



BUTLER AREA SCHOOL DISTRICT

Please Post

Job Title:	Board Certified Behavioral Analyst (BCBA)
Classification:	Act 93 Category I
Employment Status:	Full Time <input checked="" type="checkbox"/> Part Time <input type="checkbox"/> Substitute <input type="checkbox"/> Other <input type="checkbox"/>
	9-month <input type="checkbox"/> 10 -month <input checked="" type="checkbox"/> 12-month <input type="checkbox"/>
Location:	District Wide
Reporting Relationships:	Reports to the Superintendent, Assistant Superintendent, Director/Assistant Director of Special Education
Posting Date	11/23/2021

Position Summary:

The BCBA is responsible for working with school-based teams focusing on professional growth and coaching in the areas of social and emotional learning, classroom behavioral management, and direct teaching of behavioral instruction and programming.

Essential Functions:

- Provide support to school-based teams to identify appropriate measurement tools, collect relevant data, and analyze behavioral data to make decisions regarding the implementation of effective behavioral interventions
- Assist with developing effective behavioral support plans, conducting functional behavioral assessments (FBA) and implementing positive behavioral support plans (PBSP)
- Provide professional development in the principles of Applied Behavioral Analysis (ABA) and support teams in implementing strategies
- Provide Supervision to BCaBA and RBT's in the district
- Function in a supervisory capacity and provide oversight to all areas of social and emotional learning, classroom behavioral management, and direct teaching of behavioral instruction
- Provide professional development and coaching to school-based teams on the principles of Applied Behavioral Analysis and support teams in implementing strategies
- Assisting in the developing interventions, functional behavioral assessments and analysis, and behavior plans for the purpose of providing a safe and effective educational environment for students with challenging behaviors
- Create ongoing data collection system to establish trends and programmatic efficacy for all consumers, and to analyze data on a frequent and ongoing basis to guide programming.
- Develop behavior plans/treatment plans for all consumers focused on evidence-based strategies, replacement behaviors, and positive supports for building new skills and reducing problematic behaviors
- Meet as needed with supervised staff to discuss ongoing consumer issues and to provide support when necessary.
- Provide consultation services and to maintain ongoing communication with all constituents (other supports, parents, community, and community agencies).



- Keep current with the literature, new research findings and resources. In addition, continuing education courses to maintain BCBA certification are necessary .
- Maintain all data, paperwork, and communication between personal care staff and families, and to provide ongoing feedback to government related agencies that contract with such families. Perform other duties as assigned.
- Build capacity in teachers and school teams to meet the academic and behavioral needs of all students in all school settings through ongoing individualized and group coachings and trainings
- Provide professional development for school staff in the design and implementation of research based behavioral strategies.
- Consult with teachers on classroom management strategies, classroom design/set-up, and classroom practices.
- Help school teams identify tools to measure student behaviors and use behavioral data on the school, classroom, and student level to develop tiered systems of support.
- Serve on school wide committees and task forces as appropriate.
- Engage in professional growth activities and integrate into practice.
- Maintain accurate, complete records as required by division-level practices, state and federal regulations, district policy, and administrative regulations.
- Providing consultation services with general education and special education teachers, other related service providers, and any other district staff as outlined in the IEP
- Support Individualized Education program (IEP) and Section 504 teams in developing effective goals, strategies, accommodations, and behavior intervention plans for students with significant behavioral issues
- Performs other duties as assigned by the Superintendent and/or Director of Special Education

Minimum Qualifications:

- Master's Degree or higher in psychology, behavioral Analysis, Special Education, or related field
- Must hold valid certification as a Board-Certified Behavioral Analysis and be in good standing with the BACB
- Minimum of 5 years as a Behavior Analyst with supervision responsibilities (preferred)
- Experience collaborating with K-12 school-based teams, parents, and providers in the area of behavioral support
- Experience developing, writing, implementing, and evaluating individual and/or school wide positive behavioral support programs
- Experience facilitating professional development and trainings
- Experience using Behavior Skills Training (BST)
- Experience conducting assessments such as the VB-MAPP, ABLLS-R, etc



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- Experience supervising behavior technicians (must have current supervision standing with the BCBA certification)
- Extensive knowledge of applying the principles, strategies, and tactics of ABA within a school setting
- Extensive knowledge and skills related to the concepts, principles, and methodologies of effective instruction and positive behavioral interventions, supports, and strategies to address behavior.
- Firm understanding of the social, emotional, and behavioral development of school age children and youth.
- Ability to effectively communicate both in writing and verbally with students, parents, school division personnel, and members of the community.
- Demonstrate strong organization and management skills.

Interested Candidates:

All interested candidates should respond with a resume and letter of interest no later than the date listed above to:

careers@butler.k12.pa.us

Butler Area School District is an Equal Opportunity Employer