



## Behavior Specialist/BCBA

### Job Overview

To provide behavior analysis services and behavior management plans for special education students enrolled in educational programs; provide support and professional learning to school site staff, para-educators, and parents/guardians in appropriate behavior intervention techniques; conducts assessments and develops plans that conform to IDEA, Tennessee law and regulations and other applicable statutes and regulations.

This job reports to the District Office Special Education Administrator.

### Essential Functions

- Provide Behavior Analytic services for students in their home zoned school and/or Tier 3 classroom settings
- Develop materials and provide resources for and provide professional learning to administrators, educators, para-educators and parents/guardians in Applied Behavior Analysis (ABA), Crisis Prevention Institute (CPI), and and/or other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
- Plan and oversee the development and implementation of programs, policies, and best practices related to instruction using the principles of Applied Behavior Analysis (ABA) for students with autism and other disabilities.
- Conduct Functional Behavioral Assessments (FBA) for individual students.
- Develop Behavior Intervention Plans based on FBA for individual students
- Create and assist District staff with the development and implementation of behavior plans, ABA programs and other appropriate programs for students with Autism and/or other disabilities that present behavior/learning challenges.
- Manage assaultive behaviors, e.g., Nonviolent Crisis Intervention (CPI).
- Work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such.
- Provide professional learning and conduct functional analysis assessments of behavior for students with complex and/or severe behaviors in accordance with both Federal and State laws and regulations.
- Supervise BCBA candidates within the Williamson County School District, as appropriate.
- Supervise Registered Behavior Technicians (RBTs) employed by the Williamson County School District, as appropriate.
- Assist students who are transitioning from alternative programs to regular school programs.
- Collaborate with public and private agencies to offer programs that foster pro-social skills and prevent violent behavior for the purpose of providing services to strengthen families as well as students.
- Collect data and prepare a variety of reports for the purpose of documenting case history, assessments, and treatment.
- Travel from site to site and/or performs necessary home visits for the purpose of providing direct treatment, consultation, and collaboration for students and families.
- Perform other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

### Working Environment

This job is predominantly in the school environment.

Physical Requirements: lifting to 25 pounds, carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant fine dexterity.

### Qualifications

**Minimum experience:** Experience writing behavior plans for students with behavior difficulties including students with autism and other disabilities.

**Minimum education:** Master's Degree in Applied Behavior Analysis



The ideal candidate will have the following education, experience, skills, knowledge, abilities and/or competencies:

- To establish rapport and work constructively with staff, students, parents, and community members.
- To creatively solve problems and work through the conflict resolution process.
- To communicate effectively, in oral and written form.
- To maintain knowledge of best practices and laws governing behavioral support for students with disabilities.
- Ability to work at a desk, conference table or in meetings of various configurations.
- Ability to stand and circulate for extended periods of time.
- Ability to see for purposes of reading laws and codes, rules and policies, and other printed matter and observing students.
- Ability to hear and understand speech at normal speech levels.
- Ability to communicate so others will be able to clearly understand normal conversation
- Moderate to high stress levels.
- Work is predominantly in the school environment.
- The climate is normal, occasional adverse weather conditions.
- Daily contact with students, teachers, and school staff.
- Regular contact with parents, community members and outside agency personnel.
- Hazards: Incumbent may be exposed to contact with individuals displaying physically aggressive, self-abusive, or socially undesirable behavior.

Responsibilities Include:

- Working under limited supervision following standardized practices and/or methods.
- Leading, guiding, and/or coordinating with others.
- Tracking budget expenditures.

**Required Testing:**

None Specified

**Required Certificates and/or Licenses :**

Possess a Board-Certified Behavior Analyst Certification (BCBA); maintain Current Crisis Prevention Institute (CPI) certification.

**FLSA Status :**

Exempt

**Continuing Education/Training :**

Keep updated on current trends in behavior management

**Clearances :**

Criminal Justice Fingerprint/Background Clearance

**Employee Type :**

Classified

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