

## **NU-255 – BO2024**

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| Position:      | <b>Board Certified Behavior Analyst – Long Term Occasional</b>    |
| Location:      | <b>Board Offices (with travel to CDSBEO schools)</b>              |
| Hours of work: | <b>14 hours/week (working 2 days/week)</b>                        |
| Salary:        | <b>\$75,360 - \$89,694/annum (prorated based on hours worked)</b> |
| Effective:     | <b>September 3, 2024 – June 27, 2025</b>                          |

### **Note**

Please refer to the attached job description for further information.

### **Qualifications**

- Master's degree in Behaviour Analysis, Psychology, Education, Special Education, or related field
- Board Certified Behaviour Analyst (BCBA) certification
- Extensive knowledge and experience working with students with an Autism Spectrum Disorder
- Proven behavioural management experience with children/youth with an ASD. Evening meetings may be required
- Demonstrated ability/experience working within a consultative model
- Proficiency in planning and delivering adult education
- Experience working with children and youth who have special needs
- Knowledge of the elementary and secondary education system in Ontario
- Competencies in the development, delivery and evaluation of training programs and strategies
- Successful experience working collaboratively with community partners
- Strong interpersonal, communication and collaboration skills
- A valid driver's license and access to a vehicle, and willingness to travel to rural schools across the CDSBEO are required.
- Ability to work flexible hours

Send application and curriculum vitae no later than:

**Tuesday July 9, 2024 by 4:00pm**

e-mail: [hr@cdsbeo.on.ca](mailto:hr@cdsbeo.on.ca) | fax: (613) 258-3610

**CDSBEO is committed to providing an inclusive, accessible and barrier-free workplace. If you will require an accommodation during the job selection process, please let us know and we will work to meet your needs.**

## **A. Job Identification:**

Title: **Board Certified Behavior Analyst**

Immediate Supervisor: **Principal of Special Education**

## **B. Job Summary:**

Under the direction of the Principal of Special Education, the Board Certified Behaviour Analyst (BCBA) for CDSBEO will collaborate and support as part of a multi-disciplinary team in providing assessments, consultation, training, and resource development. The BCBA will provide very specialized ABA services to all schools throughout the CDSBEO and will assist in the development of board/department planning for students with complex needs, including students with an ASD.

## **C. Duties and Responsibilities:**

- Enhance Educators' knowledge, skills, and practices:
  - with respect to the characteristics of students with an ASD,
  - in the principles of ABA and other evidence-based strategies which can be used in schools and classrooms,
  - in teaching strategies to improve communication, social skills, and life skills of students with an ASD,
  - in reviewing environmental supports/structures that can lead to greater success for students with ASD.
  - in connecting with non-educational resources and supports available in the community for students with an ASD.
- Facilitate collaboration between community partners and schools and act as a liaison, in consultation with the school board, to board staff, parents, community providers and the Ontario Ministry of Education.
- Attend workshops and conferences to continually update knowledge of ABA and other evidence-based strategies and how they relate to educational practices.
- Work alongside other professionals as an integral member of the CDSBEO multidisciplinary team tasked with assessing and programming for students with complex needs.
- Ongoing training and coaching staff in implementation of ABA principles as well as behaviour strengthening and behaviour reduction strategies.
- Development and implementation of assessment tools to conduct functional behaviour assessments (FBA) and analyses when appropriate.
- Create ongoing data collection system to establish baseline and programmatic efficacy for all students, and to analyze data on a frequent and ongoing basis to guide programming.
- Develop behaviour plans for students as required with a focus on teaching and skill development.
- Develop and authorize on behaviour plans for students with complex needs when necessary.
- Keep current with the literature, new research findings and resources. Maintain CEU requirement and BCBA credential with Behavior Analytic Certification Board (BACB).
- Provide in class observation and coaching for Teachers, Educational Assistants, Early Childhood Educators, and Principals on effective learning strategies and techniques for students with ASD.
- Be part of a student specific, school-based multi disciplinary transition team co-ordinating transitions for students moving from direct therapist support into their home schools.
- Development of evidence-based resources and documents that support educators throughout the Board.
- Conduct literature reviews to ensure the most recent and relevant information is being incorporated into trainings, consultations and resources. Develop and teach professional development courses and workshops to Psychologists, Principals, Teachers, Speech and Language Pathologists, Educational Assistants, Student Support Workers, Special Education Resources Teachers, Crisis Response Workers, and others who work with students with an ASD.
- Ability to facilitate social skills groups and train other facilitators in their implementation.

- Perform other duties as assigned which are unplanned or of a transient nature and are consistent with the above job summary and duties.

#### **D. Qualifications:**

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#### **E. Commitment to Equity:**

The CDSBEO is committed to equity in employment. We are committed to equitable hiring practices. We are committed to the inclusion and anti-oppression practices.