



# The Roger Bacon Academy

Created: 11/22/2022

## Behavior Analyst

### Job Description – Fulfillment of Mission

The Roger Bacon Academy is an education management organization that manages multiple charter schools. The following Mission Statement outlines the expectations of all employees at the school level as well as employees of The Roger Bacon Academy in providing support to the schools.

Our understandings of humankind and our universe are expressed and communicated through all of our arts and sciences. Each method of expression – language, painting, music, mathematics, and science – has its *rules and techniques for effectively communicating* these ideas and understandings.

These *rules and techniques* are the bridges over which ideas must be communicated from one generation to the next.

Thus, our Mission is:

- To teach the rules and techniques for effective expression and communication in the arts and sciences.
- To communicate, by these arts and sciences, our understandings of the universe and our role in it.
- To instill a love of learning and discovery justifying a lifelong dedication to health, truth, and virtue.

**Paramount for every job at every level on every campus is the fulfillment of this Mission.**

### Job Priorities

This Mission is furthered in accordance with the priorities observed in all aspects of school life: Safety, Character, and Scholarship and an unfailing adherence to the School Pledge.

### Behavior Analyst – Job Responsibilities

Using Applied Behavior Analytical (ABA) evidence-based strategies, the Behavior Analyst will train, observe, and assist teaching staff in managing students to increase the frequency of desirable behaviors and decrease the frequency of undesirable behaviors in both social and academic settings.

The Behavior Analyst will design, implement, and evaluate systematic instructional and environmental modifications to produce significant personal or interpersonal improvements in behavior of individual students throughout the K-8 grade range and be able to measure the effectiveness through various treatment designs.

Provide coaching to administrative staff to increase desirable behaviors and/or teach new skills, maintain behaviors, generalize behavior from one situation to another, reduce interfering behaviors, and increase organizational functioning (e.g., improve staff performance or management interventions).

3610 Thaddeus Lott Ln.  
Leland, NC 28451

Office 910-655-3600  
Fax 910-655-0310

[www.RogerBacon.net](http://www.RogerBacon.net)

## The Three Laws

Law 1 - Reward good behavior, *you'll get more of it.*      Law 2 - Teach to mastery, *every child will learn.*      Law 3 - Watch the children, *if they are not learning or behaving, you're not following the first two laws.*

The Behavior Analyst will utilize contextual factors, motivating operations, antecedent stimuli, positive reinforcement, and other consequences to help students and staff develop new behaviors, increase or decrease existing behaviors, and emit behaviors under specific environmental conditions.

The Behavior Analyst will be expected to engage in research and disseminate findings through publication and conference presentations. Conducting single case or small N research studies may be required.

### **Other Duties**

Meeting these responsibilities requires traveling to and from different campus locations, clearly communicating with Deans and leadership at each school, and assisting with the acquisition of materials for each campus needed for student and teacher success. The Behavior Analyst will develop and conduct sessions for professional development and assist the Deans to disseminate information and work closely with administration to be sure all components of the organization are working cooperatively and attaining the Mission in our classrooms.

The Behavior Analyst is a member of the RBA Curriculum Committee along with the Deans and reports to the Director of Curriculum but will work to support both the Dean of EC and the general education Deans and teaching staff.

The position of Behavior Analyst is a 12-month RBA position and follows the RBA calendar.

### **Qualifications**

- The Behavior Analyst will hold a certification with active status as a Board Certified Behavior Analyst (BCBA) or BCBA-D by the North Carolina Behavior Analysis Board and have an extensive academic background in his or her content area or responsibility.
- The Behavior Analyst will have some classroom experience working or teaching in the grades K-8.
- Coursework in probability and statistics and in the subject specialty departments are highly desirable.
- Experience in the field of Precision Teaching and the Standard Celeration Chart is highly desired and will command a salary increment commensurate with the experience.
- Physical ability to lift/carry 20 lbs. and dexterity to perform the duties and responsibilities of the job.

## **The Three Laws**

Law 1 - Reward good behavior, *you'll get more of it.*      Law 2 - Teach to mastery, *every child will learn.*      Law 3 - Watch the children, *if they are not learning or behaving, you're not following the first two laws.*