perform work providing behavior analysis for persons with developmental disabilities and/or mental illness. Work performed by both the Behavior Analyst and Board Certified Behavior Analyst class is similar; however positions classified to the Board Certified Behavior Analyst have been certified by the Behavior Analyst Certification Board (BACB), and provides expert level Behavior Analyst analysis. Positions classified to the Behavior Analyst class will be working towards obtaining the board certification within two years and may have requirements as outlined in the special note section of this class specification.

The BCBA Clinical Supervisor is distinguished from the Board Certified Behavior Analyst by the required supervisory certification from the Behavior Analyst Certification Board. There is an emphasis in developing, modeling, and teaching the use of applied behavioral analysis principles to students of behavioral analysis, community providers, and entities seeking assistance with behavioral intervention plans. This class series is distinguished from the Psychologist series by absence of licensure as a Psychologist. These classes are also distinguished from the Licensed Mental Health Practitioner class by absence of licensure as a Mental Health Practitioner.

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

Assess behavior function utilizing information from psychological evaluations, social work assessments, individual history, structured tools, and direct clinical observations in order to recommend intervention dispositions.

Develop Behavior Support Plans (BSPs) that address acute and chronic behavior difficulties, document interventions, progress notes, document assessment and treatment activities to comply with governing standards.

Provide individual and group behavior interventions when necessary and appropriate utilizing the theory-based, empirically-validated approach of Applied Behavior Analysis.

Provide indirect behavior services to individuals though assisting the IDT (Interdisciplinary Teams) in day-to-day problem solving; designs and provides in-service training on behavior interventions through the theory-based, empirically-validated approach of Applied Behavior Analysis. Coordinates interdisciplinary team meetings and/or serves as a member to ensure completeness of individual treatment plans or other case management functions or to update treatment plans.

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Oversees treatment interventions to ensure appropriateness and effectiveness; advocates and promotes use of appropriate treatment methods to ameliorate, reduce or resolve behavior concerns.

Advocates and promotes the use of appropriate treatment methods to ameliorate, reduce or resolve identified behavior concerns.

Provide information/training to families regarding the treatment of the family's member utilizing the approaches of Applied Behavior Analysis.

Serve as an expert consultant to the facility and the State of Nebraska in the area of behavior interventions. Participate in developing and providing community training relating to behavior interventions as needed.

Provides peer review and assistance for treatment and habilitation being provided by other members of the facility. Conducts and assists in the completion of professional research as requested.

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

Knowledge of: learning needs of individuals with developmental disabilities and/or mental illness; scientific methods and procedures of understanding, predicting, and influencing human behavior.

Ability to: communicate to persons served, other staff, families, and other agencies; monitor progress and recommend new strategies; prepare written reports; document findings and treatment; conceptualize, integrate and express interdisciplinary input; explain the significance of behavior patterns and signs to persons served and other team members; assess and interpret behaviors; assess the effectiveness of behavior interventions; communicate individuals' programs and issues; make effective reports, studies, and recommendations; establish and maintain working relationships with staff, persons served, and families.

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

Master's degree or equivalent required in behavior analysis, human services, education, psychology or related field AND possess certification as a Board Certified Behavior Analyst.

SPECIAL NOTE:

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).