Wilton-Lyndeborough Cooperative School District
School Administrative Unit # 63

Job Description

Position: Board Certified Behavior Analyst (BCBA)

Reports To: Principal; Director of Student Support Services

Qualifications:

- Master's degree in related field
- Board Certified Behavior Analyst Certification
- Experience working in a public school setting preferred

Physical Demands: NA

Background Check: Candidate will need to successfully pass a background investigation to include fingerprint and criminal history evaluation.

General Duties & Responsibilities:

The BCBA conducts descriptive and systematic behavioral assessments, including functional analyses, and provides behavior analytic interpretations of the results. The BCBA designs and supervises behavior analytic interventions. The BCBA is able to effectively develop and implement appropriate assessment and intervention methods for use in unfamiliar situations and for a range of cases. The BCBA teaches others to carry out ethical and effective behavior analytic interventions based on published research and designs and delivers instruction in behavior analysis.

A. Essential Functions

Consultant to All Intensive Needs Special Educators

- Collaborates with teaching staff on development of appropriate data systems for target behaviors to increase (teaching targets), behavior management programs/data collection systems
- Collaborates with staff on creation of schedules
- Collaborates with staff on regular assessment of students
- Collaborates with staff on selection of developmentally appropriate target goals
- Consults with staff relative to environmental and classroom management strategies to facilitate instruction

B. Provides *training* to special educators and paraprofessionals

- To include modeling of how to implement ABA based strategies related to behavior programs, direct teaching (discrete trials, naturalistic or incidental teaching activities, functional communication training, etc.)
- ABA terminology, theory and practice, discrete trials, verbal behavior

This job description is not intended to be all-inclusive and employees may perform other tasks and assume other responsibilities as assigned by the supervisor.

- Reinforcement techniques, extinction, correction, prompting, etc.
- Initial training to new staff
- Functional Communication training inclusive of PECS
- Implementation of specific behavior intervention plans including environmental accommodations needed
- Behavior management data systems, data summation

C. Conduct Functional Analysis of Behavior as deemed appropriate/necessary to develop individualized Behavior Intervention Plans.

D. Participate in RRT meetings and IEP meetings with parents as deemed appropriate by the Special Education Facilitator.

E. Analyst may have a caseload of up to 15 ongoing or regularly supported clients (students) at any one time. This includes direct assessment or service delivery that is ongoing including program writing and data summary. Isolated consultation and teacher/staff training is not included in this number.

F. Assesses behavior; identifies specific procedures for increasing and decreasing behaviors, including various instructional procedures and schedules or reinforcement, and designs performance monitoring for overall program and procedural integrity.

G. Selects appropriate assessment tools, administers assessments, and interprets data to make decisions for intervention strategies.

H. Provides descriptive and functional analysis based on data collection for the purpose of adjusting instructional procedures and practices.

I. Assesses behavior; identifies specific procedures for increasing and decreasing behaviors, including various instructional procedures and schedules or reinforcement, and designs performance monitoring for overall program and procedural integrity.

J. Selects appropriate assessment tools, administers assessments, and interprets data to make decisions for intervention strategies.

K. Provides descriptive and functional analysis based on data collection for the purpose of adjusting instructional procedures and practices.

L. Other duties as assigned by building principal and director of Student Support Services

EVALUATION: In accordance with district procedures.

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