

Mount Prospect School District 57

Title: Board Certified Behavior Analyst (BCBA)

Reports To: Director of Student Services & School Administration

Job Goal: Support staff in identifying and working through problem behaviors. Provide ongoing professional development in the area of behavior to all staff. Provide techniques and modeling of behavior intervention support to staff.

Performance Responsibilities:

1. Work collaboratively with building and district staff to promote positive student behavior by providing professional development that targets research, strategies and modeling of instructional practices to support staff in their implementation of positive support and positive behavioral supports.
2. Demonstrate expertise in the area of data collection and behavior analysis.
3. Assists case managers/building-based psychologists and social workers in writing of comprehensive functional assessments and behavior intervention plans and instructional methodologies for staff.
4. Demonstrate behavior management ideas and/or techniques.
5. Provide training in the use of data collection, positive behavior supports, intervention techniques and instructional methodologies for staff.
6. Assist staff working with children with autism on teaching skill deficits, maintaining acquired skills, teaching self-help skills and develop social skills.
7. Develop materials and provide resources for and provide professional development to administrators, educators, paraprofessionals and parents/guardians.
8. Attend IEP, eligibility, or other meetings as necessary and provide related behavioral information.
9. Work with students who exhibit maladaptive/unexpected behaviors and provide support and professional learning for staff who work with such students.
10. Engage parents in the process of creating behavior programs for students in order to empower parents by providing them with skills and techniques to support the positive behavior development of their child.
11. Develops strong collaborative relationships and trains families, caregivers, and school staff to implement effective techniques across all environments, promoting progress and generalization.
12. Provides ongoing training of school staff, ensuring treatment integrity and supporting the professional growth of staff.
13. Collaborate with the educational team on the development, implementation, and monitoring of behavior plans for students.
14. Serve on the School Crisis Team and provide support on a district level for crisis responses as needed.
15. Perform other appropriate tasks as assigned by the Principal or District Administrator.

Supervisory Responsibilities

Supervises students, the classroom, and other classroom support staff.

Qualification Requirements

To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Licensure and Experience

- Current Board Certified Behavior Analyst (BCBA, as certified by the Behavior Analyst Certification Board (BACB) Education.
- Master's Degree in applied behavior analysis, special education, psychology or related discipline.

Language Skills

Ability to read, analyze, and interpret general periodicals, professional journals, technical procedures, or government regulations. Ability to write reports, business correspondence, and procedural directives. Ability to effectively present information and respond to questions from groups of students, parents, administrators, and the general public.

Mathematical Skills

Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as fractions, percentages, ratios and proportions to practical situations.

Reasoning Ability

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in writing, oral, diagram or schedule form.

Other Skills and Abilities

Ability to apply knowledge of current research and theory to the instructional program. Ability to plan and implement lessons based on content knowledge, school objectives, and the needs and abilities of the students. Ability to establish and maintain effective relationships with students, parents, and colleagues. Ability to communicate orally and in writing. Ability to perform duties with awareness of all District requirements and Board of Education policies.

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 position. 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 required to stand, talk, hear, walk, and sit. While performing the duties of this position, the employee may occasionally push or lift up to 50 pounds such as boxes of books or computer carts. The employee is directly responsible for the safety, well-being and the work output of other people.

Specific vision requirements of this position include close vision such as to read handwritten material, and the ability to adjust focus, This position requires the individual to meet multiple demands from several people and to interact with the public and other staff.

Work Environment: *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to individuals with disabilities to perform the essential functions.*

Duties are performed indoors and occasionally outdoors. The noise level in the work environment can at times be moderate to loud.

Terms of Employment

Salary and work year are consistent with Mount Prospect Education Support Personnel Association contract.

Evaluation

Job performance is evaluated in accordance with District guidelines by building administration.

The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.