

Board Certified Behavior Analyst (BCBA)

General Scope of Responsibility: The Board Certified Behavior Analyst (BCBA) serves as the behavioral consultant for all ABA services and provides program oversight for students identified with Autism or other significant behavioral challenges. The BCBA conducts related functional behavioral analysis, generates related behavioral plans, and ensures the effective implementation of all treatment and programming for students on their caseload.

Qualifications:

Current certification as a Board Certified Behavior Analyst (BCBA)

Experience in evaluation and treatment of children with serious behavioral problems and spectrum disorders

Immediate Supervisor: Director of Special Services

Responsibilities Overview:

ABA programming for individuals with autism and/or significant behavioral challenges. Designing and implementing individualized programs to build skills and promote independent functioning in each of the following areas: “learning to learn” (e.g., observing, listening, following instructions, imitating); communication (vocal and non-vocal); social interaction; self-care; school readiness; academics; self-preservation; play and leisure; self-monitoring; and prevocational and vocational skills.

As a primary function, the BCBA is responsible for the training and supervision of school ABA staff in collaboration with the case manager to ensure effective implementation of the behavioral plan, as well as all relevant policies and procedures. The BCBA is responsible for adhering to professional and legal requirements and principles as well as demonstrating sound professional judgment at all times. Collaboration with family and all service providers is necessary to ensure continuity of services.

Specific Duties:

1. Provide direct instruction, training, and support to students.
2. Provide training necessary for Behavior Plan implementation to staff (certified and non-certified).
3. Provide a continuum of behavior analytic supports.
4. Collaborate with special education teachers and related services staff to design individualized student programs and related data structures.
5. Implement the ABA program guidelines.
6. Demonstrate ability to work effectively as part of an educational team.
7. Design, model and train staff to implement programs as designed.
8. Perform fidelity checks on the implementation of ABA strategies and procedures.
9. Effectively manage consultation schedule; prepare and submit all required documentation in a timely manner.
10. Ensure that all treatment methodologies are evidence-based and reflect the most recent research findings.
11. Conduct functional behavior assessments, design and recommend positive behavior supports for children with Autism Spectrum and other related disorders.
12. Collaborate effectively with professionals from other disciplines and with family members to promote consistent intervention and maximize outcomes.
13. Facilitate/supervise parent training as recommended.
14. Provide the needed resources and guidance to assist school team members and parents.
15. Work with the school team to develop IEP recommendations, including relevant goals/objectives.
16. Other duties as assigned by the Director of Special Services.