



Human Resources Office

102 S. Hickory Avenue
Bel Air, Maryland 21014
410-588-5226 - www.hcps.org

AN EQUAL OPPORTUNITY EMPLOYER

VACANCY ANNOUNCEMENT

April 19, 2024

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)
Special Education Department
Position Effective for the 2024-2025 School Year

To assist school staff with the development and implementation of behavior management systems to support the social/emotional needs of students.

- *The Board Certified Behavior Analyst (BCBA) position is required to work one additional hour per day beyond the teacher schedule.*
- *This position is eligible for the Teacher Specialist stipend.*

DUTIES AND RESPONSIBILITIES INCLUDE

- Supports identified schools with the development and implementation of programs, policies, and best practices related to instruction using the principles of Applied Behavior Analysis (ABA).
- Serves as a resource to a school’s Crisis Management Team.
- Develops materials and provide resources for families, administrators, educators, and support staff in Applied Behavior Analysis (ABA), Verbal Behavior Technologies, and other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
- Plans and provides professional development opportunities related to evidence-based strategies that address maladaptive behaviors.
- Conducts and/or supports the completion of Functional Behavioral Assessments (FBA) for individual students and supports the development/implementation of Behavior Intervention Plans (BIPs).
- Provides coaching and modeling of best-practices in the classroom for staff who work with children demonstrating maladaptive behaviors.
- Supports families through home visits for the purpose of providing direct treatment, consultation, and collaboration for students and families.
- Assists with the development/implementation of data-tracking/monitoring systems.
- Assigns, directs and does follow-up on the work performed by the Behavior Technician.

SALARY

Salary is in accordance with the HCEA ten-month salary schedule for certificated teachers.

REQUIREMENTS

- Master’s degree from an accredited college or university in special education preferred.
- Crisis Prevention Intervention (CPI) Trainer or willing to complete professional development to become a CPI trainer.
- National Certification from Behavior Analyst Board.
- BCBA licensure in Maryland
- Minimum of five years of current experience working in the Special Education or Related Services field.
- Thorough knowledge and understanding of the Individuals with Disabilities Education Act (IDEA).
- Extensive knowledge, understanding, and use of the Maryland Online IEP Program (MDOIEP)
- Extensive knowledge of all areas of disabilities.
- Excellent interpersonal and oral/written communication skills.
- Excellent planning and organizational skills.
- Demonstrated leadership skills.
- Able to work cooperatively with all personnel and the general public.
- Proficient in the use of computer technology including Microsoft Office Suite software programs.
- Hold and maintain a valid driver’s license to carry out the essential functions of the position.

HOW TO APPLY | Employment applications are accepted online only. To access the online application site, visit the Current Job Openings section of the HCPS website at www.hcps.org. If you have questions or require assistance, please contact the Human Resources Office at 410-588-5226.

DEADLINE | Online applications will be accepted for this vacancy until the position is successfully filled. **Candidates who apply by Friday, April 26, 2024, will receive immediate consideration.**

The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681, *et seq.*), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools Involving **students, refer to:** Ken Miller, 102 South Hickory Avenue, Bel Air, MD 21014 at (410) 375-0408 or Kenneth.Miller@hcps.org; Involving **all other members of the school community, refer to:** Renee McGlothlin, 102 S. Hickory Avenue, Bel Air, MD 21014 at (410) 809-6087 or Renee.McGlothlin@hcps.org. Discrimination complaints may also be filed with other agencies, such as the Office of Civil Rights in the United States Department of Education. Assistant Secretary for the Office of Civil Rights: 400 Maryland Avenue, SW, Washington, DC 20202, 1-800-421-3481. For updated information on the Board of Education, visit www.hcps.org.

This document is available in alternative form upon request. To request disability-related reasonable accommodations, please notify a staff member in the Human Resources Office at the time you are contacted for an interview.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE