DEPARTMENT OF DEVELOPMENTAL SERVICES
STATE OPERATED FACILITIES BRANCH
CRISIS ASSESSMENT STABILIZATION TEAM (CAST)

DUTY STATEMENT

JOB TITLE: BEHAVIOR SPECIALIST II **POSITION #:** 472-578-9824-XXX

WORKING TITLE: **EMPLOYEE**:

Under general administrative supervision of the Manager II State Operated Facilities (SOF) and clinical lead and direction of the Senior Supervising Psychologist, provides statewide behavioral consultation and clinical support for the Crisis Assessment Stabilization Team (CAST), a component of the Department of Developmental Services' (DDS) STAR program. The position supports clinically appropriate behavior services for individuals with developmental disabilities experiencing behavioral or psychiatric crises and provides behavioral subject-matter expertise to CAST and State Operated Facilities (SOF) programs.

The position collaborates with interdisciplinary teams, Regional Centers, families, community providers, hospitals, psychiatric facilities, and other partners to support coordinated behavioral services.

SUPERVISION EXERCISED: None.

SUPERVISION RECEIVED: Under general administrative supervision of the Manager II SOF and clinical lead and direction of the Senior Supervising Psychologist.

EXAMPLES OF DUTIES:

Essential Job Functions:

50% Provides complex behavioral consultation and monitoring support for Crisis Assessment Stabilization Team (CAST) services across assigned regions. Monitors CAST referrals, active cases, assessments, Prevention and Education Plans (PEPs), service delivery, outcomes, and follow-up activities to identify behavioral-service needs and implementation concerns. Reviews CAST cases and provides clinical consultation to CAST team members regarding behavioral assessment, support planning, crisis stabilization, transition planning, and service recommendations for individuals experiencing behavioral or psychiatric crises, including complex cases involving risk of placement disruption, hospitalization, restrictive placement, or prolonged stays in restrictive settings. Supports CAST teams in developing and implementing trauma-informed, person-centered, positive behavioral support strategies and least restrictive approaches. Provides clinical consultation on complex cases involving individuals at risk of placement disruption, hospitalization,

restrictive placement, or prolonged stays in restrictive settings. Participates in CAST case review meetings and provides clinical guidance regarding the continuation, modification, transition, or conclusion of CAST services. Conducts outreach and education with Regional Centers regarding CAST eligibility, referral processes, services, and appropriate utilization of CAST. Ensures clinical documentation and service recommendations are consistent with CAST program requirements, applicable standards, and Department expectations.

30% Provides behavioral consultation and technical assistance to state-operated BCBAs across STAR, CAST, Canyon Springs Community Facility, and Porterville Developmental Center regarding behavioral assessment, prevention and intervention strategies, skill acquisition and replacement programming, and behavioral emergency/crisis plans. Facilitates regular clinical and interdisciplinary meetings among SOF BCBAs, psychologists, social workers, psychiatrists, and nursing staff to review case progress, provide feedback, address complex clinical issues, and support coordination and professional development. Participates in the review and monitoring of Functional Behavior Assessments (FBAs) and individualized Behavior Support Plans (BSPs) across SOF programs under the clinical direction of the Senior Supervising Psychologist. Reviews behavioral programming and recommends improvements to strengthen clinical consistency, treatment fidelity, and outcomes across SOF programs. Provides behavioral consultation and incident review following behavioral emergencies or traumatic events, as needed. Identifies statewide SOF behavioral service needs and assists SOF leadership in developing strategies to strengthen clinical and behavioral capacity.

Marginal Job Functions:

15% Supports CAST capacity, staff development, program expansion, and quality improvement. Assists with the development and implementation of strategies to expand CAST capacity and service availability statewide, including expanded in-home coaching, caregiver training, consultation, and transition support. Assists with recruitment, onboarding, orientation, mentoring, and professional development of CAST clinical staff, including evaluation of behavioral qualifications and training in behavior-service practices. Develops and monitors processes to evaluate CAST service consistency, quality, and outcomes across regions; reviews referral, service, and outcome data to identify trends and makes recommendations to program management regarding staffing, training, program development, and resource needs.

5% Other duties and program participation: Completes required Department and facility training and maintains competencies necessary to perform assigned behavioral-service duties. Participates in committees, workgroups, and special projects consistent with the BS II classification and program needs.

WORKING CONDITIONS: Regular interaction with individuals with developmental

disabilities and complex behavioral or psychiatric conditions in the STAR residence and community settings, including individual residences, hospitals, and psychiatric facilities. Potential exposure to communicable diseases, blood-borne pathogens, medications, and other clinical or environmental hazards. Shall be able to physically respond to emergency situations, including lifting, carrying, pushing, pulling, bending, squatting, and assisting in physical interventions, when required. Requires travel to multiple locations, including locations in Tulare, Riverside, and Solano counties and Sacramento. Travel may require overnight stays.

DESIRABLE QUALIFICATIONS:

Knowledge of: Principles and practices of applied behavior analysis, including behavioral assessment, individualized behavior-support planning, positive behavioral supports, replacement-skill instruction, and behavioral data collection and interpretation; methods for evaluating behavioral-program implementation fidelity and outcomes; person-centered, culturally responsive, trauma-informed, and least restrictive approaches; crisis preventions and de-escalation strategies; behavioral-service needs of individuals with developmental disabilities and complex behavioral needs, including those with co-occurring psychiatric conditions; behavioral-service delivery in 24-hour residential, crisis-response, and other intensive-service settings; and methods for training and coaching staff and caregivers.

Ability to: The ability to analyze behavioral information; participate in the development, implementation, review, and evaluation of individualized behavioral programs under the clinical direction of the Senior Supervising Psychologist; analyze and communicate behavioral data; identify implementation concerns and recommend improvements; develop and deliver training; provide coaching and technical assistance; collaborate effectively with interdisciplinary teams; communicate findings and recommendations clearly; exercise sound judgment and recognize matters requiring referral to the supervising psychologist or designated management; and apply ethical, culturally-responsive, person-centered, trauma-informed, and least restrictive practices.

CERTIFICATION OR LICENSE: Current certification or eligibility for certification, as a Board-Certified Behavior Analyst (BCBA) by the Behavior Analyst Certification Board (BACB). Employees performing duties that require active certification shall maintain that certification and comply with applicable BACB ethical and professional requirements. When assigned to provide RBT supervision or other BACB-regulated supervision, the incumbent shall meet the applicable supervisor qualifications and complete required supervision training before performing those responsibilities. Shall complete mandatory facility training, such as CPR, Behavioral Strategies, Emergency Response, etc., and complete competency-based training (Direct Support Professional I & II) prior to or within one year of employment.

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.