

SCOTCH PLAINS-FANWOOD BOARD OF EDUCATION  
JOB DESCRIPTION  
**BEHAVIORIST/BEHAVIOR ANALYST (UNAFFILIATED)**

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**Date of Adoption:**    **November 17, 2022**

**JOB TITLE:**            Behaviorist/ Behavior Analyst (Unaffiliated)

**REPORTS TO:**        Director of Special Services and/or designee

**NATURE AND SCOPE OF JOB:**

To support the district's instructional program by facilitating students' attainment of social and emotional growth consistent with the goals set forth by the individual education plans (IEP).

**QUALIFICATIONS:**

1. A valid Board Certified Behavior Analyst (BCBA) certification.
2. Does not require an instructional or educational services certification issued by the New Jersey Department of Education.
3. A minimum of a Bachelor's Degree.
4. Successful experience working with children with special needs.
5. Knowledge of diverse needs of children with disabilities.
6. Ability to communicate effectively with students, parents, and school personnel.
7. Required criminal history check and proof of U.S. citizenship or legal resident alien status.
8. Must have a working knowledge of computers.
9. Must have a valid driver's license.
10. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

**EMPLOYMENT TERMS:**

Salary and work year to be determined by the Board of Education.

**JOB RESPONSIBILITIES:**

1. Works district-wide to support students with behavioral and/or social-emotional needs.
2. Reports to, and consults with, the Director of Special Services on an ongoing basis
3. Consults and collaborates with the Child Study Team on an ongoing basis.
4. Schedules regularly consultations with classroom teachers.
5. Provides professional development to targeted staff, on all aspects of school programming with special educational programs:
  - a. Delivery of Instruction
  - b. Behavior Management of Students
  - c. Data Collection [Applied Behavioral Analysis]
6. Develops IEP goals and objectives and uses instructional aides to assist with implementing goals, as appropriate.
7. Consults with parents regarding students' behavioral goals.
8. Prepares and presents parent workshops.

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9. Develops home programs and related behavioral goals.
10. Assists parents in acquiring services from the Division of Developmental Disabilities [DDD].
11. Provides Social Skills Training for students.
12. Assists, upon request by Director of Special Services, in the development of Functional Behavioral Assessments [FBA] and Behavior Intervention Plans (BIP).
13. Remain updated on matters regarding behavioral management strategies and programs to be used with students with behavioral disabilities, multiple disabilities, and Autism such as Applied Behavioral Analysis.
14. Assists in the design and implementation of staff development related to special education.
15. Provides consultation to parents, school staff and representatives of community services and agencies with reference to students who are experiencing social and emotional difficulties.
16. Serves as a consultant to administrators and special services staff on student behavioral issues.
17. Interprets behavioral assessments for school staff and parents.
18. Provides support to students, staff and administrators during school crises, as needed.
19. Performs additional responsibilities as identified with the Director of Special Services.
20. Attends evening programs (i.e., Back to School Nights, ABA workshops) annually.
21. Carries out job responsibilities in a professional manner.
22. Carries out such other professional duties as may be assigned by the Superintendent and/or his/her designee.

**EVALUATION:**

The Director of Special Services and/or designee shall evaluate the Behaviorist/Behavior Analyst in accordance with Board Policy, this Job Description, and such other criteria as shall be established by the Board of Education.