

# Grow Your Career



Heartspring

# At Heartspring, we believe in possibility.

And it starts with our employees.

**W**e believe in the power of hope and possibilities for our employees, and we want to empower our team to grow in their professional and personal lives.

Our Grow Your Career program encourages staff to seek rewarding career paths at Heartspring. Four Heartspring career paths are outlined in this booklet – if you are interested in learning about what it takes to become a **School BCBA, Autism Services BCBA, School Teacher, or Home Coordinator**, this guide will help you understand where you need to start and what steps you need to take.

We encourage you to explore your options and discover your potential.



# Paraeducator to School BCBA

EdAssist (Educational Assistance) can help a Heartspring employee with a bachelor's degree acquire a master's degree in Applied Behavior Analysis and/or an employee with a master's degree acquire a Board Certified Behavior Analyst (BCBA) certification. To become a school BCBA, Heartspring offers financial assistance for schoolwork through EdAssist.

**During this time, under the guidance of a BCBA, you will need to:**

## 1. Caseload Acquire Experience

Work on a caseload while completing school coursework.

## 2. IABA Intensive Applied Behavior Analysis training

Complete IABA training (sponsored by Heartspring).

## 3. Degree Obtain a master's degree

Obtain a master's degree and complete 2,000 hours of working with children with autism.

## 4. BCBA Become a certified BCBA

Passing the BCBA exam after completing the master's degree is the final step in becoming a school board-certified behavior analyst.

For more information on how to grow your career, contact HR.



## Employee Spotlight: Isaac Williams Behavior Specialist

“Heartspring has opened an incredibly rewarding world I have not been exposed to before and has provided me with advancement opportunities through my desire to serve. Along with the leadership and guidance of mentors, Heartspring continues its assistance through the EdAssist program. I am extremely grateful for the opportunities I have been given, and I strive to uphold these gifts by living the Heartspring values.”

# Paraeducator to Home Coordinator

At Heartspring, you can become a leader. With guidance and coaching, paraeducators can grow a meaningful career as Home Coordinators.

**To become a Home Coordinator, you need to demonstrate authenticity, dependability, and natural leadership in your day-to-day duties so you can gradually grow into these positions:**

## 1. Paraeducator Group Home or Classroom Paraeducator

Work one-on-one with children to help implement IEPs and learning objectives.

## 2. IABA Intensive Applied Behavior Analysis training

Complete IABA training (sponsored by Heartspring).

## 3. HCA Home Coordinator Assistant

Assist the Home Coordinator in group home management duties.

## 4. HC Home Coordinator

Manage a group home team to facilitate the care and well-being of students.

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## Employee Spotlight: Chris Kamau Home Coordinator

“Heartspring has and is still helping me grow in my career in various ways. Through the leadership of my supervisor and the monthly leadership trainings, I have learned to prioritize my time to be more efficient at what I do. I have also learned how to manage and care for my staff to empower them to build a strong team. Heartspring has also taught me problem-solving and effective communication skills to deal with issues as they arise.

The support I’ve received not only applies to my professional career, but also to my personal life. I am truly grateful for Heartspring.”

# Paraeducator to Special Education Teacher

EdAssist (Educational Assistance) can help a Heartspring direct care staff complete a bachelor's or obtain a master's degree in special education to become special education teachers through financial assistance, coaching, and guidance.

**To become a special education teacher at Heartspring, you need to demonstrate authenticity, dependability, and natural leadership in your day-to-day duties so you can gradually grow into these positions:**

## 1. Paraeducator Classroom Paraeducator

Work one-on-one with children to help implement IEPs and learning objectives.

## 2. IABA Intensive Applied Behavior Analysis training

Complete IABA training (sponsored by Heartspring).

## 3. Sub or Emergency Teacher

Gain experience leading a classroom as a sub or emergency teacher.

## 4. Teacher Bachelor's Level

Obtain a bachelor's degree in special education and continue gaining teaching experience.

## 5. Teacher Master's Level

Complete a master's degree in special education to become a special education teacher.

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## Employee Spotlight: Rachel Womack Certified Sub Teacher

“I was employed for almost seven years with an employer who never gave me the opportunity to promote despite expressing my desires to be a leader. Once I was hired by Heartspring, I was blessed with the opportunity to be promoted twice and found a renewed passion for teaching. Heartspring provides the support to help employees develop into leaders. I am very thankful to work here.”

# ISP to Autism Services BCaBA or BCBA

EdAssist (Educational Assistance) can help a Heartspring employee obtain a bachelor's degree or master's degree in Applied Behavior Analysis and acquire a BCaBA (bachelor's level) or BCBA (master's level) certification. To become an autism services BCBA, Heartspring offers financial assistance for schoolwork through EdAssist.

**Under the guidance of a BCBA, you may advance from an ISP to a BCaBA or a BCBA:**

## ISP Individual Support Provider

All staff complete the Registered Behavior Technician (RBT) training and sit for certification. ISPs are direct front line staff. They implement behavior plans written by BCBA/BCaBAs.

