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) and support personnel (such as paraprofessionals or behavior technicians) who implement Applied Behavior Analysis (ABA) programs for students with autism. 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 is your school or LEA located?

1. Metro Boston
2. Southeast
3. Northeast
4. Central
5. West

What is your role in the school or LEA?

1. Superintendent
2. Special education director/assistant director
3. Evaluation team leader
4. Principal
5. Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Do you offer ABA programming for students with autism in your school or LEA?

If yes, survey continues.

If no, survey concludes.

**BCBA Questions**

How do you provide BCBA services in your setting?

1. Hired directly (i.e., BCBA is an employee of the district)
2. Hired through an agency (e.g., Beacon, etc.)

If hired directly:

Are the BCBAs in your setting contracted through a bargained agreement (e.g., Unit A, Unit B, etc.) or through an individual contract?

If hired through an individual contract:

What is the annual salary you pay BCBAs? (most likely we’d need to provide a range of options such as $30,000-$40,000, $40,000-50,000, etc.)

What steps did you take to recruit BCBAs to your school or LEA? Which recruitment efforts were most successful for recruitment?

To what extent are you satisfied with the BCBA services in your setting?

1. Very satisfied
2. Satisfied
3. Dissatisfied
4. Very dissatisfied

Do you currently have enough BCBA support to meet the needs of students in your setting?

1. Yes
2. No

If no, please describe the challenges in finding enough BCBA support to meet your students’ needs?

What is the average tenure of BCBAs in your setting?

1. Less than one year
2. One to three years
3. Three to five years
4. Five to ten years
5. More than ten years

What steps have you taken to retain high quality BCBAs in your setting?

**Support Personnel Questions**

Provide the title(s) used in your setting for personnel who provide direct ABA support to students with autism.

Please list the minimum job requirements for direct ABA support personnel in your setting.

Do you have a tiered model of support providers (e.g., a tier for support personnel who provide direct ABA services, and a separate tier for personnel who provide assistance to students in inclusive settings)?

If yes, please describe.

What is the hourly rate ABA support personnel receive for providing direct ABA instruction?

1. Less than $15/hour
2. $15-$18/hour
3. $18-$20/hour
4. $21-$25/hour
5. $26-$30/hour
6. More than $30/hour

To what extent are you satisfied with the services provided by ABA support personnel in your setting?

1. Very satisfied
2. Satisfied
3. Dissatisfied
4. Very dissatisfied

Do you currently have enough ABA support personnel to meet the needs of students with autism in your setting?

1. Yes
2. No

If no, please describe the challenges in finding enough ABA support personnel to meet your students’ needs?

What is the average tenure of ABA support personnel in your setting?

1. Less than one year
2. One to three years
3. Three to five years
4. Five to ten years
5. More than ten years

What steps have you taken to retain high quality ABA support providers in your setting?

How do you provide ongoing training for ABA support providers?