

The behavior analyst's (BA) role is to support and assess clients with developmental and emotional disabilities, resulting in the development and implementation of plan(s) to improve behavior. The BA educates home care staff and continuously evaluates, reevaluates, and modifies plans and education to obtain optimal outcome of client behavior, with an end goal of enhancing and improving the client's life, daily living, and activities of daily living to better integrate in the community and lead an optimal and independent life within society.

The BA works with team leads, home care staff, consults with Perfect Partner management, and participates in company care meetings and Department of Mental Health or their assigned evaluator meetings.

The BA conducts assessments and sets social and developmental goals for their clients.

## **Roles:**

### **Assess Patient Behavior**

While observing clients, behavior analysts take note of social and developmental behaviors. Conduct observations in settings of the homes, social outings, group gatherings, and note any difficulties the client has behaving in these settings.

### **Develop Behavior Plans**

After setting goals for clients, the behavior analyst develops individualized behavior plans. Using applied behavior analysis, these plans aim to guide the client toward positive changed behavior.

### **Consult with Families and Staff**

Behavior analysts communicate frequently with care givers, team leads, company management, Department of Mental Health and its appointed agencies, and families about the needs of the clients. They inform them of behavior plans and goals for clients, continuously evaluate and discuss clients' progress, modify plans based on outcomes, and educate staff.

### **Keep Therapy Notes**

The BA keeps up-to-date notes. These notes are taken regularly and help in developing behavior plans and tracking progress.

**Conduct Behavioral Assessments** Behavior analysts conduct behavioral assessments to analyze client behavior.

### **Skills and Qualifications**

Behavior analysts are patient and supportive when working through challenges with clients. Must have excellent communication skills and build rapport with clients, care givers, and families, while understand each client's individual needs.

One year of experience, preference to working with clients in the Missouri Department of mental Health system and Assisted Supportive Living homes.

- **Knowledge of applied behavior analysis** – familiar with behavioral assessments and understand the ways that behavioral programs are developed and implemented
- **Writing skills** – frequently draft reports and write-ups, requires strong writing skills to clearly convey detailed information about clients' progress and behaviors
- **Communication skills** – possess strong communication skills that build rapport with others and work collaboratively to reach specified goals
- **Experience working with children and adults**–understand the needs of adults and adolescent children while remaining patient and professional during tantrums, misbehavior, or other stressful situations
- **Individualized education experience** – understand individualized education programs (IEPs) and use strategies to work towards each client's IEP goals

## Behavior Analyst Education and Training

Possess a graduate degree and a Missouri State License as a Behavioral Analyst or a licensed professional in psychology, social work, or professional counseling with training specific to behavior analysis. applied behavior analysis, or a similar field of study. Prefer Board Certified Behavior Analyst (BCBA). On-the-job training is provided to familiarize the behavior analysts with the procedures at Perfect Partners.

This is a new role for Perfect Partners, and the optimal client will have experience or willingness to help develop the role in appositve direction.