

# WARREN TOWNSHIP SCHOOLS

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## Board Certified Behavior Analyst (BCBA)

### **MINIMUM QUALIFICATIONS:**

- Valid NJ teaching/school psychology/social worker/LDTC endorsement
- Board Certified Behavior Analyst (BCBA) Certification with experience a plus
- Ability to communicate effectively with students, parents, and district personnel
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable

### **REPORTS TO:**

Director of Special Services

### **JOB GOALS:**

- Provide ongoing behavior related training to school staff and parents on proactive behavior intervention strategies, de-escalation techniques and Applied Behavior Analysis (ABA) principles.
- Provide guidance for school personnel as it relates to data tracking and progress monitoring of identified student behavior.

### **PRIMARY RESPONSIBILITIES:**

1. Conduct observations, design data collection instruments, summarize and analyze behavioral data, write functional behavioral assessments (FBA) and develop and maintain behavior intervention plans (BIP).
2. Conference with staff and/or parents concerning individual children's behavior plans.
3. Provide leadership for school teams navigating challenging student behavior, including; articulating the Multi-Tiered System of Supports (MTSS) framework in regards to behavior and its execution within schools.
4. Provide professional development to staff on behavior management through classroom management strategies of all students.

### **OTHER RESPONSIBILITIES:**

1. Prepare and present staff and parent workshops/trainings.
2. Remain current on matters regarding behavioral management strategies, applied behavioral analysis and programs to improve the outcomes of students.
3. Submit monthly reports to the Director of Special Services.
4. Perform other responsibilities as directed by the Director or Superintendent of Schools.

*Employment will be dependent on successful completion of a criminal background check as mandated by N.J.S.A. 18A:6-7.1. Additionally, and in compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Permanent teaching staff members are further required to meet the citizenship standards set forth in N.J.S.A. 18A:26-1.*

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