

LEANN T. HARDWICK, ED.D., BCBA

(Contact info redacted for online publication)

EDUCATION

- Ed.D in Educational Leadership, California State University, Long Beach
- Master of Science, Special Education
California State University, Long Beach
- Bachelor of Arts, Liberal Studies – Concentration in Language & Literacy and Human & Child Development
California State University, Long Beach

CERTIFICATIONS / LICENSE

- California Board Certified Behavior Analyst, National University #1-14-15485

PROFESSIONAL EXPERIENCE AND ACCOMPLISHMENTS

Director of Leadership and Development for Behavior and Education, Inc. February 2020 – Present

- Serve on the Executive Leadership Team
- Serve on the Ethics Committee
- Collaborate on large projects within the company to improve clinical and administrative excellence
- Interview and train staff
- Mentor and train aspiring and current directors
- Develop and expand new regions within the agency.
- Holding various positions to allow for growth and development in new markets.
- Conducting ACE events for Continuing Education Units.

Clinical Director for Behavior and Education December 2016 - Present.

- As a part of the leadership team, guide the company in clinical decisions
- Recruitment: interviews, awareness, present to colleges and make recommendations
- Oversee program managers, supervisors, behavior consultants and behavioral therapist
- Contract fulfillment
- Train all clinical staff on behavioral concepts: proactive teaching, critical thinking, reinforcement, functional behavior analysis, reactive programming and data collection.
- Facilitate team meetings
- Collaborate with school districts, families, insurance and regional centers.
- Scheduling and under-delivery reduction
- Create clinical programming for disruptive behaviors
- Conduct functional behavioral assessments and skill assessments.
- Parent education and facilitate family involvement

Part-Time Lecturer for California State University, Long Beach: Educational Psychology Department Fall 2016 - Present

- Professor for EDP 560: Functional Behavior Analysis and Positive Behavior Support for Teaching candidates and school psychologist.
- Reader for the Master of Education comprehensive exit exams, 2018- Present

Program Manager for Behavior and Education September 2016 – December 2016.

- Train and oversee supervisors in the field
- Provide clinical guidance to staff in the field
- Provide trainings on behavioral concepts: proactive teaching, critical thinking, reinforcement, functional behavior analysis, reactive programming and data collection.
- Maintain funding for clients through insurance.
- Collaborate with regional center and school districts
- Provide school consultation
- Schedule staff and coordinate with families

ABA Clinical Supervisor for NMUSD Harper Clinic: 2014 – September 2016

- Designed behavioral and social programs for students with Autism Spectrum Disorder (ASD) for ages 3-19
- Scheduled 12-20 staff for behavioral interventions
- Ran monthly clinic meetings and attended IEP meetings
- Supervised programs and provided on-going training
- Provided formal professional development to staff and teachers
- Partnered with community members to create vocational programming for secondary students
- Supervised BCBA hours for new staff
- Developed intensive behavioral interventions for students who were unable to participate in the classroom and helped transition them back into the classroom
- Collaborated with other school professionals to help generalize new skills across settings and people.
- Coordinate with transportation services.
- Developed social skills groups for preschool (age 3) to secondary aged students utilizing Teaching Interactions and PEERS school-based program.
- Developed a health program for secondary students with ASD that addresses socially appropriate behaviors
- Created and maintained positive relationships with families on a daily/weekly basis.
- Wrote quarterly progress reports and reported monthly progress based on data and observations for each student.
- Participated as a part of a team to develop large scale trainings for schools and parents.
- Developed summer programs for students with ASD that addressed the needs of a large range of students
- Modified curriculum
- Maintained a school campus and offices for a positive student environment.
- Helped to fundraise money for student supplies and programs.

Autism Specialist

Newport Mesa Unified School District, Newport Beach, CA, June 2010-September 2016

- Provide ABA consultation to special day, RSP and general education classroom teachers, Pre-K, Elementary School and Secondary aged students.
- Consult with Special Education teachers and support staff to develop and implement effective systematic behavioral plans for students with Autism Spectrum Disorders involving challenging disruptive behaviors.
- Consult with Special Education teachers and support staff to develop and collect practical and informative data which reflect student progress and program efficacy.
- Plan, direct, monitor, and evaluate ABA program at the pre-school level, including but not limited to daily program, ESY and home programs.

