

Lauderdale County Schools
Florence, AL

Job Description

**Position: Board Certified Behavior Analyst
(BCBA), District-Wide**

Department: Instructional Operations

Reports To: Director of Special Education

FLSA Status: Exempt

Contract Days: 187 days

Salary: Based on the System Salary Schedule

Qualifications:

1. Minimum of a Master's degree in Applied Behavior Analysis or Master's and Certification in ABA
2. Certified with the Behavior Analysis Certification Board (BACB)
3. Must maintain credentialing in compliance with the BACB
4. Must complete Continuing Education Courses as outlined by the BACB
5. Must have fingerprints and criminal background check on file

Purpose of Job

Provides behavior analysis services and behavior management plans for special education students enrolled in educational programs; provides support and professional learning to school staff in appropriate behavior intervention techniques; conducts assessments and develops plans that conform to IDEA; designs and delivers instruction in behavior analysis.

Essential Duties and Responsibilities:

The following duties are normal for this job. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Establish rapport and work in a constructive, positive manner with staff and students.
- Creatively solve problems and work through the conflict resolution process as part of an educational team.
- Communicate effectively, in oral and written form.
- Maintain a knowledge of best practices and laws governing behavioral supports for students with disabilities.
- Provide BCBA services for IDEA eligible students as needed.
- Develop training materials for and provide professional learning to administrators, educators, and aides in ABA-based strategies, and/or other evidence-based

methodologies related to addressing the needs of students with behavioral challenges.

- Plan and assist in the implementation of programs, policies, and best practices related to instruction using the principles of ABA.
- Create and assist staff with the development of Functional Behavioral Assessments (FBA) and Behavior Intervention Plans (BIP) for individual students.
- Administer and/or train staff on the administration of behavior related assessments, including FBA's, BIP's, and the ABLLS assessment.
- Design and assist staff with data collection, review data, and recommend modifications to BIP's as needed.
- Confer with members of the IEP team and district staff, individually, in an IEP meeting, or in a conference, to discuss and evaluate student performance for planning, modifying, and coordination of individual programs.
- Attend professional development as directed by the Director of Special Education.
- Work with and assist staff with students who exhibit inappropriate behaviors, providing support and professional development, conducting training on the implementation of individual BIP's.
- Collect data and prepare a variety of reports for the purpose of documentation, assessments, and progress.
- Performs such other tasks and assumes such other responsibilities as the Director of Special Education may from time to time assign or delegate.

Additional Job Functions

Perform other duties as assigned.

Evaluation

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Professional Personnel.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk, sit, use hands for fine manipulation, handle or feel, and reach with hands and arms. The employee is frequently required to stand, stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close, distance and peripheral vision, depth perception, and ability to adjust focus.

Note: This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions, or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify, or delete any aspect of this job (or the position itself) at any time.

I have read and understand this job description. My signature acknowledges that I am capable of performing the essential functions of this position with or without reasonable accommodations.

*Employee Signature: _____ Date: _____

Employee Printed Name: _____

All employees hired on or after July 1, 2018 will be required to sign his/her job description that will be filed in his/her personnel record.

Approved at 6/30/2021 Board Meeting.