

Job Opening Announcement & Job Description



Board Certified Behavioral Analyst	
Supervisor: Associate Director Student Success & Learning	Division: Student Success & Learning Location/Assignment: Chelan, Douglas, Grant & Okanogan Counties
Salary Range: \$69,254.00 - \$87,339.00 (with a BCBA certificate) \$43,129.00 - \$48,796.00 (Intern without a BCBA certificate) <i>Salary based on 191-day position</i> <i>Salary range dependent upon experience and expertise</i>	Conditions of work: 8 hours/day 191 days per year - <i>exempt position</i>

GENERAL DESCRIPTION:

This position is a rare opportunity to join an exciting team. The regional Educational Service District 171 (ESD 171) is seeking a dynamic team player interested in making an impact in the lives of district staff and students as the Board Certified Behavioral Analyst (BCBA) for 29 school districts within our ESD region. The BCBA will work collaboratively with the special education director, principal, special and regular education teachers and support staff to ensure that Behavior Intervention Plans are being provided with fidelity in accordance to the student's IEP or IFSP. The BCBA will also provide guidelines, training and support to staff to help support students with Autism and other related behavior disabilities. Services will be based on the principles of applied behavior analysis including the modification of environmental variables, behavior reduction procedures, systematic instruction (e.g., discrete trial teaching, incidental instruction) to teach new and/or adaptive skills, and the maintenance and generalization of skills. The BCBA will work to create programs and transition procedures to ensure that students with Autism and other behavioral disabilities receive instruction in the least restrictive setting.

Qualifications Required:

- Masters in Psychology, Behavior Analysis, Developmental Psychology, Special Education or other related degree.
- Board Certified Behavior Analyst certificate or the ability to obtain within one year of hire.
- Experience analyzing, defining, measuring, assessing, characterizing and ultimately modifying behavior in children ages 0-21 years of age.
- Ability to lead teams through the analysis of behaviors and subsequent Behavior Intervention Plans (BIPs) or therapy programs for children with 504s, IEPs, IFSPs, or other children in need of Positive Behavioral Interventions and Supports.
- Proven experience screening, assessing, designing treatment programs, providing direct therapy and consulting with school staff, parents and outside agencies as appropriate.
- Ability to recognize and discuss signs of Autism Spectrum Disorder.
- Knowledge of Washington state law pertaining to special education WAC 392-172A.
- Valid WA State driver's license and willingness to travel.

PREFERRED:

- Current Washington State ESA or Teacher's Certificate and/or Board Certified Behavior Analyst degree. Work attributes to include a team leader, strong interpersonal abilities and an independent hard-worker with a desire to grow BCBA services in the NCESD region.
- Experience designing, implementing, modifying, and maintaining behavior programs including proven Applied Behavior Analysis programs for children with Autism Spectrum Disorders and other developmental disorders.
- Proven experience functioning as a member of a public school multidisciplinary team to determine the child's eligibility for services, appropriate programming and on-going progress.

Timeline:

Position opens: May 30, 2019

Position closes: June 13, 2019

Screening & Interviews as soon as possible

Position begins September 2019

Note: Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and sexual misconduct background check.

NCESD is an Equal Opportunity Employer

Skills, Knowledge, and/or Abilities:

- Assist in developing programs and/or activities to promote positive student behavior, as well as intervention strategies.
- Assist the building team to determine eligibility and coordinate delivery of appropriate services for new referrals. Work with referred students and their teacher and families for the purpose of modifying inappropriate behavior.
- Gather and analyze information to understand and plan for the presenting needs of the child and family.
- Conduct Functional Behavior Assessments and develop comprehensive Behavior Intervention Plans as part of the student's IEP/IFSP.
- Ensure ongoing data collection and monitoring of data to develop and/or recommend program changes.
- Maintain a variety of manual and electronic files and/or records for the purpose of providing up-to-date reference and audit trail for compliance with ESD, local, state and federal regulations.
- Participate as a member of the evaluation team and IEP/IFSP committee for the purpose of contributing evaluation findings and/or collaborating on the child's educational program plan.
- Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, natural origin, gender identity, sexual orientation, homelessness, or disability.
- Provide ongoing training and professional development in the area of applied behavior analysis.
- Serve as a liaison between local school districts and NCESD for the purpose of delivering services in conformance with established objectives.

Professional Growth and Responsibilities

- Meets or exceeds performance expectations in the following areas:
 - Competence
 - Quality & Quantity of Work
 - Attitude
 - Flexibility, Innovation & Initiative
 - Cooperation with Supervisor/Director & Peers
 - Demonstrates & Supports Agency Values
- Supports and implements ESD policies, regulations, procedures and administrative directives; demonstrates loyalty to the ESD and other administrators.
- Submits records, reports and assignments promptly and efficiently.
- Deals with obstacles and constraints positively.
- Demonstrates ability to adjust to and use new approaches in the performance of his/her duties.
- Seeks and takes advantage of opportunities for professional growth.
- Maintains dress and appearance appropriate to a professional office setting.
- A new employee is subject to a 180-day probationary period and must be evaluated prior to its end. If work is found to be unsatisfactory, the employee is subject to termination.
- Other duties as assigned by the Associate Director of Student Success and Learning, Assistant Superintendent or Superintendent.

Physical Demands

- Frequent travel within the ESD 171 region. Some overnight travel may be required.
- Extended or flexible hours as necessary.
- Sitting for extended periods of time may be required. Lifts and carries a maximum of 40 pounds. Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position.

Application Procedure:

North Central ESD is accepting applications for this position on-line only. To access our on-line application please click the link below. All completed packets must be submitted on-line and include:

- Updated Resume
- Cover Letter
- Two Professional Letters of Recommendation (dated less than 1 year old)
- Misconduct Form

[Click here to apply](#)