- Provide mentoring to teachers who are providing ABA supervision.
- Collaborate with Coordinators to assign instructional aides who have demonstrates aptitude in ABA.
- Supervise and consult with ABA trained instructional aides working in special and general education classrooms. Consultation and supervision to include developing programs, modeling strategies, and evaluating the effectiveness of the program's implementation.
- Attend designated professional meetings in preparation for IEP meetings-observe program and review all proposed IEP goals and reports.
- Attend IEP meetings and assist team in presenting and developing individual student plans alongside special education teams that include site members, parents, advocates, non-public agency representatives, and Regional Center representatives.
- Collaborate with Autism Partnership and the S.U.C.C.E.S.S. Project to coordinate both initial and ongoing trainings to advance the ABA skills of teachers and behavior analyst interventionist.
- Provide Staff development trainings for administrators, certificated and classified school district staff to enhance services for students with Autism Spectrum Disorders. (See Workshops/Presentations)
- Teacher Trainer: Provide ABA teachers with 6 week rotations where they receive training on curriculum, classroom management and behavior/social support.
- Supervise the afterschool ABA clinic: recommend programming, facilitate social programs, organize schedules, manage staff, create and monitor programs and consult with school teams on goals and strategies.

ABA Special Education Teacher

Cypress School District, Cypress, California, 2005-2010

- Provided direct teaching in the areas of behavior, academics, social skills, and life skills to students with autism.
- Developed, implemented, and monitored progress of IEP goals and objectives.
- Developed lesson plans that extrapolated students' IEP objectives into motivating learning experiences.
- Developed Community Based Instruction (CBI) experiences on a weekly and monthly basis for students with moderate to severe disabilities.
- Lead a school wide socialization program called "Best Buddies" that encouraged positive social interactions among students with and without disabilities.
- Performed standardized academic assessments, such as the Brigance Inventory, Gray Oral Reading Test, Fourth Edition (GORT-4), Diagnostic Achievement Battery Third Edition (DAB-3) and the Woodcock-Johnson III.
- Performed authentic non standardized assessments to obtain present levels of functioning for students with autism.
- Collected and analyzed meaningful data on a daily basis to chart progress in the behavioral, academic, and social domains. Created weekly summaries for program decision-making.
- Trained instructional assistants in ABA methodology, classroom routines, behavior management and interventions, and data collection.
- Organized and lead monthly meetings with classroom instructional assistants. Topics included individual student programming, ABA methodology, curriculum, and data collection.
- Assisted families with disability management and refer families to support agencies as needed.

- Assisted school psychologist in developing Functional Behavior Analyses, Behavior Support Plans, and Behavior Intervention Plans.
- Coordinated IEP schedules to include multiple team members, including DIS service providers, families, administrators, and interpreters.
- Liaison and collaborative partner with community agencies such as SELPA, Autism Partnership, Regional Center of Orange County, and Autism Spectrum Consultants.
- Organized, prepared, and distributed all IEP paperwork in a professional and timely manner.
- Coordinated a classroom teaching schedule that accommodated general education integration for all students
- Master Teacher for student in the Education Specialist Credential program at CSULB
- Union representative for the 2006-2007 school year.
- Student Club advisor for 2007/2008, 2008/2009, 2009/2010

In Home Behavioral Therapist and Classroom Behavior Interventionist
Greater Anaheim SELPA, Cypress, Ca 2000-2005

- Conducted in home therapy sessions for students with autism, including work on all IEP goal areas (behavior, academics, social skills, and community-based instruction).
- Implemented behavior plans as part of home intervention programs for students with autism.
- Demonstrated behavioral strategies to families
- Participated in monthly clinic meetings for members of a student's intervention team to discuss student progress and continuing needs.
- Conducted in home therapy sessions including work on all IEP goal areas (behavior, academics, social skills, and community-based instruction).
- Developed task analysis programs to teach activities of daily living, such as play skills with neighborhood peers or skills that built independence.
- Modified core curriculum within the general education classroom to allow for meaningful participation of all students.
- Implemented behavior plans and systems in the general education classroom under the supervision of SELPA staff and special education teachers.
- Collected data in all IEP goal areas (behavior, academics, social skills, communication and daily living skills).
- Participated in Social Skills groups conducted and supervised by Autism Partnership.

ADDITIONAL TRAINING

Your Mic Is On Mute, The transition to effective Telehealth Supervision (January 2021). Presented by Andrew Frisina, M.S., BCBA, Sarah Aguirre, M.A., BCBA, Debbie Waldron, M.Ed., BCBA. *Behavior and Education ACE event*, Manhattan Beach, Ca.

Treatment Selection for Inappropriate Sexual Behavior (November 2020). Presented by Shane Spiker, PhD, M.S., BCBA. *Behavioral Health Center for Excellence*, synchronous online.

