



1001 Boone Ave North | Minneapolis, MN 55427

POSITION DESCRIPTION

Position Title:
Behavior Therapist

FLSA Designation:
Full Time; Full-Year

Department:
Behavior

Reports to:
Director of Behavior Education

Date Updated:

March 14th, 2022

JOB SUMMARY

The Behavior Therapist (BT) will provide behavioral learning, skills, and support in the classroom and behavior management plans for special education students enrolled in Franklin Center, and to collaborate with teachers.

Essential Job Functions

- Use best practice strategies for teaching and learning activities; related to social, emotional and behavioral needs to a classroom of 8-12;
- Learn, understand and integrate our school's philosophy and behavior management style;
- Know students' strengths, areas of improvements, disability, interests, motivations, and emotional/behavioral triggers;
- Attend weekly staff meetings and professional development;
- Substitute for absent teachers as needed;;
- Assist with clubs;
- Create engaging lesson plans with clear standards and objectives;
- Research appropriate curriculum and active learning activities for direct instruction for student social, emotional and behavioral learning;
- Offer an appropriate level of assistance to students to promote learner independence;
- Update parents on social, emotional, and behavioral progress (through progress reports, conferences, phone calls, and emails), as well as communicating achievements;
- Create a classroom in which student accomplishments are celebrated;
- Assist students in understanding their disabilities, and teach strategies and problem solving to help students develop skills for outside the classroom;
- Assist at special events,
- Monitor hallways, lunchroom, and recess as needed;
- Ask for clarification when needed;
- Show encouragement and support towards students and parents.
- Uses time productively;
- Follow policies in Employee Handbook;
- Complete other duties as assigned



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Duties and Responsibilities

- Work with a team on developing, re-examining, revising and implementing an integrated curriculum with integrated projects;
- Develop lesson plans focused on active learning that ensure the attainment of standards set forth by Franklin Center;
- Address individual needs of students through long- and short-term planning;
- Evaluate students' progress on a continuous basis;
- Prepare individual student achievement reports for parents/guardians;
- Provide an inviting, exciting, innovative, and challenging learning environment;
- Engage in effective and appropriate classroom management;
- Involve families/guardians in the education process;
- Work effectively with parent volunteers;
- Collaborate with other staff members to create meaningful community learning opportunities and community-based partnerships;
- Participate in staff development programs;
- Collaborate with other staff members to form a positive, supportive team atmosphere;
- Work on committees and participate in the governance and development of the school;
- Maintain accurate and complete student records, and prepare reports on students as required by law, policies, and administrative regulations
- Use the principles of Applied Behavior Analysis

Education and Experience

- Preferred education includes 4-year bachelor's degree in a "related field" such as psychology, special education, speech, and language pathology.
- Excellent interpersonal skills to interactive effective with a variety of people and personalities inside and outside the organization
- Valid driver's license and current automobile insurance required.
- Flexible traits that will thrive in a new learning environment.
- Expertise in working with students with autism spectrum disorder and/or related learning differences.
- Demonstrated experience in the instruction of students with varied learning styles and levels of mastery.
- Effective collaboration with families and student support staff
- Effective oral and written communication
- Ability to work effectively as a team member.
- Successfully pass a criminal background check.
- Identified classroom experience and teaming experience with special education and/or regular education students.
- Willingness to be held accountable for student results;

PHYSICAL REQUIREMENTS:



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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 the essential functions.

The employee frequently is required to walk; use hands to finger, handle, or feel; stoop, kneel, crouch, or crawl; reach with hands and arms and to sit. The employee must regularly lift and/or move up to 25 pounds and may occasionally lift up to 50 pounds. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus.

Frequency Key: Never - 0 hours; Rare - up to 1 hour; Occasional - 1-3 hours; Frequent - 3-6 Hours; Constant - 6-8 hours

<u>Physical Activity</u>	<u>Frequency</u>
• Sitting	Constant
• Walking	Frequent
• Climbing stairs	Occasional
• Standing	Frequent
• Crouching/Bending/Stooping	Constant
• Reaching	Constant
• Pushing/Pulling	Occasional up to 50 lbs.
• Near Vision	Constant
• Far Vision	Constant
• Hearing	Constant
• Talking	Constant
• Lifting/carrying (#50 lbs)	Occasional
• Travel	Frequent

QUALIFICATION STANDARDS

Qualifications:

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- Excellent interpersonal skills to interactive effective with a variety of people and personalities inside and outside the organization
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- Demonstrated experience in the instruction of students with varied learning styles and levels of mastery.
- Effective collaboration with families and student support staff
- Effective oral and written communication
- Ability to work effectively as a team member.
- Successfully pass a criminal background check.
- Identified classroom experience and teaming experience with special education and/or regular education students.
- Willingness to be held accountable for student results;

Additional Working Conditions, Work Environment

Because our students 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 students. There may be:

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

EDUCATION, EXPERIENCE LICENSES OR CERTIFICATES

Baccalaureate degree, or equivalent experience; Demonstrated interest or expertise in working with students with autism spectrum disorder and/or related learning differences; Demonstrated experience in the instruction of students with varied learning styles and levels of mastery; Demonstrated ability to work well with families; Ability to work effectively as a team member;

Preferred Qualifications

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.

GROOMING

All team members must maintain a neat, clean and well-groomed appearance.

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.



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**I HAVE READ AND UNDERSTAND THE POSITION DESCRIPTION INFORMATION AND
HEREBY STATE THAT I CAN PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB
WITHOUT REASONABLE ACCOMMODATION. ACCOMMODATIONS ARE DETERMINED
BY MANAGEMENT.**

PRINT NAME

DATE

SIGNATURE