

ABA Therapist

Job Description-Reference code 010005

Category: ABA Therapist

Department: Teaching & Learning Department

General Qualifications:

- Bachelor's degree in Psychology, Special Education, Applied Behavior Analysis, or a related field (Master's degree preferred).
- Certification as a Board-Certified Assistant Behavior Analyst (BCaBA) or Registered Behavior Technician (RBT) preferred.
- 3 years and above experience working with individuals with autism spectrum disorder (ASD) or developmental disabilities in a school or clinical setting.
- Knowledge of behavior analysis principles, functional behavior assessment (FBA), behavior intervention planning, and ABA techniques.
- Strong interpersonal and communication skills for collaborating with school staff, parents, and other stakeholders.
- Ability to work independently and as part of a multidisciplinary team, demonstrating flexibility, creativity, and problem-solving skills.
- Commitment to ethical standards and professional conduct in ABA therapy practice, including maintaining client confidentiality and respecting cultural diversity.

Reporting: Teaching & Learning Department

Job Goal: The ABA Therapist at school specializes in implementing behavior intervention plans and providing targeted interventions to support students with autism spectrum disorder (ASD) or other developmental disabilities. They work collaboratively with teachers, special education staff, and parents to promote social skills, communication, and academic success through evidence-based ABA techniques. Specific responsibilities may vary depending on the needs of the school, the student population, and program goals.

Essential Functions and Responsibilities

Assessment and Behavior Analysis:

- Conduct functional behavior assessments (FBAs) and direct observations to identify target behaviors, triggers, and maintaining factors.
- Analyze assessment data to develop individualized behavior intervention plans (BIPs) based on the principles of Applied Behavior Analysis (ABA).

Behavior Intervention and Support:

- Implement behavior intervention plans (BIPs) to address challenging behaviors and teach replacement skills, such as communication, socialization, and self-regulation.
- Provide one-on-one or small-group therapy sessions to teach and reinforce adaptive behaviors, social skills, and academic skills using ABA techniques.

Data Collection and Progress Monitoring:

- Collect and record data on target behaviors and skill acquisition using objective measurement tools and behavior tracking systems.
- Analyze data to monitor progress, evaluate intervention effectiveness, and make data-driven decisions to adjust treatment strategies as needed.

Collaboration and Consultation:

- Collaborate with teachers, special education staff, and other school professionals to support students' behavioral and educational needs in the classroom and other school settings.
- Provide consultation and training to school staff on ABA principles, behavior management techniques, and strategies for supporting students with ASD and developmental disabilities.

Parental Involvement and Support:

- Communicate regularly with parents or caregivers to discuss students' progress, behavior goals, and strategies for generalization of skills in home and community settings.
- Provide parent training and coaching on ABA techniques, behavior management strategies, and reinforcement strategies to support consistency and continuity of interventions.

Crisis Intervention and Behavior De-escalation:

- Implement crisis intervention techniques and behavior de-escalation strategies to address challenging behaviors and ensure the safety of students and staff.
- Develop crisis prevention plans and protocols in collaboration with school administration and special education team members.

Professional Development:

- Stay current on best practices, research findings, and ethical standards in ABA therapy through ongoing professional development activities, workshops, and training opportunities.
- Pursue certification and licensure in ABA therapy, if applicable, to demonstrate competency and adherence to professional standards.

Term of Employment: Three - Year Contract renewable yearly by written notice and mutual agreement.

Evaluation Method

The Teaching & Learning Director shall evaluate the ABA Therapist once a year. The Teaching & Learning Director will drive the evaluation process according to the defined procedure. The KPIs for measuring the effectiveness of the ABA Therapist's contribution to the overall academic function of the school include: Behavioral Progress (Reduction in Target Behaviors: Measure the reduction in frequency, intensity, or duration of targeted challenging behaviors as outlined in behavior intervention plans (BIPs). Increase in Adaptive Behaviors: Track the acquisition and improvement of adaptive behaviors and functional skills targeted in the intervention plan). Skill

Acquisition (Skill Mastery Rate: Assess the rate of skill acquisition for targeted skills, such as communication, socialization, academic skills, and self-help skills. Generalization of Skills: Evaluate the extent to which learned skills generalize across settings, tasks, and individuals beyond the therapy sessions). Data Collection and Analysis (Data Collection Accuracy: Ensure accurate and consistent data collection on target behaviors, skill acquisition, and intervention fidelity using objective measurement tools. Data-Based Decision Making: Demonstrate the use of collected data to make informed decisions about intervention strategies, adjustments, and modifications). Intervention Implementation (Adherence to BIP: Assess the fidelity of intervention implementation by measuring adherence to behavior intervention plans (BIPs) and ABA techniques outlined in the treatment protocol. Session Attendance and Punctuality: Monitor the therapist's attendance and punctuality for therapy sessions to ensure consistent and reliable service delivery). Collaboration and Communication (Collaboration with School Staff: Evaluate the therapist's ability to collaborate effectively with teachers, special education staff, and other professionals to support students' behavioral and educational needs. Communication with Parents: Assess the quality and frequency of communication with parents or caregivers regarding students' progress, behavior goals, and home-based strategies). Parent and Stakeholder Satisfaction (Feedback from Parents: Gather feedback from parents or caregivers on their satisfaction with the therapist's services, communication, and support. Stakeholder Surveys: Administer surveys to school staff, administrators, and other stakeholders to assess their satisfaction and perception of the therapist's contributions). Professional Development and Growth (Completion of Continuing Education: Track the therapist's participation in continuing education opportunities, workshops, conferences, and training related to ABA therapy and autism intervention. Skill Enhancement: Assess the acquisition of new skills, knowledge, and competencies by the therapist, demonstrated through improved practice and adherence to best practices in ABA therapy). Student and School Outcomes (Academic and Behavioral Progress: Evaluate the impact of ABA therapy on students' academic performance, behavior, social skills, and overall well-being. School-wide Impact: Measure the therapist's contribution to creating a positive and inclusive school environment through their work with students, staff, and families).

Selection and Appointment Process

Interested candidates should submit a resume, a portfolio of similar work done, and a cover letter explaining their qualifications and interest in the position . Application instructions and contact information should be included. This Job Description provides an overview of the responsibilities and qualifications for a ABA Therapist at the school. The specific requirements and expectations may vary depending on the school's needs, and the scope of its teaching and learning efforts.