

## STATE OF SOUTH DAKOTA CLASS SPECIFICATION

**Class Title: Behavior Intervention Specialist**

**Class Code: 50595**

**Pay Grade: GI**

---

### **A. Purpose:**

Provides leadership in assessing emergency or crisis incidents or events, determines appropriate response and intervenes in a safe manner according to treatment plans or department policies, monitors staff for compliance, and provides staff training.

### **B. Distinguishing Feature:**

The Behavior Intervention Specialist assesses and intervenes in emergency incidents, determines appropriate response, monitors staff interactions, and provides training.

The Direct Support Professional provides direct care services and conducts daily individual teaching plans for the people served.

The Developmental Disability Program Supervisor provides appropriate supervision and oversight of programs, supervises personnel, implements in-service training, and assists in developing the budget for their assigned program to ensure safe and adequate services.

The QMRP/Case Manager is located at a state resident facility serving people with developmental disabilities and is assigned primary responsibility to develop, coordinate, and monitor all aspects of active treatment provided to each assigned person. The functions associated with this responsibility are required and outlined in Title XIX regulations.

### **C. Functions:**

*(These are examples only; any one position may not include all of the listed examples nor do the listed examples include all functions which may be found in positions of this class.)*

1. Assesses and intervenes in emergency and crisis incidents and events by following individualized behavior treatment strategies or facility procedures to ensure the safety of people receiving services and staff.
  - a. Determines the correct intervention strategy.
  - b. Monitors, manages, and directs staff incident and event responses.
  - c. Intervenes in response when necessary.
  - d. Approves, observes, and assists in the application of certain devices and restraint techniques.
  - e. Serves as the team leader on the Crisis Response Team.
  - f. Provides a debriefing after interventions.
2. Interprets and executes behavior treatment strategies for people receiving services to ensure an effective outcome during crises.
  - a. Remains knowledgeable of new or revised treatment strategies and administrative directives.
  - b. Documents the use of all restraints.
  - c. Creates and maintains a responder log of significant events.
3. Provides information and recommendations to enhance behavior treatment strategies and to ensure safe and effective incident responses for people receiving services.
  - a. Supplies interdisciplinary teams with information gathered during interventions.
  - b. Assists in compiling and changing the make up of the Crisis Response Team.

- c. Recommends additional staffing for high incident areas.
4. Provides responder training and acts as a Non-Violent Crisis Intervention training instructor to staff to ensure safe and effective intervention responses.
5. Provides input in the development and revision of policies and procedures to ensure the facility is operating safely, effectively and in accordance with established regulations.
6. Monitors radio frequencies and performs facility security checks to ensure the campus is safe and secure.
7. Performs other work as assigned.

**D. Reporting Relationships:**

Typically no subordinates report to this position.

**E. Challenges and Problems:**

Challenges include effectively addressing and intervening in behavior and/or crisis situations which may arise in any environmental condition for extended periods of time with little or no down time, remaining calm and displaying a professional and positive manner during interventions so the appropriate response can be determined, and providing flexible intervention techniques to provide support to males and females of all ages and ability levels.

Problems include prioritizing and scheduling projects and ensuring responder training materials are covered in the allotted timeframe.

**F. Decision-making Authority:**

Decisions include directing intervention responses, using emergency restraints and devices, requesting Crisis Response Team assistance outside of program areas, extending usage of procedures and restraints, contacting the appropriate staff with concerns during incidents, removing person from physical or mechanical restraints due to health or safety concerns, and removing restraint devices from commission due to safety concerns.

Decisions referred include handling of incidents not authorized or trained to intervene in, safety and risk management issues not covered by policies or guidelines, approval of training materials and final approval of training schedules, and priority of special projects and project materials.

**G. Contact with Others:**

Daily contact with people being served and responders during interventions; facility staff regarding abuse, neglect or exploitation concerns, missing persons, security and staffing issues, emergency events and severe weather situations, suicide precaution, certain restraint and intervention authorizations, and assistance with behavior situations; nursing staff to discuss health issues during interventions, restraint observation, and persons being transported to the hospital. As needed, contact with various staff regarding emergency or unusual events, staffing and security issues, and behavior situations.

**H. Working Conditions:**

Intervenes during crises with people who are unpredictable, combative, and abusive and exposed to physical and mental demands including back and muscle strain or critical injury.

**I. Knowledge, Skills and Abilities:**

Knowledge of:

- Non-Violent Physical Crisis Intervention techniques;
- rights of people served;
- protective health measures;
- principles of basic human behavior.

Ability to:

- effectively interpret and execute behavior treatment strategies;
- monitor restraint techniques and devices;
- apply the Non-Violent Crisis Intervention development model;
- function decisively and with authority during crisis situations;
- deal effectively with hostile people;
- communicate information clearly and concisely;
- develop, prepare, and present training programs.