



Board Certified Behavior Analyst (BCBA)

QUALIFICATIONS:

1. A minimum Master's Degree from an accredited College or University.
2. Valid NJ Teacher/Educational Services Personnel Certification required; as well as Board Certified Behavior Analyst Certification.
3. Demonstrate a high level of energy, enthusiasm, loyalty, and commitment.
4. Ability to effectively communicate with parents, staff, administrators, and the community.
5. Required criminal history background check and proof of US citizenship or legal resident status.
6. Pass a physical examination in accordance with board policy.
7. Such alternatives to the above that the Board of Education and District Supervisor may find appropriate and acceptable.

REPORTS TO: Superintendent or Designee

JOB GOAL: The Board Certified Behavior Analyst is responsible to the District Supervisor to assist in the development, monitoring, and provision of behavioral intervention plans, coordinate programming to support individualized student needs, and provide consultation, training and support for families and school personnel.

PERFORMANCE RESPONSIBILITIES:

1. Consult with district staff regarding students' social, emotional and mental health, academic achievement, and behavioral success with a focus on building skills for inclusion in the least restrictive environment;
2. Participate in MTSS meetings and help develop and monitor action plans for students;
3. Implement and oversee the district's positive behavior support interventions;
4. Conduct functional behavioral assessments and complete behavioral observations as needed;
5. Develop, monitor, and document effectiveness and integrity of behavioral intervention plans for students;
6. Provide consultation and clinical support to district staff regarding behavioral intervention for students;
7. Work directly with students to model positive behavioral intervention strategies and assist staff with implementation of behavioral interventions;
8. Collaborate with other team members regarding students' progress through interdisciplinary team meetings, record review, and informal discussions as appropriate;
9. Implement, supervise, and document proactive positive behavior support and de-escalation strategies, as well as provide crisis management training for staff;
10. Create a bank of behavioral goals and objectives for the instructional coaches;
11. Conduct professional development sessions for staff and facilitate workshops for families and the community;

12. Provide resources for staff and families and make recommendations for ongoing services outside of school for families as needed;
13. Consult and cooperate with personnel of community health, social welfare, and other outside of school agencies as needed;
14. Supervise staff working towards behavioral specialist and/or RBT credentials, as applicable;
15. Keep current with the literature, new research findings and resources regarding effective behavioral intervention;
16. Complete monthly, quarterly, and annual summaries/reports/updates within the requirements of funding source;
17. Create and edit clinical material/protocols as needed (e.g., checklists, data collection tools, training materials);
18. Perform other duties as assigned by the Superintendent or designee

TERMS OF EMPLOYMENT: Ten months per year. Salary to be determined by the Board of Education negotiation process.

EVALUATION: Performance of this job will be evaluated annually in accordance with state law, administrative code, and provisions of the board's policy on the evaluation of certificated staff.

Approved: Board of Education

Date: December 19, 2022