

Partnering for Positive Student Outcomes



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Our Mission

Graham Behavior Services provides quality, comprehensive, evidence-based therapy to individuals with any behavior challenges or an autism spectrum disorder, to create effective behavior change in themselves, while empowering their families to help them pursue productive, purposeful, and fulfilling lives.

Bringing Our Mission to Schools

We recognize that schools are at the heart of every child's growth and learning. That's why Graham Behavior Services extends our expertise directly into New Jersey's classrooms—partnering with schools and districts to create positive, lasting change for students and staff alike.

Our school-based services are designed to meet the unique needs of educational environments. Through individualized consultation and targeted staff training, our experienced team collaborates at every level—whether working one-on-one with a student, supporting an entire classroom, or partnering with school and district leadership for systemic improvement.

We offer flexible training options, from personalized coaching for teachers to district-wide professional development sessions. Every service is grounded in practical, evidence-based strategies that empower educators, promote student success, and foster a supportive, inclusive school community.



The Need for School-Based Behavior Analysis

Schools today face increasingly complex challenges in supporting student's academic, behavioral, and social-emotional growth. Disruptive behaviors, struggling with engagement, and the diverse learning needs of students, including those with autism and other developmental disabilities, require specialized, evidence-based approaches to ensure every child can thrive.

Why Behavior Analysis?

Behavior analysis, specifically Applied Behavior Analysis (ABA), has been used in education for over 60 years to improve teaching and learning outcomes across all grade levels. ABA provides a scientific, data-driven approach to understanding and changing behavior, making it uniquely suited to the dynamic environment of today's schools.

Key Benefits of School-Based Behavior Analysis

Individualized Support

ABA interventions are tailored to each student's unique strengths and needs, allowing for targeted strategies that address academic, behavioral, and social challenges.

Integration into Daily Routines

ABA strategies are embedded into classroom activities, helping students generalize new skills across settings and situations.

Collaboration & Capacity Building

Behavior analysts work closely with teachers, administrators, and families, providing ongoing training and support that empowers school staff and promotes consistent, school-wide implementation of best practices.

Early Intervention

Implementing ABA in schools enables early identification and support for students with behavioral challenges, leading to better long-term outcomes.

Data-Driven Decision Making

Continuous data collection and analysis ensure that interventions are effective and adjusted as needed, maximizing student progress.

Positive School Climate

By focusing on positive reinforcement and proactive strategies, ABA helps reduce challenging behaviors and fosters a more inclusive, supportive learning environment for all students.



Challenges Schools Face Despite Having a BCBA on Staff

Overwhelming Caseloads & Role Misalignments

BCBAs often manage over 40 students in various schools, limiting personalized support and relationships. Vague roles cause confusion among staff and administrators. These large caseloads hinder tailored assistance and meaningful connections.

Inconsistent Implementation & Administrative Demands

Due to time constraints, competing duties, and being pulled into non-behavioral or administrative tasks, BCBAs struggle to follow behavior plans through from start to finish. This results in fragmented services and diluted impact on student outcomes.

Lack of Resources, Training, and Professional Development

BCBAs often face shortages in trained staff, usable materials, and time for coaching. In addition, many lack access to meaningful professional development or supervision tailored to school settings, impacting the consistency and quality of services.

Staff Buy-In & Misconceptions About ABA

Teachers and paraprofessionals may be skeptical of ABA strategies, misunderstand positive reinforcement, or resist changes to established routines. Without district-wide buy-in, even the best plans can fail to be implemented consistently.

Data Collection & Progress Monitoring Challenges

Due to limited training, time, or tools, teachers often struggle to collect accurate data. This makes it difficult to monitor student progress, make data-driven decisions, or adjust interventions effectively.

Ethical & Policy Conflicts

School policies or culture may conflict with BACB ethical guidelines. BCBAs are sometimes expected to compromise best practices, advocate without support, or operate without clarity on how to align with their code of ethics.



How does Graham Behavior Services address these challenges?

