



## **Career Opportunity**

### **Pass 252 - ABA Facilitator - Summer ABA Transition Support Programs (for students with Special Education, Learning, and Behavioural Needs)**

**Internal/External**

**Posted May 12, 2023**

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Schools and administrative sites within the Hamilton-Wentworth Catholic District School Board (HWCD SB) give witness to the truth that Jesus Christ is the foundation and the heart of Catholic Education and the centre of its community. Central to this vibrant and student focused system is a vision of students as uniquely created in the image of God. This commitment is expressed and realized in the Board's Mission which is:

*"In union with our Bishop, to enable all learners to realize the fullness of humanity of which our Lord Jesus Christ is the model"*

Hamilton-Wentworth Catholic District School Board (HWCD SB) is committed to equity and inclusion in the recruitment and hiring of qualified staff who reflect the diversity of students and our community. We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to: \* First Nations, Métis and Inuit peoples, and all other Indigenous peoples; \* members of groups that commonly experience discrimination due to race, ancestry, colour or place of origin; \* persons with visible and/or invisible (physical and/or mental) disabilities.

#### **Date of Appointment:**

July 17, 2023 to August 25, 2023 (Contract)

#### **Reporting to:**

Assistant Superintendent of Education  
Coordinator(s) Summer Non-Credit Programs  
Board Certified Behaviour Analysts (BCBA)

#### **Description:**

The ABA Facilitator will support students with special education needs to support their transitions to school under the supervision of a Hamilton-Wentworth Catholic District School Board (HWCD SB) BCBA. The ABA Facilitator may work directly with students and support staff who implement individualized programs for students in a small group setting. The purpose of the program is to provide a successful transition to Kindergarten, Grade 9, and back to school using ABA methods, by minimizing potential behavioural challenges that may present with entering and/or returning to a classroom setting.

#### **Details of Function:**

The ABA Facilitator will:

- support the BCBA in implementing Functional Behaviour Assessments (FBA) and implementing function-based strategies with students;
- implement individual skill building programs focusing on the development of functional independence and self-management;

- model and coach program staff to implement behaviour reduction plans and skill building programs;
- with the BCBA, plan for and document individual student goals using the principles of Applied Behaviour Analysis (ABA);
- observe, record, and monitor progress of students in the program using the principles of ABA;
- with the BCBA, offer recommendations for program revisions based on collected data;
- engage and participate in training sessions as determined by the BCBA; and,
- meet regularly with BCBA for supervision.

**Qualifications:**

- Minimum undergraduate degree in Psychology, ABA, Education or a related field;
- Certified as, or working towards certification for one of the following:
  - Board Certified Assistant Behaviour Analyst (BCaBA),
  - Board Certified Behaviour Analyst (BCBA).
- Minimum one (1) year of experience working in a clinical setting delivering behaviour analytic interventions under supervision of a BCBA.

**Preference will be given to:**

- Completed or in process of completing the Autism and Behavioural Science Graduate Certificate, Registered Behaviour Technician (RBT®) certification with Florida Tech RBT® Certificate
- Completed Intensive Behaviour Intervention (IBI) training from a clinical service provider
- Minimum three (3) years of experience working with students with behavioural challenges, 1:1 and in small group settings;
- Significant understanding and application of Applied Behaviour Analysis with children with learning and behavioural needs, and children with Autism Spectrum Disorder (ASD);
- Experience in a school board and/or transition programs.

**Skills:** *The successful candidate will have the understanding and be able to demonstrate the following:*

- Application of principles of ABA (e.g., positive and negative reinforcement);
- Completing and analyzing Functional Behaviour Assessments (FBA);
- Writing objective and measurable target behaviours;
- Discrete trial training (DTT);
- Prompting methods, prompt fading, and error correction procedures;
- Shaping and chaining procedures;
- Data collection methods, including but not limited to structured ABC recording and measurable data recording (e.g., frequency, duration, percentage) on programming goals per student;
- Fading reinforcement (i.e., reinforcement schedules);
- Implementation of Behaviour Support Plans (BSP) and skill building programs;
- Behavioural Skills Training;
- Leadership and communication skills; and,
- Experience working and collaborating within a team.

**Location:** Staff will support transition programs across multiple sites:

- St. Michael Catholic Elementary School, 135 Hester Street, Hamilton, ON
- St Jean de Brébeuf Secondary School

**Positions Available:** 1

**Salary:** \$27/hour

**Program Dates:** July 17, 2023- August 25, 2023 (up to 35 hrs/week)

**Note:** All contracts are dependent on summer funding and student enrollment.

**Last date for consideration: Friday May 26, 2023 at 4:00 p.m.**

Please include the full posting title within the subject line. The resume must include two (2) Professional References; and a Pastoral Reference Letter is preferred. It must also include an authorization to contact references provided. Thank you to all applicants who submit their application. Please note that consideration will be given to those applicants who submitted a complete package. Only those applicants eligible for an interview will be contacted. Current, completed and clear Vulnerable Sector Check will be required prior to hiring. Applicants shall submit a resume/CV that outlines skills, abilities and qualifications as well as OCT membership number to [careers@hwcdsb.ca](mailto:careers@hwcdsb.ca). Please include the full posting title within the subject line and attach your submission.

In our efforts to ensure an inclusive, diverse and representative workforce, HWCDSB will: value, promote and encourage the hiring of staff from under-represented communities; value applicants' additional experiences, lived experience, skills, backgrounds and perspectives collect voluntary self-identification data from applicants in accordance with the Ontario Human Rights Code, HWCDSB's Teacher Hiring Practices Administrative Procedures, and Ontario's Anti-Racism Data Standards: Where the required skills, ability and qualifications of candidates are relatively equal, candidates who self-identify as a member of one or more under-represented groups may be selected. The HWCDSB is also an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. We also recognize our duty to accommodate and foster a culture of inclusion. We will provide accommodations during the hiring process. If an accommodation is required, please inform the Human Resources Team or Hiring Manager in advance of any part of the process. All information received relating to a candidate's required accommodation will be addressed confidentially.