

Class Concept

Behavior Analysis is the scientific study of principles of learning and behavior. Applied Behavior Analysis (ABA) is a systematic approach for influencing socially important behavior through the identification of reliably related environmental variables and the production of behavior change techniques that make use of those findings. Behavior analysts study how biological, pharmacological, and experiential factors influence behavior. Recognizing that behavior is something that individuals do, behavior analysts place special emphasis on studying factors that reliably influence the behavior of individuals, an emphasis that works well when the goal is to acquire adaptive behavior or ameliorate problem behavior.

Professional behavior analysts provide services consistent with the dimensions of ABA. Common services may include, but are not limited to, conducting functional behavior assessments and analyses, developing data collection systems and analyzing data, writing and revising behavior-analytic treatment plans, training others to implement components of treatment plans, and overseeing the implementation of treatment plans. In some cases, behavior analysts may provide direct service (if applicable to case load), parent and/or staff training, and may supervise paraprofessionals, including other Behavior Analysts, Behavioral Programming Specialists and others as assigned.

Professional behavior analysts are qualified to provide services to clients with a variety of needs, including improvements in organizational functioning (e.g., staff performance and satisfaction, behavioral staff supervision and management), skill deficits (e.g., communication, adaptive behavior), and problem behavior (e.g., aggression, self-injurious behavior), among others. Professional behavior analysts are qualified to provide services to clients in a variety of settings, including homes, schools, human service settings providing training and treatment, organizations and businesses. All work is performed under the supervision of a licensed psychologist.

Recruitment Standards

Knowledge, Skills, and Abilities

- Knowledge of the principles and practices of Applied Behavior Analysis including general behavior assessment and ethical standards in behavior analysis.
- Knowledge, skills and abilities in the application of behavior analysis principles, theories, methods, and procedures.
- Knowledge of and uses of behavior-analytic skills in the training and treatment of individuals/clients with intellectual and developmental disabilities.
- Knowledge and abilities in training individuals/clients using behavior analytic programs.
- Knowledge and abilities in training paraprofessionals and other staff to provide competent assessment, training and treatment programs.
- Skills to conduct behavior analyses, analyze data, write and revise behavior-analytic treatment plans, train others in implement components of treatment plans, and oversees the implementation of treatment plans.
- Skills in written and verbal communication.
- Skills as an effective problem solver working with shareholders and interdisciplinary teams.

Minimum Education & Experience

Master's Degree in Psychology or closely related field or equivalent combination of education and experience.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.