Team-Based Support	Access to multiple BCBAs and behavior therapists ensures manageable caseloads and continuity of care.
Ongoing Professional Development	Regular, targeted training for both BCBAs and school staff.
Administrative Relief	GBS handles all HR, benefits, and scheduling, freeing district staff for direct student support.
Clear Roles & Communication	Defined consultation models and communication protocols for seamless integration.
Buy-In and Training	Customized workshops to increase staff understanding and acceptance of ABA principles.
Consistent Data Tools	Easy-to-use data collection systems and ongoing coaching for teachers and aides.



School, Student, and Teacher-Based Services

Consultation & Direct Support

In-School Teacher & Behavior Therapist Support

- Direct, hands-on support for students, classrooms, and school teams.

Tiered Intervention Services

- Tier 1 (universal), Tier 2 (targeted), and Tier 3 (intensive) interventions and consultation.

Support for Existing BCBAs

- Guidance, mentorship, and collaborative problem-solving for your in-house BCBAs.

Positive Behavior Support & ABA Program Development

- Assistance with PBSIS and the creation or refinement of ABA programs.

Skills-Based Treatment (SBT)

- Specialized interventions for complex behavior challenges.

Assessment & Evaluation

Classroom Observation

- Non-disruptive, in-class observation with actionable feedback.

Functional Behavior Assessments (FBAs)

- Individualized, evidence-based assessments for IEPs and BIPs.

Skill Assessments

- Evaluation of communication, social, daily living, and academic skills.

Program & Student Placement Evaluation

- Reviews to ensure students are in the most supportive environment.

Document Review & Recommendations

- Expert analysis of IEPs, BIPs, and other documents with practical suggestions.

Independent Educational Evaluation (IEE)

- Comprehensive evaluations as needed.

Professional Development & Training

Teachers Teaching Teachers

- Group and individual coaching on classroom management and behavior strategies.

Teacher Coaching

- Support for maximizing learning through proactive and de-escalation techniques.

New Teacher Training

- Orientation and ongoing PD for new staff (topics tailored to your needs).

RBT Training for Paraprofessionals

- Courses to build ABA skills and prepare staff for the Registered Behavior Technician credential.

District-Wide Professional Development

- Customized workshops and seminars for large groups or the entire district.

Instructional & Program Support

Supplementary Instruction

- Targeted support in social, behavioral, and communication domains.

Lesson & IEP Goal Development

- Collaborative creation of effective lessons and measurable goals.

Ongoing Consultation

- Continuous partnership to optimize service delivery and student outcomes.





What sets us apart?



Reduced Administrative Burden

GBS handles all benefits, insurance, and PTO for staff placed in schools, so your district can focus on students rather than HR logistics. We take care of recruitment, onboarding, and management, making the process seamless for your administration.



Expert Team Access

With over 15 years of school-based BCBA experience, our team brings deep expertise to every partnership. You'll also have access to dedicated administrative support, ensuring quick responses and smooth coordination at every step.



Enhanced Professional Development

We offer customizable courses and training sessions for teachers and paraprofessionals, designed to build practical ABA skills that can be immediately applied in the classroom.



Ongoing Consultation & Support

Our team provides continuous collaboration to help you optimize service delivery and achieve the best possible outcomes for your students. We're always available for follow-up, troubleshooting, and ongoing guidance as your needs evolve.



Why Contract with GBS for High-Quality BCBA Support?

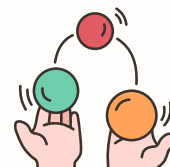
The Real Challenge: Access to Expert BCBAs

Recruiting and retaining high-quality BCBAs for school-based roles is an ongoing challenge statewide. School budgets typically focus on direct salary comparisons, but the real hurdle for districts is the shortage of experienced BCBAs who are willing and able to work full-time in school settings.



- New Jersey has 3,424 experienced BCBAs (5+ years experience) in demand across multiple sectors (private practice, clinics, home services, telehealth, and consultation).
- The demand for BCBAs rose 70% across the state between 2023-2024.
- New Jersey has 695 school districts with over 2,500 schools and over 1,000 private schools—all competing for the same pool of qualified BCBAs.

