The Massachusetts Autism Commission (Commission) has frequently heard that schools and Local Education Agencies (LEAs) struggle to find and retain qualified personnel to support children with autism in public school settings. As a result, the Commission is gathering information about the recruitment and retention of Board Certified Behavior Analysts (BCBA). This survey is specifically designed for BCBA’s working in public school settings. Thank you for taking a few minutes to respond to the survey below to provide your input on this important topic. Using ideas gathered through this survey, the Autism Commission plans to compile promising recruitment and retention ideas and share them with school and LEA leaders. The Commission hopes that by doing so, schools and LEAs can learn from each other and promote the most effective strategies for recruiting and retaining ABA providers.

**Introductory Questions**

In which region of the state are you employed?

1. Metro Boston
2. Southeast
3. Northeast
4. Central
5. West
6. For how long had you been a BCBA when you were hired in your current position?
   1. Less than one year
   2. One to two years
   3. Three to four years
   4. Five to ten years
   5. More than ten years
7. How many students are on your caseload?
   1. 0-5
   2. 5-10
   3. 10-15
   4. 15-20
   5. 20-30
   6. More than 30

**Your Job Responsibilities**

1. How many FBA’s do you complete on average in a typical school year?
   1. 0-5
   2. 5-10
   3. 10-15
   4. 15-20
   5. 20-30
   6. More than 30
2. Do you provide input on the development of district-wide and individual school PBIS strategies?
   1. Yes
   2. No
3. In some districts, BCBAs conduct professional development for teachers and other specialists. What type of professional development do you provide to teachers and other specialists? If not applicable, write “N/A.”

Text box

1. What type of professional development does the district offer to BCBAs? As a BCBA are you offered CEU opportunities to maintain your certification and licensure? Are you reimbursed by your employer for CEUs that you obtain elsewhere?

Text box

1. Please indicate the percentage of weekly time you spend in the following settings:
   1. In the classroom \_\_\_%
   2. In IEP meetings \_\_\_\_%
   3. Consulting with educators \_\_\_%
   4. Consulting with parents and outside providers \_\_\_%
2. Do you directly oversee/supervise direct instruction related to methodologies derived from Applied Behavior Analysis in your school(s)or do you operate under a consultative model?
   1. \_\_\_I oversee /supervise direct instruction related to methodologies derived from Applied Behavior Analysis
   2. \_\_\_I operate under a consultative model
3. Are you responsible for parent training/home services?
   1. Yes
   2. No
   3. If yes, how often?
      * 0-5 hours/week
      * 5-10 hours/week
      * 10-20 hours/week
      * More than 20 hours/week
4. How many BCBAs are in the current district you support, and do you have an opportunity to meet regularly to discuss cases? Are there opportunities to consult with other BCBAs or serve on a peer review committee?

Text box

1. Which of the following types of staff members do you supervise? (Select all that apply.)
   1. Other BCBAs
   2. Paraprofessionals or para-educators
   3. Teachers or other educators
   4. Other (please describe)
   5. I don't supervise.
   6. ?
2. If you supervise, do you complete staff evaluations for union or non-union staff you supervise?
   1. Yes
   2. No
3. What is the breakdown of BCBA services/support across different disability categories (or types of special education programming)?

**Benefits, Compensation and Retention**

1. Do you work the teacher schedule or year-round?
   1. Teacher schedule (180 days + professional development days) or close to the teacher schedule
   2. Year-round
2. Is working an extended school year (summer program) part of your regular position?
   1. Yes
   2. No
   3. If yes,is there an additional stipend?
      * Yes
      * No, it’s part of my year-round responsibilities
3. Are you compensated as a member of a bargained contract (such as a teacher’s contract through the local union) or are you on an individual contract or vendor contract?
   1. Bargained contract
      * If bargained contract, can you obtain permanent teacher status?
   2. Individual contract
   3. Vendor contract
4. Do you intend to remain in your position for at least the next two years?
   1. Yes
   2. No
   3. If no, please explain the factors that will contribute to your desire to seek a different position.
      * Text box
5. Do you receive additional compensation for providing RBT/BCBA supervision to current employees?
   1. Yes
   2. No
6. Does the district reimburse you for your annual certification fees?
   1. Yes
   2. No
7. How many days for professional development do you get each year?
   1. 0
   2. 1-3
   3. More than 3
8. What contributes to your continued retention in your position? What detracts?

Text box

1. What ideas do you have for helping more BCBA’s remain in their positions in public school settings?

Text box