



BEHAVIOURAL PSYCHOLOGIST

PRAIRIE ROSE SCHOOL DIVISION

Position: Behavioural Psychologist

Reports to: Director of Student Services

Behavioural Psychologist trained in applied behaviour analysis that is focused on the systematic application of learning principals and techniques to assess and improve students' behaviours in order to help them function globally. The Behavioural Psychologist works collaboratively with the In-School Support Team and other student support specialists/clinicians to foster student development through conducting specialized assessments, preparing and coaching effective treatment plans.

Behavioural psychologist must accept and abide by the Behaviour Analyst Certification Board (BACB), Code of Ethics as well as the Canadian Psychological Association (CPA) Code of Ethics a guide for professional practice and will conduct themselves in accordance with the duties, obligations and responsibilities described therein.

Position Summary:

The Behavioural Psychologist is the individual responsible for assessing students with behaviour issues, collecting data on the students, working with teachers, counsellors, and other student support specialists/clinicians to design and monitor a behavior plan for the student and evaluating the effectiveness of the plan.

The Behavioural psychologist is a uniquely qualified member of school teams that support students' ability to learn and teachers' ability to teach. They apply expertise in functional behaviour assessments and analysis to help children and youth be global citizens.

The Behavioral Psychologist collaborates with students, parents/guardians, families, the In-School Support Team (ISST) and other student support specialists/clinicians to create safe, healthy and supportive learning environments that strengthen connections between home, school and the community.

Responsibilities:

- Design, administer & interpret data driven functional behaviour assessments / analysis
- Design and monitor functional behaviour intervention plans and data recording systems
- Create and monitor skill acquisition plans and programming
- Analyze the behavioural interventions to determine their success.
- Liaise between home, school, system staff and community (as appropriate)
- Provide clinical consultation to families and staff (as appropriate)
- Build capacity by offering professional development to school staff and parent training to parents (as deemed appropriate or requested)
- Keep up to date on current behaviour analytic literature and technology to best serve students under their care
- Design programs for students to access the Manitoba Curriculum.
- Maintain records of student reports, services provided and behavioral data.

Knowledge and Skills:

- Commitment to success for all students
- Must have an understanding of behavioral characteristics associated with behavior disorders, autism, intellectual disabilities, and other behavior issues.
- Must have excellent communication skills, both written and verbal, particularly with parents and education professionals.
- Must have an understanding of instructional methods and education curricula.
- Must have excellent interpersonal skills.
- Must have the ability to train other people to apply behaviour management techniques.
- Ability to conduct and report on relevant behavioral assessments
- Proactive approach to addressing issues with sensitivity and sophistication
- Ability to manage confidential and sensitive information with professional discretion
- Capacity to implement school-wide positive behavioural practices to promote learning and safe schools
- Capacity to nurture strong and trusting relationships with students, staff and families
- Ability to remain calm under pressure, and demonstrates crisis preparedness, response, and recovery
- Capacity to build strong and lasting relationships with internal and external stakeholders

Education and Experience:

- Masters Degree with specialization in Psychology
- Board Certified Behavior Analyst (BCBA) designation or in pursuit of BCBA designation.
- Experience with the principles of Applied Behaviour Analysis (ABA) and Intensive Behaviour Intervention (IBI)
- Experience working with children and youth with a diagnosis of Autism Spectrum Disorder and other developmental disabilities
- Experience with the development of proactive behaviour intervention
- Experience in the scientific field of applied behaviour analysis
- Experience with school aged children in an educational setting is essential
- Experience with students with exceptional behaviour challenges & needs
- Must possess excellent communication skills, written and verbal
- Must be proficient in the use of computers and data software
- Must have a valid driver's license and access to a reliable vehicle
- Participation in ongoing professional leadership development activities to enhance clinical practice