

SOMERS PUBLIC SCHOOLS  
JOB DESCRIPTION

**TITLE:** Board Certified Behavior Analyst (BCBA)

**REPORTS TO:** Director of Pupil Services

**OVERVIEW:** The Board Certified Behavior Analyst (BCBA) provides behavior analytic services to support special education staff, pupil services staff and general education teachers and administrators in the provision of behavioral supports and services designed to assist students in the Least Restrictive Environment (LRE). The BCBA conducts assessments and develops plans that conform to IDEA, Connecticut law and regulations, as well as other applicable statutes and regulations. The BCBA also provides district-wide support and training regarding behavior intervention techniques to certified staff, paraeducators and administrators.

**QUALIFICATIONS:**

- A. High school diploma or equivalent.
- B. Adheres to laws of confidentiality in all situations.
- C. Ability to work with others in a cooperative manner.
- D. Strong communication and organizational skills.
- E. Ability to take direction and work independently.
- F. Prior experience working with children and computer skills desirable.

**DUTIES & RESPONSIBILITIES:**

- A. Design, develop and implement, with appropriate district approvals, management and/or behavioral interventions, including discrete trail training.
- B. Participate on teams (PPT, 504, ICAP) providing support and management for the implementation of behavior plans.
- C. Maintain appropriate data collection and records, assist and provide guidance for teachers and other staff in the implementation of behavioral interventions.
- D. Provide consultation, coaching and professional development to staff on behavior interventions and supports
- E. Confer with general education classroom teachers, along with special education teachers/pupil services staff and administrators regarding students with various disabilities and behavioral challenges.
- F. Provide consultation to district Special Education/Pupil Service team for building-by-building safety plans, tier III behavior intervention plans and other supports.
- G. Train staff and/or family members directly (i.e., in-person, with opportunities for questions, discussions, etc.) on the implementation of behavior support plans.
- H. Conduct treatment fidelity assessments to ensure proper descriptive progress notes on a monthly basis.
- I. Assist with maintaining student data and prepare pertinent reports requested by the Director of Pupil Services.

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- J. Implement Positive Behavioral Interventions and Support to increase appropriate student behavior and academic skills.
- K. Consult and/or conduct Functional Behavioral Assessments to inform the development of individualized FBA/BIP/Positive Behavior Support Plans
- L. Conduct evaluations (example: ABLLS) for purposes of identification or reevaluation of special education services in conjunction with other evaluations (as needed)
- M. Assist with developing and providing staff training and preparation for working effectively with students with a various exceptionalities as well as those students with other behavioral disorders.

*The above description is illustrative of tasks and responsibilities. It is not meant to be all inclusive of every task and responsibility.*

**SALARY:** Per SEA salary schedule

**LENGTH OF WORK YEAR:** Per SEA work year

**DATE:** March 30, 2018