

**ROSELAND SCHOOL DISTRICT**

**JOB DESCRIPTION**

**TITLE:** **BEHAVIOR ANALYST (Grades PreK-6)**

**QUALIFICATIONS:**

1. Minimum of a Master's Degree with required training
2. Must have Board Certified Behavior Analyst (BCBA) Certification
3. Possess Teacher of the Handicapped or Teacher of Students with Disabilities Certification
4. Ability to create a positive learning environment.
5. Strong interpersonal and communication skills.
6. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

**REPORTS TO:** Supervisor of Special Services

**JOB GOAL:** To work with students, teachers, case managers, staff, and parents in the assessment, development, implementation, and evaluation of appropriate behavioral intervention plans for special education students; to help students develop skills, attitudes and knowledge needed to provide a good foundation for continued education; and to maintain good relationships with students, parents and other staff members.

**PERFORMANCE RESPONSIBILITIES:**

1. Conducting functional behavior assessments (FBA), and developing behavior support plans that are individualized and data driven, using the principles of applied behavior analysis.
2. Providing training notes to staff regarding behavior plans, modifications and program development.
3. Assisting staff by developing and evaluating programs that enhance a student's academic, communication and social skills.
4. Developing and modeling effective instructional strategies for staff.

**PERFORMANCE RESPONSIBILITIES:**

5. Training and monitoring staff for effective data collection systems.
6. Attending IEP and collaborative meetings to offer appropriate strategies and goals based on functional assessment of the student.
7. Developing and implementing parent training activities based on applied behavior analysis principles.
8. Developing parent training activities to be delivered at school or in the student's home, with the approval of the Supervisor of Special Services.
9. Developing plans that provide opportunities to practice new skills in alternative settings, and increase generalization of skills.
10. Developing guidelines for implementing behavior programs.
11. Using data-based decision making to continually improve programs.
12. Providing applied behavior analysis (ABA) instruction to students.
13. Providing social skills training including groups with typical peers.
14. Performing other duties within the scope of his/her employment and certification as may be assigned by the Supervisor of Special Services or building administrator.

**TERMS OF EMPLOYMENT:**

This is a ten month position with compensation being determined in accordance with the appropriate negotiated agreement.

**Job Description**

**Behavior Analyst (Grades PreK-6)**

**EVALUATION:**

Performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation.

**APPROVED:** July 24, 2014

**REVISED:** December 8, 2016