

# Our BCBA's make a difference every day!

The Behavior Exchange® is known for its expertise, caring, and fun approach to Applied Behavior Analysis (ABA) therapy, the gold standard in autism care. We focus on helping young children (2-12 years of age) learn important life skills, make meaningful social connections, and blossom into their best selves. BCBA's are an essential component to our clients' success and to our own.

## What is a BCBA?

A **Board Certified Behavior Analyst®** (BCBA®) is a professional who has obtained certification in the field of behavior analysis. BCBA's may supervise the work of **Board Certified Assistant Behavior Analysts®** (BCaBA's®), **Registered Behavior Technicians®** (RBT's®), and other professionals who implement behavior-analytic interventions.

To receive BCBA certification, there are four main requirements every applicant must meet:

- Hold a graduate degree in a relevant field
- Fulfill relevant coursework
- Complete supervised experience
- Pass the BCBA exam to become a Board Certified Behavior Analyst

## What does a BCBA do?

In a center-based ABA therapy practice, a BCBA is responsible for assessing and designing individualized treatment plans for children with developmental disorders, such as autism. They supervise and train RBT's and Behavior Technicians, collect and analyze data to measure progress, and collaborate with other professionals and families to ensure effective implementation of behavioral interventions. Their primary goal is to improve the behavior and overall quality of life for children through evidence-based practices and interventions.

BCBA's at The Behavior Exchange administer various assessments to identify deficits and evaluate the needs of clients, ranging in age from 2-12. In addition, they design programs and interventions for everyone involved in the therapeutic process, from staff to family members, and collaborate with other service providers and schools. **Some general responsibilities of our BCBA's include but are not limited to:**

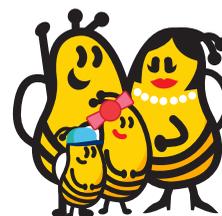
- Meeting with families, teachers and other stakeholders to discuss behavior problems that need to be addressed
- Observing behavior across various environments
- Monitoring data related to the frequency, duration, intensity and rate of concerning behaviors
- Generating graphs to track changes
- Analyzing data and other information to determine appropriate interventions
- Applying techniques to achieve goals
- Adjusting interventions as necessary



## Work with the best!

After more than 20 years serving children with autism and their families, **The Behavior Exchange is proud to be an accredited Behavioral Health Center of Excellence®** (BHC OE) and the first ABA therapy provider in North Texas, and one of only a handful in Colorado, to earn the prestigious 3-year re-accreditation, the highest level possible.

We're still **family owned and operated** after all these years, and like a family, we're here for you and each other.



## EXPERTS IN ABA THERAPY & AUTISM CARE<sup>SM</sup>



The Behavior Exchange®  
*What could be, can be.®*



Proud to be a Behavioral Health Center of Excellence®

972.312.8733 TX | 720.647.8541 CO

 [behaviorexchange.com](http://behaviorexchange.com)

 [buddy@behaviorexchange.com](mailto:buddy@behaviorexchange.com)

 North Texas | Colorado



Family Owned & Operated

 SBA WOSB Member Since 2020



ACE Provider



 CASP Member Since 2020



 The Chicago School Education Partner

## What's it like working at The Behavior Exchange?

We're on a mission: **To bring hope and meaningful change to children with autism, their families, and each other.** Everything we do helps us achieve our mission!

# Beelieve it

## Our ABA therapy style

- We provide ABA therapy in a natural way through play, fun activities and a lot of social interaction. We even encourage children in one-on-one therapy to take part in social opportunities with their peers.
- To increase desired behaviors in children, we use positive behavior supports and take advantage of each teachable moment that occurs during therapy.
- Our centers, we call them hives, are bright and welcoming spaces for clients and staff to thrive. We want everyone who comes to our hives to feel at home and have fun, while learning and growing.

## Our clinical structure

- Our hives are divided into zones, each with a treatment team that consists of RBTs and BCBA's, providing supervision, training, and mentorship to their team. We also have BCBA Trainees who are experienced and on track to become BCBA's that assist and learn from our Leadership Team.
- Each hive has a scheduling team and an Assistant Clinical Director, overseeing clinical operations at the hive.
- Our Assistant Clinical Directors report to our Clinical Director, who, in turn, reports to our VP of Clinical Operations.

## Our career paths

- As a Behavioral Health Center of Excellence, we aim to hire the best of the best who want to continuously improve.
- Whenever possible, we believe in hiring from within and give opportunities to those who have shown commitment and dedication to the families we serve.
- With the need for ABA therapy increasing along with the rate of autism, we will continue to grow and offer opportunities at all levels so you can reach your goals as part of our team.

## Our culture

- We're a big, supportive family helping other families in the communities we serve. In fact, we've been family-owned and operated since day one, more than 20 years ago!
- We live by six core values: Hope, Health & Safety, Expertise & Excellence, Teamwork, Family Focused, and Changes Lives.
- We reward and recognize our team for all that they do for clients and each other.

## What We Value



We value **HOPE** to provide an inspirational, optimistic, and fun atmosphere for positive change to occur.

We value **HEALTH & SAFETY** to provide our staff and clients with a safe and healthy environment for positive behavior changes to ensue.

We value **EXPERTISE & EXCELLENCE** to offer professional, excellent quality, consistent, effective, intensive, innovative, and systematic therapeutic services.

We value **TEAMWORK** by practicing supportive care and valuing each individual's strengths.

We value being **FAMILY FOCUSED** to serve the community while focusing on personalized and individualized changes that are child-centric.

We value **CHANGING LIVES** by striving for enrichment, growth, and meaningful developmental change in the lives of children and families.



**APPLY AND JOIN OUR TEAM TODAY!**  
[behaviorexchange.com/career-page](https://behaviorexchange.com/career-page)

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