



Job Description Board Certified Behavior Analyst (BCBA)

General Statement:

The **Board Certified Behavior Analyst (BCBA)** will provide behavior analytic services to students and staff. This individual will be responsible for consulting on Autism Spectrum Disorder (ASD) classes, conducting Functional Behavior Assessments (FBAs), and developing Behavior Intervention Plans (BIPs) for special education students both in specialized programs and within the general education classroom. In addition, consultation with and support for school staff will be provided in regard to behavior interventions, behaviorally-based instructional techniques, parent training, and professional development.

Major Responsibilities:

The following identifies the primary and essential functions of the position and is not intended to be an exhaustive listing of all duties.

- Supervise Registered Behavior Technicians to comply with BACB standards and ethical codes of conduct.
- Utilize ReThink data collection software to ensure meaningful progress on goals and objectives.
- Assist and support staff to administer VB-MAPP assessments, Behavior Intervention Plans, and other assessments associated with supporting students on the autism spectrum and behavioral needs.
- Assist with student crisis intervention.
- Conduct functional behavior assessments and behavior plans and develop interventions for the purpose of providing a safe and effective educational environment for students with challenging behaviors.
- Train staff in order to support the implementation of behaviorally-based instructional and behavior interventions, competency checklists, and program design.
- Collect, analyze, and summarize behavioral data.
- Complete all reporting requirements as mandated by the District, state, federal, and educational agencies (i.e. restraint and seclusion, assessments, behavioral data).
- Provide professional development, training, in-service presentations, etc. in classroom management techniques and other topics for the purpose of developing skills and establishing effective relationships with behaviorally or emotionally challenged students.
- Work with mental health professionals to establish wrap around supports for students in the community.
- Comply with all mandating reporting requirements through the Department of Children and Families.
- Implement and coach school personnel on research based methods of classroom management and behavioral strategies.
- Participate in the development of Individualized Educational Programs for students.
- Participates in IEP, SRBI, and 504 meetings as needed.
- Performs related duties as required.

Knowledge and Skills:

- Public school experience with students with autism and social/emotional/behavioral needs
- Experience in behavior management (development and program implementation)
- Ability to communicate ideas and directives clearly and effectively, both orally and in writing
- Effective, active listening skills

- Ability to work effectively with colleagues and parents
- Organizational and problem solving skills
- Knowledge of and/or demonstrate the ability to learn and implement Operating Systems (i.e. Windows); Office suites (i.e. Microsoft Office, Google Docs); Presentation Software (i.e. PowerPoint, Keynote); Spreadsheets (i.e. Excel, Google Spreadsheets); Communication and Collaboration tools (i.e. Skype); Accounting Software (i.e. QuickBooks); Student Information Systems (i.e. Naviance, Power School); or any other technology deemed relevant for this position.

Qualifications:

- Board Certified Behavior Analyst (BCBA) Certification required.
- Connecticut Department of Public Health License as a Behavior Analyst required.
- School-based experience working with students with autism and other behavior challenges
- Qualified through the BACB to supervise RBTs & BCBA Trainees preferred, or willingness to become qualified.
- Experience in supervising RBTs and BCBA candidates preferred

Work Year:

186 days

Compensation:

Commensurate with experience

Board Approved 06/25/2019; Revised 04/05/23

Employee Signature

Date

Employee Name (Please Print)