SOUTHINGTON Public Schools

JOB DESCRIPTION

TITLE: **Applied Behavior Analysis (ABA) Therapist**

QUALIFICATIONS:

1. High school diploma required; Associate degree preferred.
2. Experience or demonstrated interest in working with students with developmental, behavioral, or learning difficulties.
3. Physically able to support and model skills across all learning environments (classroom, gym, playground, community settings).
4. Able to model skills including gross motor, fine motor, play and social skills.

REPORTS TO:
Building principal or designee

JOB GOAL:
Provide instructional and behavioral support under the supervision of certified and/or licensed staff to help students acquire and generalize academic, behavioral, social and self-help skills through the principles of Applied Behavior Analysis.

PERFORMANCE RESPONSIBILITIES:

1. Effectively communicate with certified teaching staff, related services staff, and board certified behavior analyst (BCBA) about student performance and progress in academic, behavioral, social, and self-help areas.
2. Implement discrete trial instruction designed by certified staff and BCBA with assigned students.
3. Implement behavior intervention plans that are designed by the teacher and BCBA to reinforce appropriate behaviors and eliminate inappropriate behaviors, including disruption, aggression, or bolting.
4. Collect and input student level data as directed by certified staff, and/or the BCBA.
5. Conduct observation based assessments under the supervision of the BCBA.
6. Develop student-centered materials under the direction of certified or licensed staff (e.g., picture exchange, visual schedules).
7. Participate in parent training meetings with certified and/or licensed staff.
8. Perform all tasks under the direct supervision of certified special education staff and/or BCBA.
9. Perform other duties relating to student needs assigned by certified staff, and/or the BCBA.
10. Required to work for up to six weeks during the summer in extended school year programs, when needed.
11. Participate annually in training on behavior de-escalation and physical management techniques (training may occur beyond the typical workday; additional compensation will be provided).

TERMS OF EMPLOYMENT:
Determined by the working agreement between the Southington Board of Education and the United Public Service Employees Union (UPSEU).

EVALUATION:
To be evaluated annually by the building principal or designee.

January 3, 2013; revised 10/15/25
Approved by Board of Education 3/14/2013; 12/11/2025