

**New Job Code Request
Board Certified Behavior Analyst (BCBA)**

Definition of (proposed) Job Code 224 Board Certified Behavior Analyst (BCBA) – Delivers consultative or direct behavior analytic services to meet the individual needs of students, and provides support to special education and general education staff in order to improve student access to instruction, behavioral skills and academic achievement.

Background - The requested BCBA job code requires unique skills and training specific for services to students in the systematic approach of Applied Behavior Analysis (ABA), a field that is consistently reported as a leading methodology for students with autism and other developmental disabilities. It is documented in current and past litigation cases that students with challenging behavioral needs benefit from ABA services. Although ABA services can be considered a related service under both federal law (IDEA) and state rule (ECEA), public schools are prohibited from the hiring, proper reporting in data collections, and the ability to fund BCBA positions with federal or state funding sources due to not having a distinct job code. Special education directors have been requesting this additional code since 2009/2010 for the following reasons:

- Increase in students with ASD – about 35% since 2010 in CO
- Districts have to hire BCBA's to meet the need
- BCBA's are in high demand, districts need to be able meet the competitive salary
- Districts would like to retain high quality staff, not lose them to the private sector
- Highly litigious area and BCBA's are the most requested role in and autism related court case

BCBA – Scope of Services Outline:

- Plan and oversee the development and implementation of programs and best practices related to instruction using the principles of Applied Behavior Analysis (ABA).
- Provide staff training and on-site support in the area of Applied Behavior Analysis (ABA).
- Design, graph, and interpret behavioral and IEP data.
- Provide behavior-analytic services in collaboration with others who support and/or provide services to students.
- Identify potential interventions based on assessment results and the best available scientific research.
- Base decision-making on data displayed in various formats.
- Design and use systems for monitoring procedural integrity.

BCBA Licensing Requirements (CDE):

- Adjunct Authorization (3 year, renewable)
 - Evidence of BCBA credential (graduate level certification) required
 - Required for service providers to work in public schools
 - Allows for position funding (federal and state)

CDE can ascertain through general supervision and monitoring, licensing requirements, data collection data, and the distinct job code 224 that staff employed in this capacity have been trained in Applied Behavior Analysis (ABA) and hold the required BCBA credential documenting necessary training and skills.

Definition of Job Code 220 Behavioral Specialist – Provides consultation or direct service in the areas of social, emotional and behavioral functioning to meet the individual needs of students in order to improve both academic achievement and social competence.

Behavioral Specialist Licensing Requirements (CDE):

- Teaching or special services license in special education appropriate for the age level served
- Evidence of BCBA credential not required

CDE cannot ascertain that staff reported in job code 220 have the necessary training and skills to provide services and support using the principles of Applied Behavior Analysis (ABA).

	220 Code (Behavioral Specialist)		224 Code (BCBA)	
	Yes	No	Yes	No
Meets national certification requirements		x	x	
Litigation request/testimony		x	x	
Advance degree required		x	x	
Retention of staff		x	x	
Higher salary required		x	x	
Conduct a functional analysis		X	x	