

NUES Region Board Certified Behavior Analyst (BCBA)

Part-time, Contracted, Remote and/or In-person position

Position Summary:

The NUES Region BCBA will function under the direction of the NUES Executive Director as governed by the NUES Board of Directors. The BCBA will provide assistance as needed across the NUES region consisting of nine school districts and five charter schools as they coordinate with special education directors and teachers to schedule and conduct behavioral evaluations, supervise region Registered Behavior Technicians (RBT) and provide consultation.

We have other NUES BCBA's employed, and we divide up the region between those employees. This position would primarily be supporting Morgan SD, South Summit SD, North Summit SD, Wasatch SD, Soldier Hollow School, and Weilenmann School.

We have been working to create a system of RBTs, district-based BCBA's, and Special Education staff at each NUES school, so that the region BCBA work is primarily consultative in nature, including attending team meetings (remote or in-person), creating Behavior Intervention Plans with the school team, advising on data-collection, etc.

Minimum Qualifications:

1. Valid Board Certified Behavior Analyst (BCBA) Certification and Utah State Licensure (LBA).
1. Master's degree in Applied Behavior Analysis
2. Documentation of successful work history or internship experience.
3. Demonstrated knowledge of special education laws and procedures.
4. Demonstrated knowledge of research-based curriculum and behavioral assessments.
5. Ability to understand school system procedures and policies.
6. Commitment to the importance that mental health services play in the overall education of the student.
7. Excellent clinical skills in assessment and intervention planning.
8. Ability to work cooperatively with students, their parents, LEA staff and community members.
9. Commitment to collaboration, teaming and in working with a professional learning community.
10. Ability to effectively communicate with parents, students and staff both verbally and in writing.
11. Ability to plan, conduct and coordinate effective meetings.
12. Evidence of continuous professional learning and a commitment to participate in professional growth opportunities and self-reflection on professional practice.
13. Valid Utah Driver's license and the ability to drive throughout the geographic area of the NUES region.

Desired Qualifications:

1. Bilingual skills in a language appropriate to the region's demographics.
2. Prior experience in a public-school setting.

Major Duties and Responsibilities:

As a BCBA:

1. Provide consultation, instruction, and mentoring for school-based staff, regarding students struggling with social, emotional, and behavior problems.
2. Assist in increasing achievement by assessing barriers to learning and determining the best instructional strategies to improve learning.
3. Support LEAs in promoting wellness and resilience by reinforcing communication and social skills, problem solving, anger management, self-regulation, self-determination, and optimism.
4. Assist (through consultation) LEAs in working with students and their families to:
 - Identify and address learning and behavior problems that interfere with school success.
 - Develop plans to support students' social, emotional, and behavioral health.
 - Teach parenting skills and enhance home-school collaboration.
 - Make referrals and help coordinate community support services.
5. Work with school staff (through consultation) to:
 - Collaborate and consult on concerns with student behavior and/or academics.
 - Identify and resolve academic barriers to learning.
 - Design and implement student progress monitoring tools.
 - Design and implement academic and behavior interventions.
 - Consult on effective individualized instruction strategies.
 - Create positive classroom environments and interventions to motivate all students to engage in learning.
6. Work with administrators (through consultation) to:
 - Collect and analyze data related to school improvement, student outcomes, and accountability requirements.
 - Implement school-wide prevention programs that help maintain positive school climates conducive to learning.
 - Promote school policies and practices that ensure the safety of all students by reducing school violence, bullying, and harassment.
 - Respond to crises by providing leadership, direct services, and coordination with needed community services.
7. Work with community providers to:
 - Assist LEAs in coordinating the delivery of services to students and their families in and outside of school.
 - Help LEAs with transition needs to and from school and community learning environments, such as residential treatment or juvenile justice programs.
8. Interpret and analyze student academic and behavioral data.
9. Provide written assessment reports including recommendations in a timely manner, no later than 2 weeks, following an evaluation.
10. Supervise, mentor and support region Registered Behavior Technicians (RBTs) as needed.
11. Assist school personnel responsible for interpreting evaluation results for IEP teams.

12. Participate as a crisis team member and provide crisis intervention for students and staff in the advent of a sudden tragedy, illness or injury.
13. Maintain confidentiality regarding all school and health-related issues.
14. Recommend modifications of the school program for students who require accommodations.
15. Provide assistance in the generation of IEP documents, goals, etc.
16. Provide assistance in conducting functional behavioral assessments.
17. Provide assistance in developing positive behavioral intervention strategies.
18. Provide assistance in developing behavior intervention plans.
19. Compile and analyze data regarding student behavior needs for the NUES Region and its LEAs.
20. Provide consultation service with school personnel and parents to help meet the educational needs of students as indicated by psychological tests, interviews, direct observation and behavioral evaluations.
21. Obtain professional development as needed to meet the needs of region LEAs.
22. Provide professional development for region LEAs as needed and requested.

Salary and Benefits:

This contracted position does not include salary and benefits at this time.

Contract Days:

TBD based on contract agreement