



CONROE
INDEPENDENT
SCHOOL DISTRICT

Is looking for a full-time BCBA to join our district's Behavior Support Team!

Start date: July 18th

To apply go to this link: <https://www.conroeisd.net/department/hr/recruiting/>

Questions email: ccox@conroeisd.net

Who is the Conroe ISD Behavior Support Team?

The **Behavior Support Team's (BST)** mission is to meet the academic and behavioral needs of students through a variety of techniques by providing collaborative support to school staff in situations that require intensive interventions to address a student's challenging behaviors in the least restrictive environment. The BST consists of several Licensed Specialist in School Psychology (LSSP), Board Certified Behavior Analyst (BCBA), Registered Behavior Technicians (RBT) and other evaluation staff who will meet and review requests for behavioral support and training in an effort to identify specific concerns, problem solve and provide positive solutions. Our purpose is to collaborate and consult with staff to: provide staff development, problem solve difficult situations, discuss educational needs of students, interpret assessment data, implement behavior intervention plans/research-based practices, and consult with outside service providers concerning cognitive, adaptive, emotional, and behavioral functioning of students.

Responsibilities – What would you do?

- Consult which may include
 - Discreet trials
 - Schedules of reinforcement
 - Model and Training on implementation of current and/or new behavior intervention strategies
 - Generalization
 - Observe implementation of current IEP and give recommendations to tweak current plan and/or new strategies/interventions to implement
- FBAs – collect and analyze data to develop effective interventions when current interventions are ineffective
- Contact and consult with outside service providers – ABA clinics, psychiatrists, psychologists, medical doctors, community agencies
- Collaboration with ongoing implementation of plan
- Monitoring, modeling and/or training as student transitions in or out of new educational settings
- Recommend ways in which current plan can be adjusted to help meet the special learning needs of specific students
- Consult and give input when a change of placement is being considered due to ongoing high intensity behavioral difficulties and current needs including interventions, possible need for additional support and goals may require a higher level of structure and direct instruction
- Consult and collaborate with various district staff and the Behavior Support Team to develop and implement proactive behavior supports for students, staff, and parents
- Provide trainings/staff development as well as helping create tools and resources for staff and parents in the area of behavior
- Oversee and provide evaluation input for Registered Behavior Technicians

Qualifications

Education/Certification:

- BCBA certification
- Valid Teaching Certificate with endorsement in Special Education (preferred)

Special Knowledge/Skills:

- Knowledge of best practices in the area of Positive Behavior Interventions and Supports
- Knowledge of best practices in Classroom Management
- Fluent in ABA strategies
- Ability to plan and deliver staff development training
- Ability to interpret policy, procedures, and data to include general education and special education
- Strong communication and interpersonal skills
- Ability to manage crisis situations
- Strong knowledge of Functional Behavioral Assessments and/or behavior analysis
- Understanding of data collection as it pertains to behavior

Experience

- Three years of public-school experience (preferred)
- Worked with students with disabilities
- Experience developing and presenting professional development
- Experience in facilitating and/or working with teams