Path  
1

Path  
2

## BCaBA Board Certified assistant Behavior Analyst

This is a bachelor's level certification. To obtain certification, staff must have a specific approved course sequence, bachelor's degree, and 1,000 hours of supervised independent field work that we provide here. They assess and complete treatment plans for ISPs to implement under the direct supervision of a BCBA. Individuals must pass the BCaBA exam.

## BCBA Board Certified Behavior Analyst

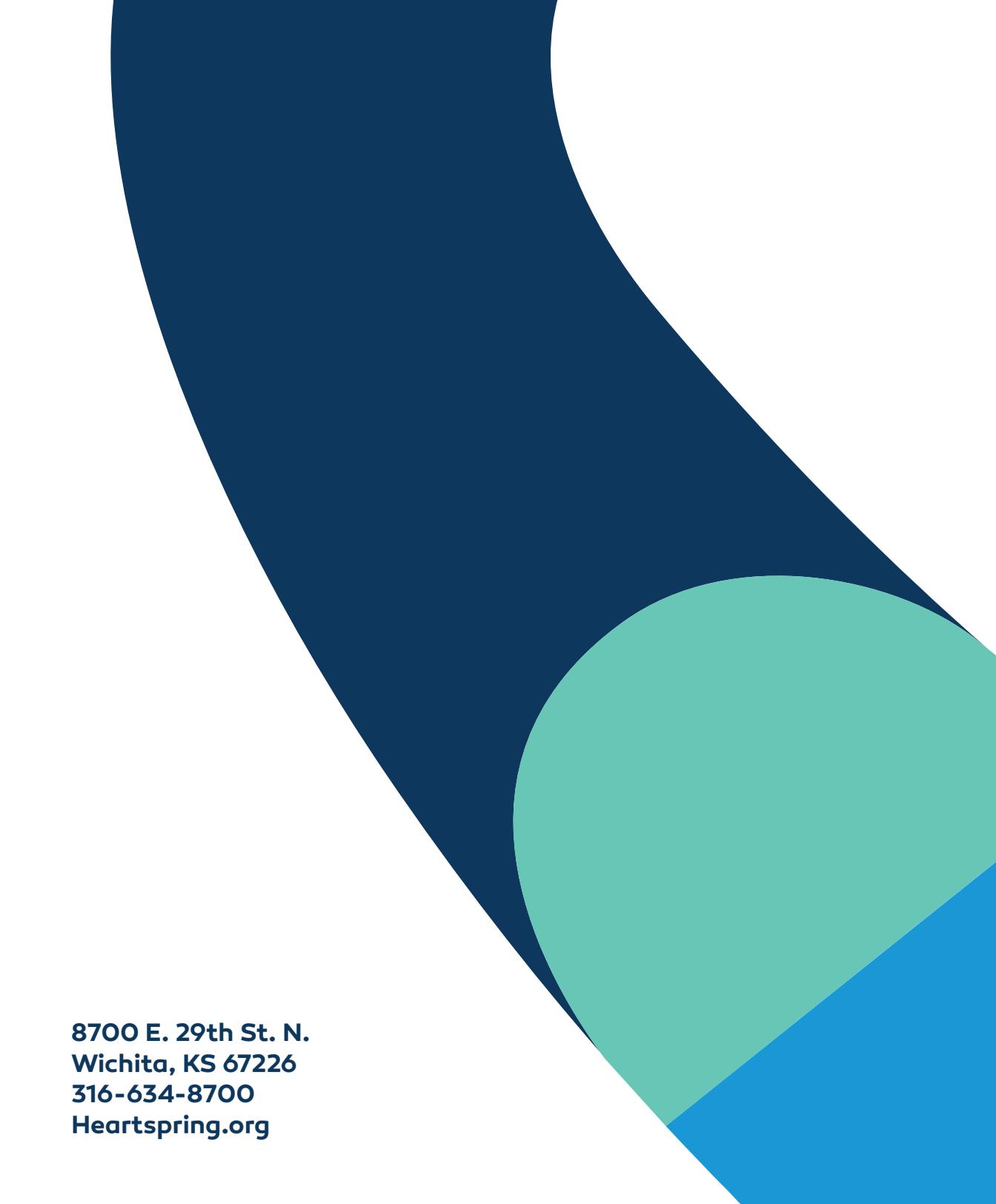
This is a master's level certification that requires a specific approved course sequence, master's degree, and 1,500 hours of supervised independent fieldwork. They assess and complete treatment plans for ISPs to implement. Individuals must pass the BCBA exam.

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## Employee Spotlight: Janelle Arnold ABA Manager

“Heartspring has helped me advance in my career from the very beginning. I began my Heartspring career providing one-on-one ABA services to children with an ASD diagnosis. After a couple years, I took the next step and became credentialed as a BCaBA. This allowed me to continue working in this field while advancing in my career. With the help of EdAssist (Educational Assistance), I was also given the opportunity to take classes to pursue my master's degree. This allowed me to become credentialed as a BCBA.”



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