

**EDUCATION**

*Active Student* **PhD** in Behavior Analysis and Organizational Behavior Management  
The Chicago School of Professional Psychology

2019 **M.S.** in Applied Behavior Analysis  
The Chicago School of Professional Psychology

2017 **B.A.** in Psychology  
Columbia College

**CREDENTIALS**

LSSGB **Lean Six Sigma Green Belt Certification**  
Thayer School of Engineering at Dartmouth  
Date Issued: June, 2020

LBA **Licensed Behavior Analyst (Lic# 2019039834)**  
Date Issued: November, 2019

BCBA **Board Certified Behavior Analyst (# 1-19-38972)**  
Date Issued: November 2019

**AWARDS**

2023 **Outstanding Volunteer APBS Member**  
International Association of Positive Behavior Support

2022 **Excellence in Presentation**  
The Chicago School of Professional Psychology  
PhD Residency Lightning Talk

**PROFESSIONAL EXPERIENCE**

**2023-present BH/IDD Integrated Care Manager** Missouri Behavioral Health Council  
Manage integrated care statewide initiatives for the dual behavioral health and intellectual/developmental disability population. This is a brand-new position that I am building out for the state. Efforts include service gap analysis, developing formal proposals, programs, policy, data collection and analysis, provider and public education/training, leading executive level workgroups, and more.

**2023-present Equal Parts Owner** TRL Behavioral, LLC  
Small business that currently reviews Applied Behavior Analysis billing claims through DSS for on-status providers that are offering services to children with Autism.

- 2020-present Behavior Analysis Fieldwork Supervisor** Fulton State Hospital  
Provide direct supervision and mentorship to students pursuing licensure as a Behavior Analyst as well as consultation to hospital administration teams. Services include guidance regarding both systems analyses of staff injuries, staff competency, treatment fidelity, restraint patterns, etc. as well as individual consultation regarding functional behavior assessment and behavior support plans for people on the New Outlook Program and Recovery and Self-Motivation Program.
- 2019-2023 Risk Prevention Director** MO Division of Developmental Disability  
Promoted from Positive Supports State Lead to collaborate with statewide and regional management teams and offer consultation and technical support. Responsibilities include defining and identifying risk areas for people experiencing at-risk outcomes; develop system level interventions to affect identified risks; provide training regarding best practice for Positive Behavior Support, Applied Behavior Analysis, and Home and Community Based Services; develop and support service providers and families to build expertise and capacity; work on interdepartmental collaboration to improve processes between departments and divisions; chair the Provider Support Committee; directly supervise the Risk Prevention Team; and provide direct mentorship to the Positive Supports State Lead and Area Behavior Analysts.
- 2018-2019 Positive Supports State Lead** MO Division of Developmental Disability  
Collaborate with statewide and regional management teams to offer consultation and technical support regarding systems of support to increase quality of life. Build system frameworks. Provide content supervision and training to 25+ regional office staff whom function as consultants to service providers. Provide training and support to the public regarding Positive Behavior Support, and Home and Community Based Services.
- 2013-2018 Behavioral Technician** Fulton State Hospital  
Provide consultation to inter-disciplinary treatment teams and hospital administration (with supervision from licensed behavior analyst) for both system supports and individual supports across Fulton State Hospital (FSH), a high security, forensic, psychiatric in-patient setting. Services include conducting system analyses of staff injuries, staff competency, treatment fidelity, restraint patterns, etc. Developing and implementing universal supports for a minimum-security setting for young adults with Dual Diagnoses or Developmental Disabilities, as well as medium and maximum-security settings for adults with mental health concerns. Redesigned FSH's Positive Behavior Supports curriculum/training to be competency-based. Consulted on revision of three treatment programs, including removal of stage systems, collecting data, and reducing coercion. Provided individual supports for clients with mental health concerns, developmental disabilities, and those enrolled in the Sexual Offender Rehabilitation and Treatment Services program. Individual supports included conducting functional behavior assessments and developing behavior support plans for clients under the supervision of the Chief Behavior Analyst for the state Dr. Teresa Rodgers.
- 2011-2013 Manager** Hastings Entertainment  
Store manager responsible for hiring, training, all fiscal and payroll duties, as well as customer satisfaction and risk prevention.

