



## **ORCUTT UNION SCHOOL DISTRICT CLASSIFIED NOTICE OF VACANCY**

500 Dyer Street, Orcutt, CA 93455  
(805) 938-8900

Classified application available @ [www.orcutt-schools.net](http://www.orcutt-schools.net)  
**Departments, Human Resources, Management Employment, Related Downloads/  
Application for Classified Management Employment**

**March 13, 2024**

**POSITION:** **BEHAVIORAL INTERVENTION SPECIALIST (BCBA)**  
195-day work year

**SALARY:** \$87,351 - \$110,246 annually

**QUALIFICATIONS:** See job description

**TO APPLY:** Submit an application, resume, including 3 letters of recommendation and letter of interest to Susan Salucci, Assistant Superintendent/Human Resources, at the above address. You may also apply through Edjoin.org.

**APPLICATION DEADLINE:** **April 15, 2024 at 4:00 PM**

**INTERVIEWS:** TBD

*It is the applicant's responsibility to confirm the receipt of their application by the Classified Human Resources Department. Meeting minimum qualifications does not insure the candidate an interview. Therefore, it is important that the application be thorough and detailed. Applicants will be assessed on the breadth and depth of education, training, experience, skills, knowledge and abilities. The district reserves the right to extend time limits, reinstate or withdraw the recruitment-selection process at any point.*

### General Requirements Upon Offer of Employment

*The Immigration Reform and Control Act requires that the District obtain documentation from every individual who is employed which verifies identity and authorizes his/her right to work in the United States*

*Individuals selected for employment must have a tuberculin examination to determine freedom from tuberculosis. The District may require a job related physical examination and satisfactory result from such an exam. This cost is the responsibility of the District.*

*State law requires that all employees be fingerprinted and cleared through the Department of Justice. This cost is the responsibility of the applicant.*

***The Orcutt Union School District does not discriminate on the basis of a person's actual or perceived race, color, national origin, ancestry, religious creed, age, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran status, gender, gender identity, gender expression, sex, or sexual orientation in the educational programs or activities which it operates.***

**\*\*AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER\*\***

## **BEHAVIORAL INTERVENTION SPECIALIST**

### **BRIEF DESCRIPTION OF POSITION:**

The Behavior Intervention Specialist provides consultation, coaching, one-to-one and group presentations, and classroom support, instructional behavioral strategies for regular education teacher, special education teachers, site personnel, and others providing instructional services to students as directed by the position's immediate supervisor, the Executive Director of Special Education.

### **ESSENTIAL JOB FUNCTIONS:**

- a. Conducts comprehensive Functional Behavioral Assessments (FBA), writes legally defensible effective behavioral analysis reports, and develops Behavior Intervention Plans (BIP).
- b. Develops consultation relationships with school district special and general education service providers. Trains, directs, and monitors the work of teachers and classified staff assigned to work with students with behavioral challenges.
- c. Provides interventions and trains district staff and administrators in behavioral interventions for special education students.
- d. Analyzes behavior from a functional perspective and develops daily positive interventions.
- e. Participates as part of a multidisciplinary team and supports the district and all school sites and activities.
- f. Collaborates with a variety of service providers and agencies, working within the District and the SELPA.
- g. Researches interventions, treatment techniques, and assessment tool resources and methods.
- h. Conducts positive behavior support presentations, training and professional development.
- i. Participates in meetings, including Educational Plans (IEPs), 504 meetings, Student Study Teams, and suspension conferences.
- j. Assist the Director, Administrator, or assigned teacher(s) of behaviorally-based programs for individuals with special needs.
- k. Trains staff and monitors data and data collection, lesson developments and implementation of Behavioral Intervention Plans (BIP).
- l. Performs related duties as required.
- m. Communicates with parents regarding behavior needs of students.

## **JOB REQUIREMENTS**

- a. Experience providing services to special education students; assessing students; developing and implementing behavioral interventions for special education students; assessing student functional capabilities; performing environmental analysis; conducting presentations; and researching.
- b. Developing skills and presenting training activities; establishing and maintaining professional working relationships with individuals, groups, public, and private agency personnel; developing consultation relationships with special and general education service providers.
- c. Knowledge of appropriate curriculum and instructional strategies for students with disabilities; current state and federal special education regulations; special education curriculum resources and materials; behavior intervention methodology/techniques including positive behavior intervention strategies and regulations; individual and classroom management techniques; principles and practices of instruction, curriculum, professional development, and assessment in a special education setting; student assessment methods; research basis underlying best practices in special education; diagnostic instruments and their interpretation and application; applied behavior analysis.
- d. Ability to present complex information on behavior, behavioral assessment, and implementation of behavior plans to staff; work independently; communicate orally and in writing; establish and maintain professional relationships; establish priorities and meet deadlines; travel to various locations; manage various assignments simultaneously; work as part of a multi-disciplinary team; work with adolescents and transition age youth that have behavioral, learning, and social challenges.
- e. Physical abilities include sitting for extended periods, reaching, lifting and carrying, fine manual dexterity, pulling, pushing, talking/hearing, near and far visual acuity/depth perception/color vision/field of vision.

## **MINIMUM QUALIFICATIONS**

- Certification as a Board Certified Behavior Analyst (BCBA); and/or Behavior Intervention Case Manager
- Three (3) years successful experience teaching special education or providing related special education services to included behavioral services.

## **DESIRED QUALIFICATIONS**

- Experience working with elementary and secondary-level students with emotional disturbance behavior disorders.
- Experience working with elementary and secondary students with Autism Spectrum Disorder.
- Trained in Non-Violent Crisis Intervention
- Experience working with students with mental health issues and needs.