

## Hobbs Municipal Schools

### Job Description

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

**Supervisor:** Director of Special Education

**General Job Description:** to provide support and modeling to staff in behavior intervention strategies.

#### Qualifications:

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

#### Essential Duties and Responsibilities:

- 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.

#### Other Performance Responsibilities:

- 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 PBIS.
- Demonstrate expertise in the area of data collection and behavior analysis.
- Assists case managers/building based psychologists and social workers in writing of comprehensive functional assessments and behavior intervention plans and instructional methodologies for staff.
- Demonstrate behavior management ideas and/or techniques.
- Provide training in the use of data collection, positive behavior supports, intervention techniques and instructional methodologies for staff.
- Assist staff working with children with autism on teaching skill deficits, maintaining acquired skills, teaching self-help skills and develop social skills.
- Develop materials and provide resources for and provide professional development to administrators, educators, paraprofessionals and parents/guardians.
- Attend IEP, eligibility, or other meetings as necessary and provide related behavioral information.

- Work with students who exhibit maladaptive/unexpected behaviors and provide support and professional learning for staff who work with such students.
- Travel to school sites as required for observations, functional behavioral assessments, behavior intervention plans, or programmatic recommendations for individual students.
- 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.
- Conducts functional behavior assessments and educational assessments, accurately identifying the function of challenging behavior and socially valid, pivotal behaviors to target.
- Develops treatment plans that recommend individualized, evidence-based behavioral strategies in a format accessible to staff, family members, other professionals.
- Develops strong collaborative relationships and trains families, caregivers, and school staff to implement effective techniques across all environments, promoting progress and generalization.
- Provides ongoing training of school staff, ensuring treatment integrity and supporting the professional growth of staff.
- Monitors progress and evaluate treatment effectiveness regularly, maintaining high rates of progress.
- Identifies behavior goals and intervention techniques utilizing non-aversive behavior change methods.
- Selects intervention and strategies according to the needs and desires and abilities of the individual, and prepares written behavior interventions and strategies, and support plans.
- Completes reports and other paperwork within the established timeframes.
- Participate in building-level meetings as appropriate.
- Assist in other areas as needed.
- Complete other duties as assigned.