

ASPIRE ACADEMY

LEAD THERAPIST JOB POSTING

Position: Lead Therapist; Full-time English-speaking and bilingual positions available
Start Date: Immediate
Compensation: Based on experience, to be discussed

Our goal at Aspire Academy is to create an amazing and unique work culture that fosters professional and personal growth in every member of our team. Creating and maintaining an amazing work environment takes effort from everyone who works at an organization, therefore every team member at Aspire Academy is expected to:

- Recognize and appreciate the impact that they have on their students and colleagues each day
- Positively contribute to our work culture at Aspire Academy
- Be motivated and willing to learn
- Be flexible and open to change as Aspire grows and evolves
- Work independently with minimal supervision, as well as on a team
- Practice effective problem solving and conflict resolution strategies
- Remain calm and non-confrontational under pressure
- Accept feedback openly, reflect on this feedback and adjust their performance
- Develop performance-related goals for themselves in collaboration with their supervisor(s) then actively work towards accomplishing these goals
- Actively participate in professional development activities
- Practice self-care (in whatever way that suits them!) so that they bring their best self to work every day
- Uphold a high standard of ethical and professional behaviour (i.e. deal with confidential information appropriately, understand boundaries, make ethical decisions, treat clients and colleagues with dignity and respect etc.) for themselves and their colleagues
- Respect our physical space and regularly participate in tasks that keep our space clean, safe and inviting
- Complete tasks as assigned to ensure that operations run smoothly (i.e. follow assigned schedule, understand and follow workplace policies, submit employment documentation as needed, submit payroll in a timely manner)
- Be accountable to their colleagues and teammates
- Understand the roles at Aspire Academy and how they interact; seek support/feedback and direct ideas/questions accordingly; delegate tasks appropriately

These behaviours aren't just "extra, when-you-have-time-for-them" tasks; they are "ongoing, non-negotiable, all-the-time" tasks because they lay the foundation for all the magic that happens at Aspire!

At Aspire Academy, our Lead Therapists work collaboratively with our Senior Therapists and Teachers to guide the work of our Educational Therapists. Our unique approach to group learning incorporates a number of different teaching styles (i.e. small group, triadic, dyadic, one-on-one) and requires our team to work in a variety of capacities each day. In order to create an optimal learning environment for our students, our Lead Therapists must think on their feet, problem solve on the spot, and work flexibly and collaboratively as a team. In addition to the behaviours listed above, a Lead Therapist at Aspire:

- Works within a specific classroom/group; in collaboration with the Teacher, directly under the guidance of their assigned Senior Therapist
- Mentors the small team of Educational Therapists and Teacher that work within their classroom/group by providing ongoing support, guidance and training
- Supports and assists with the day-to-day happenings in the classroom/group in order to ensure the program runs as smoothly as possible by;
 - Playing an active role in program implementation: delivering instruction to students, collecting and graphing data, assessing motivation, preferences and effectiveness of reinforcers, participating in classroom planning, organizing activities, gathering and preparing teaching materials etc.)
 - Coordinating classroom support by making sure that appropriate amount of support is given to the students (based on the activity, students needs etc.), while also ensuring that students are given opportunity to develop independence
- Works under the guidance and supervision of their assigned Senior Therapist(s) by;
 - Ensuring that programs are being implemented as designed by the Senior Therapist by;
 - Having a solid understanding of the individualized goals for each student
 - Ensuring that program materials are available as needed
 - Preparing data sheets and ensuring that data is being collected and graphed
 - Working collaboratively with the Teacher to ensure that the classroom setup, structure and lesson plans foster optimal programming for the students based on their individualized program goals
 - Providing ABA-related support and guidance to the Teacher and Educational Therapists
 - Seeking support, guidance and clarification from the Senior Therapist as needed
 - Actively participating in regular supervision meetings with the Senior Therapist
- Organizes and maintains a binder for each student that includes program details, data sheets and skill tracking sheets by;
 - Creating data sheets for new programs as they are added
 - Updating data sheets and skill tracking sheets as targets are mastered (i.e. highlighting mastered targets, adding new targets etc.)
 - Ensuring that the binder and data sheets are organized at all times for easy review by the Senior Therapist
- Collaborates with Educational Therapist and Teacher to complete assessments for new students; provide organized assessment results to Senior Therapist
- Collaborates with Teacher and Senior Therapist to complete Progress Reports, Report Cards and Individualized Education Plans (IEPs) and participate in Progress Meetings and IEP Meetings as directed

- Accompanies students to sessions with paraprofessionals, facilitate sessions when necessary (i.e. virtual sessions); liaise between paraprofessional and Senior Therapist regarding goals and programming ideas
- Communicates with parents/guardians regularly regarding behavioural and programming related questions and concerns
- Actively engages in behaviours that increase the job satisfaction of their team of Educational Therapists including;
 - Developing a trusting, positive and supportive professional relationship with each of their team members
 - Regularly checking in with team members to discover what can be done to increase job satisfaction and ease workload and facilitating changes whenever possible
 - Providing ongoing support (i.e. stepping in if an Educational Therapist is having difficulties, modelling teaching skills, providing constructive feedback, debriefing at the end of the session, following up/checking in).

We proudly provide all new employees with ample training, support and encouragement as they start transition onto our team at Aspire Academy.

If you are interested in applying for this position, please or email your resume and cover letter to academy@insideaspire.com or attend one of our upcoming job fairs. We will happily reply to, meet with and interview suitable candidates!