

Monarch School is Hiring Behavior Specialists

Monarch Center for Autism at Bellefaire JCB is looking for a full-time Behavior Specialist to work at Monarch School, which serves students ages 3 through 21 with Autism Spectrum Disorder. This person should be caring, creative and passionate about making a difference in the lives of children.

How to Apply:

- To apply for a Behavior Specialist position at Monarch School, please email your resume to the Director of Monarch School, Debra Mandell at mandelld@bellefairejcb.org
- For more information, please contact Debra Mandell at mandelld@bellefairejcb.org or 216-320-8945

Position Overview:

The Behavior Specialist will work within an interdisciplinary team that includes Intervention Specialists, Speech Language Pathologists, Occupational Therapists, Associate Teachers, Art Therapists, Music Therapist, Recreational Therapist, and Horticulture Therapist. Small caseload sizes, a cohesive Behavior Department (with more than 10 on-site Behavior Specialists and BCBA's), and access to an abundant supply of equipment, assessments and technology, provide an exceptional work environment. We offer on-site clinical supervision of those pursuing their BCBA certifications, a competitive salary, and excellent benefits.

Responsibilities include but are not limited to:

- Conduct Functional Behavioral Assessments (FBA) and Functional Analyses (FA), as needed, for the assigned caseload of Monarch School students
- Develop individualized behavior intervention plans based on FBA results
- Monitor/coordinate implementation of behavior intervention plans across school settings
- Provide staff trainings regarding behavior intervention plans within the teaching curriculum
- Develop and maintain behavioral data and create graphical data representations and reports for progress-monitoring of students on caseload
- Observe students in the classroom on a regular and consistent basis
- Assist staff in: defining behavior, understanding principles of reinforcement, teaching new behavior, implementing strategies for weakening behavior, and identifying antecedents and consequences



- Consult and collaborate with director, supervisors, teachers, and related service providers regarding behavior intervention techniques and strategies
- Contribute to the development of behavioral goals and objectives in the Individual Education Plan (IEP)
- Contribute to the development and maintenance of the clinical record through the timely completion of assigned documentation in accordance with applicable licensing and accreditation regulations and standards
- Utilize verbal de-escalation techniques during crisis intervention to include Emotional First Aid and other TCI-approved verbal de-escalation techniques
- Utilize approved behavior management techniques including the use of the seclusion room and physical restraint when de-escalation and/or physical restraint is necessary for crisis management
- Assist in debriefing teams in situations in which Therapeutic Crisis Intervention procedures are utilized for crisis management
- Attend scheduled staff meetings, supervision and ongoing training
- All required trainings, certifications and licensure must be kept current in accordance with applicable licensing and accreditation regulations and standards
- Respect the privacy of clients and hold in confidence all information obtained during the client's treatment. All client-related documents should be handled in accordance with Agency guidelines on confidential material
- Maintain high standards of ethical and professional conduct and adhere to Agency policies and procedures
- Other duties as assigned by management

Qualifications:

- Minimum pursuance of Master's Degree in Applied Behavior Analysis, Education or Psychology and taking coursework approved by the Behavior Analyst Certification Board (pursuing either BCBA or BCaBA)
- Experience working with children with autism and related disorders
- Experience developing behavior intervention plans
- Experience in crisis management is preferred

Licensure/Certification:

- Preferred Board Certified assistant Behavior Analyst (BCaBA)
- One-Year Educational Aide Permit (Ohio Department of Education)

Skills:

- Sensitivity in relating to persons of varying backgrounds
- Ability to work with diverse groups of people possessing various strengths, aptitudes and abilities
- Ability to perform job responsibilities with a high degree of initiative and independent judgment
- Effective oral and written communication skills, as well as effective interpersonal skills
- Proficiency in using Agency computer systems and software as required to perform essential job functions
- Proficiency in Microsoft Excel for data analysis
- Practical and creative problem solving skills

Rewards:

- A competitive salary
- Generous holiday, sick and personal day policies
- Medical, vision and dental insurance (Domestic Partner Benefits)
- Defined benefit pension 403(b) plan
- Life insurance
- Long term disability

How to Apply:

- To apply for a Behavior Specialist position at Monarch School, please email your resume to the Director of Monarch School, Debra Mandell at mandelld@bellefairejcb.org
- For more information, please contact Debra Mandell at mandelld@bellefairejcb.org or 216-320-8945