



Human Resources Office

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

AN EQUAL OPPORTUNITY EMPLOYER

VACANCY ANNOUNCEMENT

March 30, 2023

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

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

- *This is a grant funded position. Grant funded assignments will be in effect as stipulated in the grant. Assignment continuation is contingent upon available grant funding.*
- *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

- Organizes and interprets data for use in decision-making as it relates to the need for behavior interventions.
- Coordinates and facilitates programming to address behavior interventions and restorative practices in individual schools as well as systemically throughout the school system.
- Provides on-going professional development and training to staff related to behavior interventions and restorative practices.
- Supports school administration and staff in addressing matters related to student behavior.
- Assists schools in planning initiatives and professional learning for students and staff related to student engagement.
- Works directly with teachers and school staff to provide coaching related to student engagement and positive behaviors.
- Provides data and complies with reporting requirements required by MSDE.
- Participates in on-going professional development designed to enhance and increase personal skill in the area of student engagement and student behavior.
- Performs other work-related duties as assigned.

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 filled**.

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