OBM Approach to Avoiding Burnout in your Supervisees (July 2020). Presented by Amy Atwell. *Verbal Beginnings Learning Continuing Education*, synchronous online.

IISCA: Interview Informed Synthesized Contingency Analysis (January 2020). Presented by Robert Parry-Cruwys, Diana Parry-Cruwys, Jacquelyn MacDonald with Adithyan Rajaraman. *ABA Inside Track Podcast*, asynchronous online.

Let's Talk Toilet Training (June, 2019). Presented by Brittney Orwin, MA, BCBA and Diego Reynosa, MA., BCBA. *Behavior and Education ACE event*, Manhattan Beach, Ca.

BEHP1161 Practical Functional Assessment and Meaningful Treatment of Problem Behavior (October 2018). Presented by Gregory P. Hanley, Ph.D., BCBA-D, Professor of Psychology, Director, Behavior Analysis Doctoral. Online Florida Tech, Continuing Education.

The A to Zzzzz's of Sleep Training (September, 2018). Presented by Rahil Roussos, MA, BCBA *Behavior and Education ACE event*, Manhattan Beach, Ca.

ABAI conference 2018: 44th Annual Convention (May 2018). Keynote speaker included Marcus Jackson Marr, Ph.D. San Diego Marriot and San Diego Convention Center, San Diego, Ca.

Everything you wanted to know about sex but were afraid to ask: Social Sexuality for persons with disabilities (March, 2018). Presented by Jennifer Styzens, MA, BCBA. *Behavior and Education ACE event*, Manhattan Beach, Ca.

Producing Meaningful Improvements in Problem Behavior of Persons with Autism (November 2017). Presented by Gregory P. Hanley, Ph.D., BCBA-D, Professor of Psychology, Director, Behavior Analysis Doctoral. Autism Society Webinar:
<https://www.sfautismsociety.org/webinars.html>

Just a spoonful of ABA helps the NP food go down: Tackling food refusal with ABA (September 2017). Presented by Barbara Endlich, Ph.D., BCBA-D. *Behavior and Education*, Manhattan Beach, Ca.

Exploring Stereotypy. Why? Because it feels good (June 2017). Presented by Brittany Orwin MA, BCBA. *Behavior and Education ACE Event*, Manhattan Beach, Ca.

Functional Analysis and Treatment of Self-Injurious Behavior (March 2017). Presented by Shirin Shepard MA, BCBA. *Behavior and Education ACE Event*, Manhattan Beach, Ca.

CALABA conference 2017: Annual Western Regional Conference on Behavior (February 2017). Keynote speaker included Brian A. Iwata, Ph.D, BCBA-D and Raymond G. Miltenberger, Ph.D, BCBA –D. Anaheim Marriot and Anaheim Convention Center, Anaheim, Ca.

CABA Autism Conference 2016: Center for the Advancement of Behavior Analysis (April 2016). Presented by Ron Leaf, Shahla Ala'I-Rosales, Robert K. Ross, BJ Freeman, John McEachin, Justin B. Leaf, Mary Jane Weiss, and Mitchell Taubman. *Old Ranch Country Club*, Seal Beach, Ca.

UCLA PEERS Certified Training for Educators. (April, 2016). Elizabeth A. Laugeson, PsyD. *Irvine Unified School District Learning Center*, Irvine, Ca.

Women in School Leadership forum: Transforming Education for the Future. (October, 2015). Various presenters. *Coronado Island Marriott Resort and Spa*, San Diego, Ca.

Sexuality and Sexuality Instruction with learners with Autism Spectrum Disorder (June, 2015). Jose Martinez – Diaz. *Florida Institute of Technology*, online.

Accelerating Language: A Work in Progress II (April, 2015) Presented by John McEachin, Ph.D, BCBA-D, Ronald Leaf, Ph.D, Mitchell Taubman, Ph. D, Tracee Parker, Ph.D., Andrea Waks, J.D., M.A. and Lety Palos-Rafuse, M.A. *Autism Partnership*, Seal Beach, Ca.

Ethical Considerations in the Provision of ABA Services (February, 2015). Presented by Justin Leaf, Ph.D., BCBA-D. *Autism Partnership*, Seal Beach, Ca.

Evidence and Rationales for Comprehensive Models of Autism Spectrum Disorder Treatment: Divergence and Convergence (January, 2015). Raymond G. Romanczyk, Ph.D., BCBA-D and John McEachin, Ph.D., BCBA-D. *Institute for Child Development*, Las Vegas, NV.

