

Develops and implements Positive Behavior Supports policy, programs, and services for the Division of Developmental Disability. Collaborates with departmental problem-solving and management teams to assess and intervene on systems gaps related to behavioral support, clinical collaboration, and departmental operations. Leads teams that focus on development of universal systems of supports (Tier 1), targeted risk prevention (Tier 2), and intensive, individualized systems of support (Tier 3). Develops and revises programs and services to support individuals with challenging behavior.

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| 2016-present | Consultant | Fulton State Hospital
Provides consultation on individual client situations, program development, and systems analysis, as requested. Non-paid. |
| 2016-2021 | Area Behavior Analyst | MO Division of Developmental Disability
Collaborates with state and regional problem-solving and management teams to offer consultation and technical support. Responsibilities include the following: Identifying risk areas and individuals experiencing high risk outcomes. Developing system-level interventions to affect identified risks. Providing training regarding best-practice for PBS and ABA and Home and Community Based Services. Developing and supporting service providers to build expertise and capacity. |
| 2015-2016 | Behavioral Technician | Fulton State Hospital
Provided 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. Redesigning FSH's Positive Behavior Supports curriculum/training to be both accurate and person friendly. Consulting on revision of three treatment programs, including removal of stage systems, collecting data, and reducing coercion. |
| 2012-2015 | Behavioral Technician | Fulton State Hospital
Provided individual supports (with supervision from licensed behavior analyst and licensed psychologist) for clients on the New Outlook Program, as part of an inter-disciplinary treatment team, in a high security, forensic, psychiatric in-patient setting. Services included conducting functional behavior assessments and developing behavior support plans for clients with Dual Diagnoses, Borderline Personality Disorder, and Traumatic Brain Injury. |
| 2012 | Behavioral Technician | Fulton State Hospital
Data collector for the Social Learning Program, utilizing momentary-time sample instrument to measure both fidelity and client behavior. |

PROFESSIONAL ACTIVITIES

Service & Contribution

- 2023 **Reviewer, Journal of Positive Behavior Supports**
- 2023 **Board Member, Mid-America Association for Behavior Analysis Board of Directors**
- 2021-present **BHIDD Systems Analysis and Design**, co-coordinating Missouri's Department of Mental Health's strategic priority to address systems gaps that lead to increased rates of crisis and lack of access to best-practice services/supports for individuals with behavioral health concerns and intellectual/developmental disabilities.
- 2021 **Student Reviewer *The Psychological Record***, under supervision of Dr. Amanda Mahoney (TCSPP), provided peer review of stimulus equivalence/naming research paper.
- 2020 **Reviewer for 18th International Virtual Conference of Association for Positive Behavior Support**, volunteered time to review conference submission and score using standard rubric for the Association of Positive Behavior Supports' annual conference.
- 2019-2021 **TCSPP ABA Student Advisory Board**, participating on a student advisory board for the ABA doctoral program for The Chicago School of Professional Psychology's online program. (Chairperson 2020-2021).
- 2019-2022 **Missouri Operational Excellence**, participating on multiple teams within Missouri's Department of Mental Health focused on cultural and department development of continuous improvement that increases transparency, accountability, and data-driven management.
- 2019-2021 **Missouri Alliance for Dual Diagnosis (MOADD) Taskforce**, participating on interdisciplinary team made up of Missouri clinical experts in the treatment of individuals with dual diagnosis of Intellectual-Developmental Disabilities and Mental Health concerns charged with the development of best practices in the clinical treatment as well as a web-based application to promote dissemination and technical assistance.
- 2018-2021 **TTI Workgroup Member**, participating in a Transformation Transfer Initiative (TTI) grant-funded initiative to develop a system of support for individuals with co-occurring diagnoses of Developmental Disabilities and Mental Health Concerns, including the creation of a state association (Missouri Alliance for Dual Diagnosis), training curricula for all levels of support, and implementation supports for participating organizations.
- 2016-2021 **Regional Behavior Supports Review Committee Chairperson** for Central Region, 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.
- 2016 **Regional Behavior Supports Review Committee Member** for Central Region, 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

