

DUTY STATEMENT

DS 3022

**DEPARTMENT OF DEVELOPMENTAL SERVICES
DEVELOPMENTAL CENTERS DIVISION
CANYON SPRINGS AND DESERT STABILIZATION TRAINING
ASSESSMENT RE-INTEGRATION (STAR)**

DUTY STATEMENT

JOB TITLE: BEHAVIOR SPECIALIST II**POSITION #:** 472-111-9824-XXX

POSITION DESCRIPTION: Provides behavioral services to consumers following established standards and procedures for the Canyon Springs General Admission, 7505 Admission, and STAR Crisis Admission clients. The Behavior Specialist II will perform functional behavioral assessments; develop behavioral strategies in collaboration with the interdisciplinary team (IDT), providers, and other behavior specialists for prevention and intervention plans. The Behavior Specialist II will provide on-site direct care, modeling, coaching, instruction and training with consumers and their caretakers/direct care staff in community settings, including consumer's homes. The Behavior Specialist must be competent in the areas of cultural sensitivity for the population being served, positive behavioral supports, trauma informed care, coping skills training, person centered practices, and utilize less restrictive techniques to address behavioral issues. The Behavior Specialist will provide behavioral services to Canyon Springs and STAR residents as needed. The Behavior Specialist actively participates as part of the IDT at weekly STAR meetings, client IPPs, Psychotropic Medication Reviews, Psychiatric Rounds Meetings, and Emerging Risk Notification Evaluation meetings. The Behavior Specialist is a mandated reporter of observed or suspected abuse or neglect. Must have a valid driver's license.

SUPERVISION EXERCISED: None.**SUPERVISION RECEIVED:** Program Director.

EXAMPLES OF DUTIES: Must possess and maintain sufficient strength, agility, endurance, and sensory ability to perform the duties contained in this duty statement. Must be able to work with individuals with developmental disabilities (e.g. autistic spectrum disorder, intellectual disability) and severe behavioral (e.g. aggression, self-injurious behavior, property destruction, and elopement) and psychiatric conditions and symptoms (e.g. psychosis, mood disorders, PTSD, and suicidal ideation). Involves heavy lifting over 25 pounds, often combined with pushing, pulling, bending, stooping, squatting, grabbing, carrying, kneeling, twisting and reaching at or above shoulder level; includes bending, twisting. Includes sitting, standing and walking most of the time with or working on irregular surfaces; and periodically requires extraordinary physical activity.

Maintain a safe and therapeutic environment which ensures respect, dignity and protects privacy, rights, confidentiality and physical/emotional well-being of all clients. This essential function will be ongoing when performing the following duties:

60% Provides services to Canyon Springs and STAR clients, as assigned. Duties include:

1. Attends Planning Conferences as clinically indicated.
2. Assists with the development of long-range goals, skill task, behavioral objectives and plans to enhance the individual's intellectual, emotional, and psycho/social needs.
3. Completing 30-day admission functional behavioral assessments, and positive behavioral support plans.
4. Assist the team in determining the appropriate data to collect and monitor and maintain these data collection systems for decision-making purposes.
5. Maintain long-term graphs for those receiving restrictive interventions.
6. Gathers, tracks, and interprets data.
7. Provides direct observation in client areas (units, dining room, work areas, etc.) and provides feedback and coaching on BSP implementation.

20% Attends/participates in training. Responds to emergencies that involve the use of behavioral medical intervention. Work at various sites as needed to provide needed behavioral services. Works extended hours and or varying shifts.

1. Attends mandatory training, i.e., Annual Block training, CPR/First Aid, Emergency Response training, etc.
2. Provides training to staff/families to facilitate better understanding of behavioral factors relative to consumer needs such as: Behavioral Strategies, Social Skill Development, Anger Management, Development of insight to feeling/thoughts, and techniques for increasing adaptive behaviors.
3. Attends staff and facility meetings.
4. Is responsible for obtaining the required CEU's for license renewal.
5. Provides direction to on-site staff involved in behavioral emergencies regarding the application of approved behavioral intervention techniques that promotes safety for both consumer and staff.
6. May perform CPR and First Aid as needed.
7. Provides debriefing services following emergencies or other traumatic events as needed or requested.
8. May be reassigned to other residences, programs or projects to meet legitimate operational needs.
9. May be required to work varying shifts as needed to provide behavioral services.

20% Other duties including:

1. May initiate, design, collaborate, and report on Applied Behavioral Analysis research or published research results.
2. May work with community groups, agencies or facilities to develop supportive resources.
3. Participates in the Professional Organization Group, committees, and other meetings.

4. May participate in interviews for selection of personnel.
5. May facilitate Psychotropic Medication Reviews (PMR) meetings for individuals receiving psychotropic medications.
6. May facilitate Psychiatric Rounds and Psychiatric Consultations for individuals receiving psychotropic medications.
7. Staff Behavior Specialist (when licensed) may be required to maintain membership in the Organized Medical Staff.

Note: Percentages may vary based on operational needs.

WORKING CONDITIONS: On-going interaction with clients with developmental disabilities and severe psychiatric and behavioral conditions at Canyon Springs and Desert STAR residence and in community settings, such as consumer’s homes, hospital or psychiatric settings. Potential exposure to communicable diseases, blood-borne pathogens, medicinal preparations, and other conditions common to a clinical nursing environment. Work will include travel and possible over-night stays.

DESIRABLE QUALIFICATIONS: Current certification (or eligibility for certification) as an Associate Behavior Analyst by the National Behavior Analyst Certification Board and demonstrated competence implementing behavioral programs.

Employee Name
(Print)

Employee Signature

Date

Supervisor Name
(Print)

Supervisor Signature

Date

Employee and Supervisor acknowledge that by signing this Duty Statement that they have discussed and agree to the expectations of the position.