



Licensed Behavior Analysts in Virginia Schools

The 2019 Virginia General Assembly adopted a budget that allows school divisions to use at-risk funds to hire Licensed Behavior Analysts (LBAs). Many people in schools are familiar with Board Certified Behavior Analysts (BCBAs) but may not have direct experience working with them in an educational setting. With this approved staffing expenditure, it is likely more and more educators will collaborate with BCBAs within their division.

Be **Ready** to work with LBAs as new partners by understanding their unique qualifications and role. BCBAs are individuals with a Master's degree who have completed coursework, field experiences, and exam requirements set forth by the national [Behavior Analyst Certification Board \(BACB\)](#). Licensed Behavior Analysts (LBAs) are individuals certified through the BACB and licensed through the Virginia Board of Medicine. [More information on licensure and requirements is available at the BACB website.](#)

Get Set to benefit from LBA's behavior expertise and experience! Behavior analyst roles and responsibilities will vary from division to division, but some common tasks that draw upon their specialized skills performed across the instructional multi-tiered framework may include:

- Tier 1: deliver professional learning on behavior analysis, effective classroom behavior systems, and/or data-based decision making.
- Tier 2: coach and facilitate problem solving teams in function-based thinking, progress monitoring and/or data analysis; design intervention(s) for groups of students using the principles of applied behavior analysis to increase skill acquisition and/or display of replacement behaviors.
- Tier 3: conduct functional behavioral assessments (FBAs), provide consultation services for development of behavioral intervention plan (BIP), and/or coach and evaluate implementation fidelity.

Go to the following resources to learn more about how you can effectively collaborate with and benefit from LBA's expertise at your school!

Online Resources

BACB Task List: This list outlines the tasks that a BCBA must be able to demonstrate both knowledge and applied proficiency for certification.

BACB Ethics Code: The Professional and Ethical Compliance Code for Behavior Analysts outlines the requirements for BCBAs, some of which are different from other school personnel. Knowing and acknowledging the requirements that BCBAs must meet working within the BACB's compliance code can reduce misperceptions and enhance interdisciplinary collaboration.

Journal Article

Applied Behavior Analysis: A Brief History, Current Myths, and the Answers to Issues in Public Education, published in the Journal of the American Academy of Special Education Professionals.

Books

Applied Behavior Analysis for Teachers, Alberto, Paul A.; Troutman, Anne C. (Upper Saddle River, NJ: Merrill Prentice Hall, 2006). Available at [GMU's Kellar Library!](#)

Bringing ABA into Your Inclusive Classroom: A Guide to Improving Outcomes for Students with Autism Spectrum Disorders, by Dr. Debra Leach Ed.D. BCBA (Paul H Brookes Publishing, 2010). Available at [GMU's Kellar Library!](#)

Understanding Applied Behavior Analysis: An Introduction to ABA for Parents, Teachers, and other Professionals, Kearney, Albert J. (Philadelphia, PA: Jessica Kingsley Publisher, 2008). Available at [GMU's Kellar Library!](#)

Behavior Analysis for Effective Teaching, Vargas, J. S. (New York: Routledge 2013).

References

Behavior Analyst Certification Board (BACB). (2014). *Professional and Ethical Compliance Code for Behavior*. https://www.bacb.com/wp-content/uploads/BACB-Compliance-Code-english_190318.pdf

Behavior Analyst Certification Board (BACB). (2012) *Fourth Edition Task List*. <https://www.bacb.com/wp-content/uploads/2017/09/160101-BCBA-BCaBA-task-list-fourth-edition-english.pdf>

Cooper, J. O., Heron T.E., Heward, W. L. (2007) *Applied Behavior Analysis*. Upper Saddle River, NJ: Pearson Education.

Heward, W. L., Heron, T. E., Neef, N. A., Peterson, S. M., Sainato, D. M., Cartledge, G., Gardner III, R., Peterson, L. D., Hersh, S. B., & Dardig, J. C. (Eds.). (2005). *Focus on behavior analysis in education: Achievements, challenges, and opportunities*. Upper Saddle River, NJ: Merrill/Prentice Hall.

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