



COVINA-VALLEY

UNIFIED SCHOOL DISTRICT

Revised Job Description
Board Approval: August 14, 2023

Board Certified Behavior Analyst

Definition:

The Board Certified Behavior Analyst (BCBA) serves as a resource to the school community with regard to identifying, analyzing, understanding, and addressing behavior differences as they impact learning.

Essential Duties and Responsibilities:

- Develop materials and provide professional learning to administrators, educators, para-educators, and parents/guardians in Applied Behavior Analysis (ABA).
- Provide Crisis Prevention Institute (CPI) and/or other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
- Plan and oversee the development and implementation of programs, policies, and best practices related to instruction using the principles of ABA for students with autism and other disabilities.
- Provide behavioral assessments for individual students.
- Assist District staff with the development and implementation of behavior plans, ABA programs, and other appropriate programs for students with autism and/or other disabilities that present behavior/learning challenges.
- Manage assaultive behaviors, e.g., CPI.
- Work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such behaviors.
- Provide professional learning and conduct functional analysis assessments of behaviors for students with complex and/or severe behaviors in accordance with the Individuals with Disabilities Education Act and California Education Code.
- Assist students who are transitioning from alternative programs to regular school programs.
- Collect data and prepare a variety of reports for the purpose of documenting case history and assessments.
- Travel from site to site for the purpose of providing direct treatment, consultation, and collaboration for students and families.
- Incumbents who hold a school psychology credential may be required to perform school psychologist duties.

Working Conditions and Physical Demands:

- Work is predominantly in a school environment and includes daily contact with students, teachers, and school staff.
- Incumbent may be exposed to contact with individuals displaying physically aggressive, self-abusive, or socially undesirable behavior.

Required Qualifications:

- Experience in writing behavior plans for students with behavior difficulties including students with autism and other disabilities.
- Clear California Credential in Special Education, School Psychology, Counseling, or a Master's Degree in a related field.
- Minimum of two years' experience working as a behavior or autism specialist or related field.
- Possess a Board-Certified Behavior Analyst (BCBA) Certification.

Preferred Qualifications:

- Bilingual is highly desirable.

Knowledge of:

- Best practices and laws governing behavioral support for students with disabilities.

Ability to:

- Work at a desk, conference table, or in meetings of various configurations.
- Stand and circulate for extended periods of time.
- Lift up to 25 pounds.
- Ability to carry up to 25 pounds.
- Establish rapport and work constructively with staff, students, parents, and community members.
- Creatively solve problems and work through the conflict resolution process.
- Communicate effectively orally and in writing.

This position will be paid on the School Psychologists/Board Certified Behavior Analyst salary schedule Range A-3, 11 months, and 189 days.