

## San Francisco Unified School District

### BOARD CERTIFIED BEHAVIOR ANALYST (BCBA) JOB EXPECTATIONS

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.

#### DUTIES

Consults with staff concerning appropriate learning strategies and positive behavior interventions, to support the student to access instruction, and to make academic progress, in the least restrictive environment.

- Plans and oversees the development and implementation of programs, policies, and best practices related to instruction using the principles of Applied Behavior Analysis (ABA) for students with autism
- Plans and oversees the development and implementation of programs, policies, and best practices relative to the management of students' behaviors, including students with autism and emotional disturbance (ED)
- Plans and provides, or oversees the provision of, positive behavior management interventions and programs, for students, classrooms, and school sites
- Provides training to, and coordinates the work of, paraprofessionals and other staff implementing behavior interventions and programs
- Conducts assessments that conform with the IDEA and the California Hughes Bill to address behavior, including functional analysis assessments and functional behavior assessments
- Presents a comprehensive report about assessment results at the subsequent Individualized Educational Program (IEP) team meeting
- Makes recommendations to the IEP team based on the findings of each assessment and specific to the identified disability as it relates to classroom performance and access to core curriculum.
- Other duties as assigned

#### MINIMUM QUALIFICATIONS

##### Experience

- Job related experience within specialized field of applied behavior analysis, with increasing levels of responsibility is required
- Experience working within a large urban school District is desirable

##### Education

- Board Certified Behavioral Analyst
- Masters Degree in Special Education or related field
- Multiple Subjects or Single Subject Credential or Special Education Credential required