2005-2011      **Manager**      Tuesday Morning  
Store manager responsible for hiring, training of all staff, daily operations including all fiscal and payroll duties, customer satisfaction and risk prevention, and partnership and training of other regional managers.

## MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

### Professional Memberships

2018-present    **Member**, Association for Behavior Analysis International  
2018-present    **Member**, Association for Positive Behavior Support  
2017-present    **Member**, Association of Professional Behavior Analysts  
2017-present    **Member**, Missouri Association for Behavior Analysis

## PROFESSIONAL ACTIVITIES

### Service & Contribution

2022-present    **MIDD Stabilization Unit Design Team Member**, participation in the program and unit design for a crisis stabilization unit to be located at Fulton State Hospital (FSH). The unit is designed to support individuals with dual mental health and intellectual disabilities that are currently experiencing behavioral crisis. Activities include collaboration with FSH staff in research and design of: intake procedures, assessment, behavioral and medical supports, treatment packages and design, staffing needs, policy, and discharge planning.

2018-present    **International IDD ad hoc workgroup for Association for Positive Behavior Support**, participation on an inter-disciplinary team made of international leaders working on building, enhancing, and sustaining Positive Behavioral Interventions and Supports. Work also includes increasing awareness for Positive Behavior Support via research, presentations, and publications.

2021-present    **Social-Emotional Skill Building chair**, participation as primary lead for a team working on building a pre-packaged curriculum for state service providers to access and implement with youth and adults experiencing at-risk outcomes. Primary responsibility includes leading workgroup members, planning and assessing progress for project goals, and creation of training curricula for all levels of support, and implementation supports for participating people and organizations.

2022-2023      **DD Value Based Purchasing Contract Owner**, lead SME contract owner for the VBP

Admin contract awarded to Guidehouse by the Division of DD. Duties include writing of the contract, bid process, award of contract, setting scope of work post-award, leading partnership between contract staff and the state team, analyzing work product, payment to contract staff, and more.

- 2022-2023 **Justice Reinvestment Initiative, Victim Focused Workgroup Member**, participation as a Department of Mental Health representative for the Office of the Governor. Workgroup goals include: 1) Increase training opportunities on notification systems and processes, crime victim compensation, restitution, and the post-conviction process for prosecutors, courts, probation and parole, law enforcement, and service providers (as applicable). 2) Identify funding source(s) for victims' services that is sustainable, and flexible. 3) Increase collaboration and communication between state agencies that provide victims' services, victim services providers, prosecutors, local law enforcement, advocates, and other criminal justice stakeholders. 4) Increase access and reduce barriers for people with disabilities. 5) Statewide standardization and accountability in restitution processes (including the timing of when restitution is ordered in a case, the process for sharing the order with Probation and Parole, and the tracking of orders and collections). 6) Improve access to general information for crime victims and criminal justice stakeholders.
- 2020-2023 **Due Process State Behavioral Consultant**, consult with Quality Enhancement Director on the statewide process to ensure people with limitations of rights are afforded due process and that when rights are restricted there is a plan in place to teach and restore those rights. This role includes the revision to internal statewide systems design, policy development and revision, data analysis, staff training, and community outreach to help people receiving services from the division understand their right to due process.
- 2020-2023 **Risk Prevention Workshop and Structured Problem Solving chair** for Missouri Department of Mental Health, Division of Developmental Disabilities, providing a safe and positive place for service providers to come together and learn evidence-based skills to help prevent risk. Sessions happen three times a month and include short didactic presentations followed by small group practice of the learned skill, with feedback provided.
- 2018-2023 **Value Based Purchasing Workgroup Member**, participation in developing key strategic efforts toward designing value based purchasing for providers contracted to provide services to people receiving support from the Division of Developmental Disabilities. Key activities include designing payment models, key measures to assess performance for scaled payment, a way for state staff to assess performance, and the development of proposals in relation to the above mentioned efforts.
- 2020-2021 **NASDDS Affinity workgroup for children**, participation on an inter-disciplinary team made up of national state leaders with the common goal of enhancing and highlighting evidence-based practices and identifying gaps in services to help keep families together and reduce risk for children with mental health concerns and/or developmental disabilities.

