



# MASCONOMET REGIONAL SCHOOL DISTRICT

## WORK PERFORMANCE STANDARDS

<b>POSITION TITLE:</b>	Board Certified Behavior Analyst (BCBA)
<b>REPORTS TO:</b>	Assistant Superintendent for Student Services
<b>SALARY RANGE:</b>	\$65,000-75,000
<b>WORK YEAR:</b>	190 days, 10 days assigned by evaluator

### QUALIFICATIONS:

- Certification as a BCBA
- Masters Degree in Special Education or related field
- Solid knowledge of the principles and practice of Applied Behavior Analysis
- Experience in the evaluation and treatment of children with serious behavioral problems and spectrum disorder
- Experience in planning, conducting/facilitating programs related to the support of students with behavioral, social, and/or communication challenges
- Experience in conducting and reporting on Functional Behavioral Assessments (FBA): Behavior Intervention Plans (BIP) and Individualized Education Programs (IEP)
- Experience with a variety of methodologies relevant to servicing students diagnosed with Autism Spectrum Disorders (ASD), and/or other disabilities that impair social, behavioral, and/or communication development.
- Ability to work independently and prioritize tasks/goals for self and others
- Ability to handle multitude of varying and complex issues
- Effective written and verbal communication skills with individuals and groups at all professional levels

### DESCRIPTION OF DUTIES:

The Board Certified Behavior Analyst (BCBA) provides services that may include:

- Attend all IEP meetings for students under direct supervision
- Attend monthly department meetings
- Attend other meetings as requested or on an as needed basis
- Develop and modify academic, behavioral, and social curriculum based on student's learning style and Massachusetts Frameworks

- Monitor and analyze individual student's academic, behavioral, and social progress through data collection
- Collaborate with Special Education teachers, Building Principal, Assistant Superintendent for Student Services, Assistant Director of Special Education, and/or Team Chairperson in program development
- Deliver small group and individual instruction, as warranted
- Complete initial intake observations
- Complete Functional Behavior Analysis (FBA) and Behavior Intervention Plans (BIP) as indicated and as appropriate
- Create and offer parent workshops, as appropriate
- Conduct home visits as appropriate and work with parents on program development for home use
- Perform other duties as assigned by the Assistant Superintendent for Student Services

**Evaluation:** Performance of this job will be evaluated in accordance with district policies.

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XXXXXXX, Board Certified Behavior Analyst

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Date

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Patricia Bullard, Assistant Superintendent for Student Services

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Date

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Kevin Lyons, Superintendent of Schools

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Date