- In Preparation* Makridis, D., O'Donnell, R., & **Evans, L.** (n.d.). Are We Racing Towards Automating ABA? Ensuring Ethical AI Tools in ABA
- In Preparation* **Evans, L.**, O'Donnell, R., & Makirdis, D. (n.d.). Evaluating the predictive validity of case variables on treatment recommendations.
- In Preparation* **Evans, L.**, Rodgers, T., Griffith, A. K., & Rodgers, T. A. (n.d.). Leveling Up Treatment: Evaluating the Impact of a Clinical Decision Support System to Assist Practitioners to Develop Best Practice Strategies
- In Preparation* **Evans, L.**, Quigley, J., Griffith, A. K., & Rodgers, T. A. (n.d.). Towards training behavior analysts to apply best practices flexibly: A proof of concept.
- 2023 Flynn, S., Sessanga, H., & **Evans, L.** (forthcoming publication) Types of Dissemination. In T. Ré & A. Griffith (Eds.) *Dissemination for Behavioral Research*. Springer Nature.
- 2020 Evans, R., **Evans, L.**, & Rodgers, T. A. (2020). How to sustain PBS without magic in forensic psychiatric facilities & community settings. *Journal of Organizational Psychology, 20*(3), 18-29.
- 2020 Constantino, J., Strom, S., Bunis, M., Nadler, C., Rodgers, T. A., LePage, J., Cahalan, C., Stockreef, A., **Evans, L.**, Jones, R., & Wilson, A. (2020). Toward actionable practice parameters for “dual diagnosis”: Principles of assessment and management for co-occurring psychiatric and intellectual/developmental disability. *Current Psychiatry Report, 22*(2), 9, doi: 10.1007/s11920-020-1127-8.

Presentations to Professional Audiences

- 2021 Evans, R., **Evans, L.**, & Rodgers, T. (2021, May). *How to Sustain PBS Without Magic in Psychiatric Facilities & Community Settings*. Paper presented at the 2021 meeting of the MIMH Spring Institute
- 2021 Sanabria, E. & **Evans, L.** (2021, April). *Thinking outside the box?: Rethinking clinical repertoires*. Keynote paper presented at the April 2021 TCSPP PhD Residency, *virtual*
- 2020 **Evans, L.** (2020, November). *Professional peer review: What is it, why is it important, and How do you do it?* Keynote paper presented at the November 2020 TCSPP PhD Residency, *virtual*
- 2020 **Evans, L.** (2020, October). *Ensuring effective and efficient use of enhanced staffing*. Poster presented at the Second Annual Show Me Excellence Summit, *virtual*

- 2020 Malanga, P. & **Evans, L.** (2020, March). *Writing Behavior Plans*. Workshop to have been presented at 2020 meeting of the Association of Professional Behavior Analysts Annual Conference, Denver, CO. (*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. A., Cooper, R. M, **Evans, L.**, Evans, R. M., & 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, L.** (2019, May). *Identifying High-Risk Behavior: State Level Data Collection and Analysis and Intervention Strategies*. Paper presented in Symposium titled *Efforts to Improve Outcomes for Individuals with Intellectual Disabilities Through Behavior Analysis Applied to a State Service System* at 2019 meeting of the Association of Behavior Analysis International Annual Conference, Chicago, IL.
- 2019 Malanga, P., **Evans, L.**, & Cooper, R. (2019, April). *The Need for Pragmatic Regulation of Behavior Analysis*. Panel presented at 2019 meeting of the Association of Professional Behavior Analysts Annual Conference, Atlanta, GA.
- 2019 **Evans, L.** & Rodgers, T. A. (2019, February). *Do Current Processes Improve Quality of Life? Missouri Tier 3 Data*. Paper presented at the 2019 meeting of the Association of Positive Behavior Support Annual Conference, Washington, DC.
- 2018 **Are Your BSPs up to Par?**, Sponsored by Kansas Association for Behavior Analysis, Workshop for behavior analysts that presented a Behavior Support Plan (BSP) review tool, findings following two years of implementation as part of a professional peer review committee, and practice applying BSP review tool to self-assess BSP quality, Co-instructor
- 2017 **Ensuring Skills are Taught: Incorporating Skills Training for Individuals and Staff into Plans**, Missouri Tiered Supports Annual Summit, Jefferson City, Co-instructor

Talks Presented to Non-professional Audiences

- 2018 **Helping Older Adults Behave Better through Positive Supports**, Missouri Area Agency on Aging annual member meeting, Jefferson City, MO, Co-presenter
- 2017 **Helping Adults Behave Better through Positive Supports**, Missouri Adult Day Service Association member meeting, Jefferson City, MO, Presenter

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Professional Memberships

- 2018-2023 **Student Member**, Association for Behavior Analysis International
- 2017-present **Member**, Association for Positive Behavior Support
- 2017-2023 **Member**, Association of Professional Behavior Analysts
- 2016-2021 **Member**, Missouri Association for Behavior Analysis
- 2015 **Student Member**, Association for Behavior Analysis International

PROFESSIONAL INTERESTS

My research and practice interests involve conceptual and practical issues regarding assessment, data analysis, systems analysis, quantitative models of behavior, clinical decision making, leveraging predictive analytics and machine learning to enhance behavior science, and instructional and user design.

PROFESSIONAL REFERENCES

Available upon request