- 2019-2020 **Tools of Choice Hybrid Workgroup**, participation as lead on an inter-disciplinary team made up of Missouri clinical experts in the redesign of the state's Positive Behavior Support staff training curriculum. Primary responsibility included designing active responding questions, PowerPoint material and scripts, as well as co-presenting, recording, and editing the final video curriculum. Worked as liaison with the state's Training Director to package the curriculum for Missouri's online learning platform.
- 2017-2020 **Behavior Support Review Committee Member** for Missouri Department of Mental Health, Division of Developmental Disabilities, providing peer review of ABA providers, education and recommendations regarding best and least restrictive practices for Behavior Support Plans and Individual Support Plans, and Medicaid-waiver assurances.

## PUBLICATIONS

- 2023 Evans, R., Jones, N., Deppeler, K., Evans, L. (2023). Value Based Purchasing: A Tiered Intervention. Invited presentation for the Association of Positive Behavior Support annual conference.
- 2022 Evans, R., Rodgers, T., Shear, S., Jones, E., Freeman, R., & Putnam, R. (2022). *Tiered positive behavior support implementation in human services* [positive behavior support brief]. White paper on positive behavior support in the field of IDD. Association for Positive Behavior Support.
- 2022 *A statewide approach to youth transitioning care: Shifting from individual planning to a systemic approach*. Poster presentation at the Missouri School wide Positive Behavior Support Summit, Lake of the Ozarks, MO.
- 2022 *Statewide Infrastructure in Adult Supporting Organizations: Maryland, Massachusetts, Missouri*. Presentation at the International Association of Positive Behavior Support Conference, San Diego, CA.
- 2022 Whitepaper on Positive Behavior Support in the Intellectual and Developmental Disability Field: [https://mnpssp.org/wp-content/uploads/2022/03/IDD-Whitepaper-Summary\\_8-21-21.pdf](https://mnpssp.org/wp-content/uploads/2022/03/IDD-Whitepaper-Summary_8-21-21.pdf)
- 2022 *A statewide approach to residential transitions: Shifting from individual planning to a systemic approach*. Poster presentation at the Association of Professional Behavior Analysts Conference, New Orleans, LA.
- 2020 Evans, R., Evans, L., & Rodgers, T. (2020). *How to sustain PBS without magic in psychiatric facilities & community settings*. Journal of Organizational Psychology.
- 2020 Evans, R., & Rodgers, T. (2020, March). *Applying PBS to a statewide service system: Special focus on Tier 2*. Paper to have been presented at 2020 meeting of the Association of Positive Behavior Support Annual Conference, Miami, FL. (Conference Canceled)

- 2020 Evans, R., Evans, L., & Rodgers, T. (2020, March). *How to Sustain PBS without Magic in Psychiatric Facilities & Community Settings*. Paper to have been presented at 2020 meeting of the Association of Positive Behavior Support Annual Conference, Miami, FL. *(Conference Canceled)*
- 2019 Rodgers, T., Cooper, R., Evans, L., Evans, R., & Witherspoon, M. (2019, May). *Essential Elements of Behavior Support Plans: What are they? Who Decided These? Are They in Plans?* Workshop presented at 2019 meeting of the Association of Behavior Analysis International Annual Conference, Chicago, IL.
- 2019 Evans, R. (2019, May). *Prevention of crisis and problem behaviors through systemic intervention: Missouri Tiered Supports* at 2019 meeting of the Association of Behavior Analysis International Annual Conference, Chicago, IL.

## PROFESSIONAL INTERESTS

My research and practice interests involve helping the behavioral health field through conceptual and practical issues regarding data analysis, systems analysis, strategic efforts, positive policy, value based purchasing, the prediction and prevention of risk outcomes, and the essential elements of curriculum design including competency-based training and coaching of large-scale efforts.

## PROFESSIONAL REFERENCES

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