- Many high-performing BCBAs choose contract or private work to maximize compensation and flexibility, rather than full-time school employment.
- Most experienced BCBAs juggle multiple roles and can command higher hourly rates than the average district salary allows.



The Power of Flexible Contracting

Contracting with Graham Behavior Services can provide focused, high-impact support with contracts ranging from 2 to 25+ hours per week, offering several key advantages:



SENIOR-LEVEL EXPERTISE

Our BCBAs bring over 15 years of experience, consistently delivering measurable results.



FLEXIBLE & SCALABLE SUPPORT

Support from 2-25+ hours per week, scaling up or down as needs evolve.



OPTIMAL EFFICIENCY

Strategically utilizing hours often provides more value than a full-time role, reducing idle time and aligning better with demand cycles.



COMPREHENSIVE SUPPORT

We meet urgent behavioral, instructional, or compliance needs via classroom support, consultation, and tiered services.



Cost Comparison: Out-of District Placement vs. Contracting ABA Services

New Jersey has the highest rate in the nation of students with disabilities placed outside their home districts. These out-of-district placements often come with high costs and additional transportation and administrative expenses. Contracting with Graham Behavior Services for in-district ABA services offers a more cost-effective solution that keeps students in their local schools while providing access to expert support and reducing overhead.

Placement Type	Average Annual Cost per Student	Additional Notes
Average NJ School District Per Pupil (2022-2023)	\$29,000	
Public School Self-Contained Program	\$40,000 – \$55,000	Typical in-district cost for self-contained special education programs
Approved Private Schools for Disabilities	\$36,000 - \$108,000	Cost range varies by school; often higher than public programs
Out-of-District Private Placements	\$38,000 – \$175,300	Includes many programs with higher intensity needs; costs also include extra transportation and admin fees
Graham Behavior Services Contracted ABA Services	Depends on hours, but typically lower than above.	Students stay in their home district; reduces transportation & admin costs; access to expert team & ongoing support



Positive Outcomes in Schools

Experiences From Our BCBAs:

"School staff expressed feeling supported and heard throughout the collaboration and shared their appreciation for the teamwork and shared efforts."

- Grace B.

"It's awesome to work with both [school teams and parents] to bring meaningful, impactful change so that students can be more successful and teachers feel more confident. It is incredibly rewarding to make teachers' jobs a little more fun because they work so hard."

- Megan M.

"My presence helped create a more positive school climate by encouraging staff to talk about students in a more supportive and uplifting way."

- Nicole B.

School Satisfaction Survey Insights:

91%

Of all school districts surveyed agreed that Graham Behavior Services' staff were effective at addressing student behavioral and learning needs.

4 out of 5

Districts "completely agreed" that our staff communicated and collaborated with teachers, staff, and families to support student progress.

100%

Every district responding said they would choose to work with Graham Behavior Services staff again given the opportunity.

**Survey results are based on responses from 11 school districts who partnered with Graham Behavior Services in the 2024-2025 school year.*

Getting Started with Graham Behavior Services



Step 1: Initial Inquiry & Needs Assessment

Reach out to Graham Behavior Services via phone, email, or website form. Schedule a consultation to discuss your district's special education and behavioral support needs.



Step 2: Customized Proposal & Agreement

We develop a tailored service proposal including recommended hours, staffing, and costs. Review and finalize the agreement with your district leadership.



Step 3: Contract Execution & Onboarding

Sign the contract. Our team manages onboarding, background checks (if required), and coordinates staff scheduling to begin services.



Step 4: Staff Assignment & Collaborative Support

Assigned BCBAs and specialists work closely with your school teams, students, and families to implement behavior plans, training, and interventions.



Step 5: Ongoing Monitoring & Review

Maintain regular communication, receive progress updates, and collaboratively review services at key milestones to ensure continued success and discuss renewals or adjustments.

Ready to support your students with expert behavioral services? Contact us today.



Get in Touch



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