

Virginia Positive Behavior Support Endorsement Board

The VCU Positive Behavior Support Project contracts with PBS Facilitators who serve as endorsement board members to review portfolios for Virginia PBS Endorsement. Endorsement Board members are hired on an as needed basis. Although applicants may be qualified to provide services, positions are filled depending upon the number of portfolios that are received for review.

PBS Endorsement Board members are considered PBS **content** experts. It is important that they maintain a current knowledge base to provide participants with content to complement and reference the class sessions. Endorsement board members should have a commitment to ongoing professional development and the knowledge, skills and abilities to expand PBS candidates' understanding of PBS Practices. Reading text books and keeping up with training is crucial to evaluating PBS candidates and providing the support that they need.

Written applications are reviewed by and scored by a committee which includes representatives from the PBS advisory committee, other endorsement board members and VCU PBS Project staff.

PBS endorsement board members are hired based upon a variety of factors which include:

- o Currently endorsed and in good standing (no ethics or standards of practice violations)
- o Participation in Person Centered Thinking Training within the past 3 years;
- o Participate in training to score the portfolio
- o Impeccable references;
- o Excellent conflict resolution and interpersonal skills;
- o Professional conduct; Conduct that represents PBS principles consistent with ethics and standards of practice guidelines and person centered support;
- o Ability to work independently and meet deadlines;
- o Excellent communication skills, both oral and written;
- o Expertise in person centered practices, team facilitation, behavior analysis, VAPBS code of ethics and standards of practice; and
- o Experience using computer based technology and google docs.

To apply, complete the following essays and submit to the PBS Project Team at VAPBSPROJECT@VCU.EDU

1. Describe your own PBS training experience. How did you learn and practice PBS?
2. Describe a person in your life and how your expertise in PBS has been helpful to improving their quality of life.
3. Using the template from the Learning Community for Person Centered Practices, provide a personal one-page description.
4. Provide 2 letters of reference: one from another endorsed PBS Facilitator and one from someone who is familiar with your work. Recommendations from blood relatives or romantic partners are not admissible.

Approved by PBS Advisory Committee 2-10-25