



1001 Boone Ave North | Minneapolis, MN 55427

Behavior Therapist

Last updated February 1, 2022

Reports to	IBI Program Manager
Supervises	-----
Employment Status	Full Time Calendar Year 35-40 hrs/wk

Job Summary

The Behavior Therapist (BT) will provide skills training based upon the principles of Applied Behavior Analysis to children with Autism and related developmental disabilities in the home, community, and school settings. The BT will address specific skills based upon the individual treatment plan (ITP) that is created. The BT will collect data on treatment goals, assist with parent training and in the classroom with skills training as well as assist the Director of Clinical Services with clinical assessments as needed. When the BT is not providing IBI Services they may fill their time as on special projects or helping out in the school.

Essential Job Functions

- Learn, understand and integrate our Franklin Center's philosophy and behavior management style.
- Provide direct instruction in 1:1 and group settings utilizing a combination of intensive and natural environment training arrangements using the principles of Applied Behavior Analysis.
- Create and address ITP objectives using procedures approved by the Director of Therapy Services.
- Utilize positive reinforcement and antecedent modification to increase appropriate behaviors over time.
- Manage disruptive behaviors that occur. Through the implementation of Behavior Intervention Plans (BIPs) and consultation with our Director of Therapy Services.
- Facilitate interactions with peers, teachers and families.
- Employees must possess the interpersonal skills to be playful, enthusiastic and bring a high level of energy into the therapy situation.
- Keep the children motivated to learn through preference assessments.
- Toilet training may be required.
- Accurately collect, record, and summarize data on observable client behavior.
- Assist with parent and caregiver training in line with client's individualized treatment.
- Effectively communicate with parents and caregivers regarding client progress as instructed by the Director of Clinical Services.
- Maintain client confidentiality.
- Assist with skill acquisition and behavior reduction assessments.
- Assist in preparing client materials as instructed.
- Maintain a clean, safe, and organized work and therapy environment.
- Collaborate with treatment team including client, parents and caregivers, outside professionals, and co-workers.
- Maintain and acquire technical knowledge by attending required trainings.
- Employees must possess a valid driver's license, continuously maintain appropriate auto insurance as mandated by the State of Minnesota and have use of an automobile to travel to worksites and to the office for training sessions and meetings.



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- Working in-home, in school and out in the community with clients.

Minimum Requirements, Credentials, and Experience

- Baccalaureate degree, or equivalent experience.
- Demonstrated interest or expertise in working with clients with autism spectrum disorder and/or related learning differences.
- Demonstrated experience in the instruction of clients with varied learning styles and levels of mastery.
- Demonstrated ability to work well with families.
- Ability to work effectively as a team member.
- Successfully pass criminal background check.
- Preferred: Experience working with children ages 0-16 providing in a classroom or 1:1. setting; experience implementing the principles of Applied Behavior Analysis; Educational, Speech, or Allied Health Services experience.

Duties and Responsibilities

- Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
- Effective time management skills and the ability to manage multiple tasks at one time.
- Excellent written and verbal communication skills
- Ability to develop and maintain professional relationships with clients, families, clients, co-workers, supervisors, and community members.
- Commitment to maintain client confidentiality and adhere to HIPPA laws.
- Commitment to ongoing training and development as it relates to clinical skills, professional development, ethics, and technology, and training in order to perform job responsibilities to required standard.
- Ability to interpret and implement clinical protocols and written.
- Work with a team on developing, re-examining, revising and implementing integrated social skills into all aspects of a client's day.
- Work effectively with parents.
- Work with other staff members to form a positive, supportive team atmosphere; Work on committees and participate in the development of the school.
- Reliable, consistent attendance is a requirement and essential function of all our staff.
- Lead activity days during school breaks.
- During summer academy, will act a Behavior Therapist

Additional Working Conditions, Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

While performing the duties of this job, the employee is required to sit and talk or hear. The employee is required to stand, walk, stoop, kneel, crouch, climb stairs, or crawl. The employee must occasionally lift and/or move up to 40 pounds. The employee must be able to push items of 40 lbs. such as children on a bike or moving/rearranging furniture. The employee must support clients during transfer. Specific vision abilities required by this job include close vision, distance vision, and peripheral vision.

Additional Working Conditions, Work Environment



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The work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

The employee will work effectively and respectfully with individuals without regard to race, color, creed, religion, national origin, marital status, political affiliation, sexual orientation, status with regard to public assistance, membership or activity in a local commission, disability, sex, and/or age.

Because our clients with autism spectrum disorder and related learning differences require consistency and structure, the employee must be able to work on all days assigned unless approved by their supervisor. Supervisors reserve the right to decline paid time off requests for any reason and it is preferred planned vacations be taken over scheduled school breaks.

The employee is continuously responsible for the safety, well-being, and work output of clients. There may be:

1. Occasional exposure to blood, bodily fluids, tissue and noxious odors.
2. Occasional exposure to unruly clients/adults.
3. Occasional operation of a vehicle in inclement weather.

Professional Skills

- Develops and maintains productive, positive working relationships with Franklin Center clients, families, staff and volunteers.
- Performs all functions professionally, treating all clients and families, staff and volunteers with respect.
- Maintains a level of flexibility with all staff, offering assistance to others as appropriate.
- Maintains a good attendance record; is prompt and punctual to the worksite; Gives adequate notice of absence.
- Performs all duties in accordance with the Franklin Center Employee Handbook.
- Shows initiative (self-motivated).
- Perform all task and responsibilities as assigned and according to due dates.
- Shows enthusiasm.
- Shows sensitivity to individual diversity and needs of clients and families.
- Carries out responsibilities in a manner consistent with the requirements of law, rules, regulations and school policies and procedures.
- Displays neatness and appropriateness of dress.
- Uses effective problem solving and conflict management techniques.
- Maintains data privacy and confidentiality.
- Uses proper channels in communication with parents.
- Offers suggestions for the improvement of the program and system.
- Maintains a professional attitude and loyalty to the school.
- Attends all staff meetings.

Evaluation

Performance of this job will be evaluated in accordance with the provisions of the Board's policy.

Salary and benefits

Competitive and dependent on experience



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Health and dental benefit package
Short-term disability
Life insurance
Simple IRA with employer matching
Paid Time Off
Employer HSA contributions

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.