



BOSTON COLLEGIATE CHARTER SCHOOL

Board Certified Behavior Analyst (BCBA)

We are looking for an analytical, collaborative, and creative Board Certified Behavior Analyst. This position reports to the Chief Student Support Officer.

OUR MISSION AND VISION

The mission of Boston Collegiate Charter School is simple yet ambitious: to prepare each student for college. We offer an academically rigorous college preparatory curriculum for 700 students in fifth through twelfth grades. 100% of our graduates have been accepted to college; the majority of them will be the first in their families to complete a college degree.

All Boston Collegiate students will... graduate empowered to choose their own directions, with options aligned with their passions and interests. They will be equipped not only to go to college, but to thrive there, and they will possess the leadership skills and mindsets necessary to make an impact in their communities and the world.

To achieve this vision of our graduates, Boston Collegiate will... be academically rigorous, equitable, and inclusive. Boston Collegiate will create opportunities for each student to thrive and will cultivate curiosity, empathy, and the unique talents that each student brings. Boston Collegiate will be a beacon of the twin pillars of scholarship and belonging, and thus a national model for what integrated education can look like at its best.

OUR STRATEGIC PLAN

Boston Collegiate's strategic plan responds to urgent issues in education, builds institutional resilience, and positions Boston Collegiate to lead as an equitable and integrated school. Pursuit of these ambitious goals will ensure that our students can continue to access the exceptional instruction, customized resources, and enriching extracurriculars that will enable them to thrive in school, in college, and beyond. Read here to learn more about our [2023/2026 Strategic Plan](#).

JOB DETAILS

Strong candidates for our position will:

- Believe in the school's core values of: scholarship, belonging, passion, responsibility, and integrity;
- Have earned a Bachelor's degree in education or in the subject area for which you are applying (required);
- Have a minimum of two years' of experience completing comprehensive functional assessments and behavior support plans in an urban public school or charter school setting (preferred);
- Board Certified Behavior Analyst (BCBA) or Board Certified Associate Behavior Analyst (BCABA) certification (required);
- Have knowledge of and/or experience in subject area expertise, child/adolescent development, and leading a diverse group of students in an academic or non-academic setting; and
- Be able to speak authentically about the imperative for diversity, equity, and inclusion in schools and recognize how your identity impacts your work.

This role will:

- Work closely with Special Education Managers to provide programmatic oversight and guidance for students with social-emotional needs;
- Coach paraprofessionals via weekly or bi-weekly meetings;
- Design and facilitate professional development for all paraprofessionals throughout the year on behavior intervention plans and direct services for students. This includes Applied Behavior Analysis (ABA) services and Discrete Trial Training (DTT);
- Conduct Functional Behavior Assessments (FBAs);
- Analyze data to inform instructional, behavioral, and social-emotional interventions (tiers 1-3);
- Co-design plans and systems for ongoing observation and data collection procedures for individual students, grade-level cohorts, and substantially separate programs;
- Demonstrate initiative and expertise when data trends indicate necessary adjustments to intervention plans in order to maximize student outcomes;
- Consult with school staff and families to ensure that all school-based behavior intervention systems and practices are data-driven and maximize inclusionary opportunities for students;
- Provide training and ongoing support to student-facing staff on behavioral strategies and data collection methods;
- Work closely with liaisons to support IEP development of select students. This includes supporting service providers with Progress Report writing and preparing formal recommendations as it relates to service delivery, measurable annual goals, accommodations, and other components of the student's IEP;
- Attend IEP consultation meetings with staff and families as determined by IEP service delivery;
- Participate in Annual IEP meetings or eligibility determination meetings, as applicable;
- Co-design social skills curriculum and implementation plan with service providers; and
- Support and or provide direct service up to 10-15 periods a week as needed.

Our teachers/staff:

- Expect to be on-campus from 7:30-4:30 p.m. daily;

- Assume responsibility of and coverage for students outside of the classroom commensurate with their position;
- Attend weekly meetings/professional development and receive personalized coaching;
- Are committed to learning about and practicing anti-racist work, including restorative justice approaches to building relationships;
- Communicate and collaborate effectively and proactively with colleagues, students, and families;
- Understand the importance of using data regularly to drive organizational decisions;
- Receive, and are grateful to receive, feedback in the pursuit of continuous improvement;
- Are willing to consistently hold our students accountable to academic and behavioral expectations;
- Actively contribute to the school and our position-based teams; and
- Affirm that we grow as educators best when we are held to high expectations for rigor, relationships, and relevance.

COMPENSATION & BENEFITS

- This position falls on our Instructional [salary scale](#), based on years of prior experience with a range of \$63,750 - \$76,041.
- Additional compensation is awarded to those with advanced degrees or with a Special Education license.
- Why Boston Collegiate? Check out our [Value Proposition](#) to learn more about the benefits of being a staff member.

JOIN OUR TEAM

To formally apply, visit <https://www.bostoncollegiate.org/employment-application/>. No telephone or email inquiries, please. Boston Collegiate is an equal opportunity employer. Accordingly, we make employment decisions without regard to race, color, religion, national origin, age, gender, gender identity, sexual orientation, veteran status, genetic information, disability or any other classification protected by applicable local, state or federal law. Boston Collegiate is committed to building a supportive and inclusive workplace that reflects the diversity of Boston.