Enhancing Staff Development (October, 2014). Ronald Leaf, Ph.D. *Autism Partnership*, Seal Beach, Ca.

Sexuality in High Functioning Autism and Aspergers: Building Knowledge and Appropriate Social Skills (December, 2014). Frank Cicero, Ph.D., BCBA. *The Eden II Programs*, online.

8-hour supervision training: Components of Effective, Evidence-Based Behavior Analytic Supervision. (September 2014) Jennifer Yakos, MA, BCBA. *The Institute for Behavioral Training (IBT)*. Online

Teaching Interactions (August 2011) Presented by Jennifer Styzens, M.S., BCBA. *Autism Partnership*, Seal Beach, Ca

Social Skills (October 2010) Presented by Mitchell Taubman, Ph.D. *Autism Partnership*, Seal Beach, Ca

Working with Resistance (August 2010). Presented by Marlene Driscoll, M.A., M.F.T. *Autism Partnership*, Seal Beach, Ca

Advanced Behavior Management (August 2010). Presented by Jennifer Styzens, M.S., BCBA. *Autism Partnership*, Seal Beach, Ca

Conflict Resolution in the IEP: Tips and Techniques for Making a Meeting Work (March 2010). Presented by Gail Nugent, MSW. *Greater Anaheim SELPA, Sponsored by Orange County Special Education Alliance*

Developing an ABA Program for Children with Autism Spectrum Disorder (August 2009). Presented by Marlene Driscoll, M.A., L.M.F.T. *Autism Partnership*, Seal Beach, Ca

Los Alamitos Regional Autism Model Classroom Training (2009, 2010). Six week rotation in an ABA training classroom ran by teachers and staff from Autism Partnership. *Los Alamitos Unified School District*, Los Alamitos, Ca

Beyond Greetings and Eye Contact: Development of Authentic and Meaningful Social Skills (Spring 2008). Presented by Marlene Driscoll, M.A. LMFT. *Autism Partnership*, Seal Beach, Ca

Embracing Our Cultural Differences: Connecting Korean Students, Families, and Schools (November 2008). Presented by Mary Connor: President of Korean Academy for Educators, Dr.

Jung Sun Park: California State University, Dominguez Hills, and Jung Hae Kim: Principal in LAUSD.

Cypress School District, Cypress, Ca

Improving Organizational Skills in Students with Autism and Asperger Syndrome (2007)

Presented by Michelle Garcia Winner, Speech and Language Pathologist, M.A., CCC.

S.U.C.S.E.S.S Project, Costa Mesa, Ca

Thinking Maps Training (2007) Presented by Jackie Teschke, M.A.

Cypress School District, Cypress, Ca

START-IN Presentation (2007) Presented by Trish Nishimura, M.A.

Cypress School District, Cypress, Ca

Inclusive Education: Tools for Success (August 2005). Presented by Glenda McHale, M.A., Greater Anaheim SELPA Program Specialist.

Cypress School District, Cypress, Ca

Reading Mastery Training (2005) Presented by Cindy Hoffman, M.A.

Cypress School District, Cypress, Ca

Behavior Analysis Successfully Initiating Change-BASIC (August 2005). Presented by Orange County Department of Education, Costa Mesa, Ca.

WORKSHOPS / PRESENTATIONS

Hardwick, L., Duree, J. (December, 2019). Delayed Tolerance. *Behavior and Education ACE event*, Manhattan Beach, California.

Hardwick, L. (September, 2019). Assessment Tools: Know, Show, Do and Go. *Behavior and Education ACE event*, Manhattan Beach, California.

Hardwick, L. (August, 2018). PECS phases 1-6. *Behavior and Education Staff In-service*, Cypress, California.

Hardwick, L. (Fall 2016 – Present (2 sections each semester). EDP 560: Functional Behavioral Assessment and Positive Behavioral Support. *CSULB*, Long Beach, California.

Hardwick, L. (March, 2018). The Grass is Greener When You Can Talk: Communication Temptations. *Behavior and Education ACE event*, Manhattan Beach, California.

Hardwick, L., Miller, K. (January 2018). Supporting Learning & Ensuring Continued Safety. *Palos Verde Unified School District*, Palos Verde, California.

Hardwick, L. (December, 2017). Breaking Free From the Livingroom: Parent Training and the BST model. *Behavior and Education ACE event*, Manhattan Beach, California.

