

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS

CLASSIFIED POSITION

JCN: 145
RANGE: 142
NON-EXEMPT

BEHAVIOR TECHNICIAN

BASIC FUNCTION:

Under the direction of the assigned supervisor, perform specialized activities in support of students who demonstrate behavioral challenges; collect and monitor data for students across multiple school sites; work with students, families, teachers, and other school staff to assist with behavior plans that support the overall well-being of students with diverse needs; model evidence-based practices to classroom staff.

REPRESENTATIVE DUTIES:

ESSENTIAL DUTIES:

- Assist in the development, implementation, and adjustment of behavior plans and programs by conducting ongoing assessments and utilizing evidence-based practices to assist students facing behavioral challenges.
- Assist students with range of learning, emotional, physical, and/or behavioral needs to monitor behavior and provide behavior intervention services.
- Attend and contribute to meetings including but not limited to Individualized Education Program (IEP) meetings, 504 and Student Success Team meetings, as necessary, ensuring the implementation of behavioral strategies align with the student's plan.
- Attend professional development opportunities to stay informed about the latest practices and techniques in behavior interventions.
- Communicate effectively with team members, sharing insights and observations to enhance overall instructional and behavioral strategies.
- Contribute to the creation of data collection systems and monitor their effectiveness in supporting behavior plans; maintain accurate records for progress tracking.
- Collaborate with teachers, school psychologists, speech therapists, other support staff, and parents to ensure consistent implementation of behavior strategies across various settings.
- Demonstrate and instruct staff in the execution of behavior intervention plans and evidence-based strategies.
- Establish rapport with referred students, aiming to reduce dysfunctional behavior and enhance educational performance.
- Establish collaborative relationships with teachers, administrators, support providers, community partners, and families to facilitate services for students.
- Foster a positive and inclusive learning environment, promoting social skills and emotional regulation.
- Intervene during behavior emergencies utilizing program approved techniques.
- Monitor and report on student performance and behavior to help students reach their personal best.
- Participate in team meetings to discuss student progress, share observations, and contribute to the development of behavior support plans.
- Provide support, guidance and coaching to program staff, students, and participants, as assigned.
- Provide assistance to students in the classroom, whether individually or in small group settings, with a focus on supporting those encountering behavioral challenges.
- Provide feedback to therapists, specialists, and teachers on student performance, progress, and behavior.

- Record and document data on student behavior during intervention sessions, tracking progress and informing adjustments to intervention plans; document student academic and social-emotional performance as related to behavioral progress.
- Uphold confidentiality and maintain a high level of professionalism in all interactions.
- Attend and participate in a variety of assigned meetings, committees, conferences, in-services and/or special events.
- Comply with schedules, policies, regulations, procedures, orders, and directives of the County Superintendent.
- Exhibit professionally appropriate interpersonal skills including but not limited to tact, patience, flexibility and courtesy.
- Maintain a safe work environment.
- Operate a variety of office equipment, including but not limited to a computer and assigned software applications.
- Serve as a liaison between County Superintendent and administrators, personnel, outside organizations or the public concerning assigned area.
- Serve as a technical resource concerning assigned program, function or instructional area.
- Work collaboratively and maintain effective working relationships with others in the course of work in assigned area.
- Other duties as assigned.

OTHER DUTIES:

- Drive a vehicle to conduct work, using own transportation and/or FCSS vehicle.
- Perform related duties as assigned.
- Travel within Fresno County and/or statewide.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Autism Spectrum Disorders and related disorders.
- Behavior management techniques and strategies.
- Methods and practices of child growth and development.
- Principles and practices of Applied Behavior Analysis.
- Proper English usage, grammar, spelling, punctuation and vocabulary in all forms of communication.
- State Education Code, local, state and federal laws, codes, regulations and requirements and county office organization, operations, policies and objectives as related to assigned activities and/or instructional area.
- Theoretical and technical aspects of field of specialty.

ABILITY TO:

- Apply appropriate behavior management procedures in working with students at all grade levels.
- Develop and maintain confidential student records and files.
- Establish and maintain observations files and logs.
- Establish rapport with staff, students, parents and community partners.
- Foster a positive and inclusive learning environment that promotes social skills and emotional regulation.
- Identify and analyze areas of behavior and socialization needs.
- Prepare and facilitate training for parents, staff and school site staff.

- Work with students with exceptional needs.
- Analyze and evaluate situations accurately and adopt an effective course of action.
- Communicate effectively both orally and in writing.
- Drive a vehicle to conduct work.
- Interpret, apply, and explain rules, regulations, policies and procedures.
- Maintain consistent, reasonably regular, punctual attendance consistent with federal, state and local standards.
- Safely and successfully perform essential job functions consistent with federal, state and local standards, including meeting qualitative and/or quantitative productivity standards.
- Work confidentially and with discretion.
- Work independently with minimal direction.

EDUCATION AND LICENSURE EXPERIENCE:

EDUCATION

- High School Diploma, General Education Degree (GED) or State High School Proficiency certificate.
- Bachelor's degree preferred.

EXPERIENCE:

- Two years' experience conducting educational program activities.
- Experience working with children with autism, social, emotional and/or behavioral health needs in a clinical or educational setting preferred.

LICENSURE AND OTHER REQUIREMENTS:

- Board Certified Behavior Analyst (BCBA) or Registered Behavior Technician Certification (RBT) preferred.
- Valid California driver's license; when driving for work, maintain automobile liability insurance in accordance with California Insurance Code section 11580.1 or maintain other statutorily authorized financial responsibility.
- Enrollment in the California Department of Motor Vehicles Government Employer Pull Notice Program at time of hire and throughout employment with the County Superintendent.
- Valid First Aid and CPR Certificate issued by an authorized agency.
- This position requires a pre-placement medical assessment (paid for by FCSS) at a clinic selected by the county office. Any offer of employment is contingent upon successful certification by designated physician that applicant is able to perform essential functions of the job, with or without reasonable accommodations.

WORKING CONDITIONS:

ENVIRONMENT:

- Drive a vehicle to conduct work, using own transportation and/or FCSS vehicle.
- Office and/or school facility environment.
- Regular interruptions.
- Small and large group meetings.

PHYSICAL DEMANDS:

- Bending at the waist, kneeling, or crouching; climb or balance.

- Eyesight corrected or uncorrected sufficient to read a variety of materials including but not limited to fine print.
- Hearing with or without use of hearing aid(s) sufficient to hear any conversation with others; understandable voice and speech patterns.
- Manual dexterity and coordination sufficient to operate office and/or classroom equipment.
- Sitting, standing and/or walking for extended periods of time.
- Use hands to handle and/or feel; reach with hands and arms.
- Must frequently lift, push, pull or carry up to ten (10) pounds and occasionally lift and/or move up to fifty (50) pounds.

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of this position, subject to reasonable accommodation.

HAZARDS:

- Students may display potentially harmful behavior to self and/or others.

This position description may not be an exhaustive list of all duties, knowledge, or abilities associated with this classification; however, it is intended to accurately reflect the principle job elements. Related duties, knowledge, or abilities to those expressly stated may also be required for successful performance of the position.

APPROVED:

Effective: 04/24/2024

Revised: 10/15/2025