

## **Job Description - Board Certified Behavior Analyst**

**Role Mission:** The IDEA Board Certified Behavior Analyst (BCBA) demonstrates knowledge and skill in providing behavior analysis services and behavior management plans for students with Autism in the age range of 3-21 years old through the SOAR (Successful Outcomes through Autism Resources). The BCBA will provide support and professional learning to school site staff, RBTs, co-teachers, and parents in appropriate behavior intervention techniques; conducts assessments and develops plans that conform to state and federal legal frameworks.

This is an Innovative Service to Students with Autism Grant-funded position and funding may be extended. A grant-funded position has no guarantee of ongoing and indefinite employment. All duties and responsibilities tied to this position are allowable and allocable to the grant.

### **Location:**

This is a full-time position located in the Rio Grande Valley. Preference will be given to candidates who live in the region, or who are willing to relocate.

### **In this role you will:**

- Supports Special Education teachers in developing Functional Behavior Assessments that yield strong Behavior Intervention Plans
- Coaches school staff and parents in implementing behavior supports consistently to support students with Autism in moving into the least restrictive environment
- Follows correct procedures for maintaining records and services.
- Train registered behavior technicians on ABA and student's program and initial RBT (Registered Behavior Technician) training
- Directly observe treatments/services administered by RBTs
- Review RBT's documentation and data collection and provides feedback
- Develop and oversee parent trainings to facilitate generalization of skills across all environments.
- Develop and oversee General Education teacher trainings to ensure an understanding of how to provide behavioral supports for students in mainstream environments.
- Develop and oversee Special education Teacher trainings to ensure consistent implementation of appropriate behavioral supports.

### **Supervisory Responsibility**

- The BCBA may supervise the Registered Behavior Technician Assistant (RBTA), depending on the region

## **Required Experience**

- Master's degree in Behavioral Analysis required
- Valid certification as a BCBA in the state of Texas
- 1+ years of experience as a BCBA

## **What We Offer:**

### **Compensation & Benefits:**

Salaries for people entering this role typically fall between \$70,500 and \$82,100, commensurate with relevant experience and qualifications and in alignment with internal equity. This role is also eligible for performance pay based on organizational performance and goal attainment.

Additionally, we offer medical, dental, and vision plans, disability, life insurance, parenting benefits, flexible spending account options, generous vacation time, referral bonuses, professional development, and a 403(b) plan. You can find more information about our benefits at <https://ideapublicschools.org/careers/benefits/>.

\* IDEA may offer a relocation stipend to defray the cost of moving for this role, if applicable.

### **Application process:**

Submit your application online through Jobvite. Please note that applications will be reviewed on an ongoing basis until the position is filled. Applicants are encouraged to apply as early as possible.

### **Learn more about IDEA**

At IDEA the Staff Experience Team uses our Core Values to promote human connection and a culture of integrity, respect, and belonging for all Team and Family members. Learn more about our Commitment to Core Values here: <https://ideapublicschools.org/our-story/#core-values>