Hardwick, L., Rubenstein, E. (November 2015 and January 2016). Creating Meaningful Behavior Change. *Newport Mesa Unified School District*, Costa Mesa, California

Hardwick, L. (March 2015). Clinic Only Training: Programming and Advanced Behavior Skills. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L., Olshan, J. (January 2015). Proactive Strategies for Secondary Staff. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L., Hill, E., (November 2014). Beyond the 7 day: Tackling Difficult Behaviors. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L. (November 2014). From Classroom to Clinic: Honing Your Skills. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L., Hill, E., Just, M., (July 2014) ABA 7 day training workshop to train staff to be NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B. (November 2013). Success at Recess – Advanced (Anti-Bullying).
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L. (September 2013). ABA Fundamentals the Newport-Mesa Way. Targeted group was Adult transition staff. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L., Spaulding, C., Hinton, B, (August 2013) ABA 7 day training workshop to train staff to be NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hill, E, Pepic, Z (June 2013) Autism and Behavior: Creating a Tool Box. Workshop for Newport Beach Parks and Recreation Staff. *Newport Mesa Unified School District*, Costa Mesa, California

Rumps, L., Spaulding, C (March 2013) 5 sessions of Behavioral Parent Education Workshop for NMUSD Parents and Caregivers
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (March 2013) Success at Recess III. Workshop for NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Spaulding, C. (October 2012) 5 sessions of Behavioral Parent Education Workshop for NMUSD Parents and Caregivers
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (November 2012) Success at Recess III. Workshop for NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (November 2012) ABA The Newport Mesa Way. Workshop for NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Spaulding, C., Hinton, B, Styzens, J. (August 2012) ABA 7 day training Workshop to train staff to be NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hill, E. (June 2012) Autism and Behavior. Workshop for Newport Beach Parks and Recreation Staff

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Spaulding, C., (March 2012) Data Collection: Putting Methods into Practice.

Workshop for NMUSD Secondary Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Spaulding, C., (February 2011) Data Collection: Putting Methods into Practice.

Workshop for NMUSD Secondary Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (November 2011) Success at Recess II. Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Spaulding, C., (November 2011) Proactive Strategies. Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (June 2011) Autism and Behavior. Workshop for Newport Beach Parks and Recreation Staff. *Newport Mesa Unified School District, Costa Mesa, California*

Rumps, L., Hinton, B., White, T., (August 2011) 5 day Hands on ABA Training. Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., Spaulding, C., (February 2011) Beyond the Five Day. Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B. (March 2010) Advanced Behavior and Data Collection Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (November 2011) Success at Recess. Workshop for NMUSD Behavior Analysis Interventionists – Secondary Staff

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (November 2011) Success at Recess. Workshop for NMUSD Behavior Analysis Interventionists

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., White, T., Spaulding, C. (August 2010) 7 day Basic Training in Applied Behavior Analysis. Workshop for NMUSD employees (speech and language pathologist, resources teachers, behavior interventionist and teachers) and outside districts/educators.

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., Spaulding, C. (July 2010) Teaching Interactions. Workshop for NMUSD employees (speech and language pathologist, resources teachers, behavior interventionist and teachers) and outside districts/educators.

Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., DelPizzio, E., Spaulding, C. (March 2010) Advanced Behavior and Data Collection. Workshop for NMUSD Behavior Analysis Interventionist.
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., Spaulding, C., (November 2010) Success at Recess. Workshop for NMUSD Behavior Analysis Interventionists
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., Leonard-Giesen, S., (November 2010) Organizing and Implementing Ongoing Progress Monitoring Panel Presentation. Seminar presented to Education Specialist Credential Candidates at CSULB.
California State University, Long Beach, Long Beach, Ca

Rumps, L., Bennett, L., Cragin, K., (September 2010) High Functioning Autism/Asperger's Disorder: Strategies for Full Inclusion Students. Workshop for General Education Teachers, Site Specific.
Newport Mesa Unified School District, Costa Mesa, California

Rumps, L., Hinton, B., (June 2009) Inclusive Education: Tools for Success. Presented to Chapman University students.
Chapman University Orange, Ca

Rumps, L., McHale, G., Hinton, B., Rodriguez, M., (January 2009) Inclusive Education: Success and Challenges in Inclusive Education Panel Presentation. Presented to Graduate Students at Chapman University.
Chapman University Orange, Ca

Rumps, L., Detterich, J., Hinton, B., (September 2005) Inclusive Education: Building an Inclusive School Community. Presented to General Education Teachers, staff, parents and students at Elizabeth Dickerson Elementary School.
Cypress School District, Cypress, Ca

PROFESSIONAL REFERENCES

Debbie Waldron, M.A., BCBA
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