

Elissa Jane Johnson, M.Ed., BCBA, LABA

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Objective

To leverage my expertise as a Board Certified Behavior Analyst and Director of Behavioral Health to positively impact the lives of individuals with varying abilities and diagnoses. Seeking a challenging role where I can continue to excel in behavior analytic work, providing best practice and high-level clinical oversight to practitioners for meaningful and socially-significant client outcomes. Pursuing a position which will also support my zeal for content creation, training, and skill development while utilizing my passion for dissemination and public speaking to inspire and empower others.

Experience

SEPTEMBER 2020 - December 2023

Constellations Behavioral Services, Portsmouth, NH - *Director of Behavioral Health/Clinical Support Team*

- Oversees top quality behavior analytic services in evidence-based methodologies which fall under the science of Applied Behavior Analysis
- Provides best-practice and research-current clinical support to a multifaceted ABA business including the School Service Division and Family Service Division
- Works alongside Clinical Support Team members to review and create task-analyzed competencies for job-aid and fidelity measurement for staff training and client outcomes
- Conceptualizes, crafts and delivers continuing education content for company behavior analysts' credential maintenance
- Administers safety training, evaluations and education in order to maintain the highest level of safe and effective practice for employees and clients
- Creation of safety/assessment control measurements and systems to expedite and maintain top quality intervention and higher levels of clinical and behavioral supports
- Conducts district wide and school level evaluations to support determination of need and recommendation of system level approach to improvement and behavioral health
- Attends and participates in district wide and statewide teams and boards to advise role out of system level framework such as MTSS-B through behavior analytic lens
- Collaborates with and trains district leadership and administration to employ evidence-based practice for positive culture, climate and building-wide change
- Engages in director-level consultation cases and contract execution as needed.

AUGUST 2018 - SEPTEMBER 2020

Constellations Behavioral Services, Portsmouth, NH - *Director of Dissemination and Behavioral Health*

- Creation of safety/assessment control measurements and systems to expedite and maintain top quality training of all new and existing staff
- Clinical support/training and consultation skill training to facilitate consultation team growth
- Design and dissemination of top quality workshops within the company's area of influence.
- Contribute and present for CEU dissemination, marketing and expansion.
- Devise, support and disseminate ABA-oriented team retention systems when assigned.
- Support crisis intervention and analysis systems through evaluations and dissemination.
- Support BCBA billable coverage and consultation as needed and assigned.

SEPTEMBER 2016 - AUGUST 2018

Constellations Behavioral Services, Portsmouth, NH - *Program Director of School Services*

- Oversaw and supported efforts to provide best practice and evidence-based services to all clients served within the school-based branch.
- Provided a deeper level of clinical support and consultation to clients with complex profiles.
- Presented workshops and individualized trainings to school teams to enhance learning and support professional development.
- Collaborated with school administration and teams to promote evidence-based learning, problem behavior reduction and increased internal capacity to enable schools to better operate without extensive external supports.
- Specialized in functional analysis of problem behavior.
- Served as company trainer for Crisis Prevention Institute (CPI) as a method for managing severe problem behavior in crisis.
- Completed district assignments, supervision pairings, and oversight of all consultant work
- Conducted professional development meetings for all staff, offering training and continuing education credits

SEPTEMBER 2009 - SEPTEMBER 2016

Constellations Behavioral Services, Barrington, NH - *Associate Behavior Consultant*

- Consult to numerous school district teams and families throughout New Hampshire serving students with behavioral and educational concerns.
- Experience with students with a range of exceptionalities to include Autism Spectrum Disorders, ADD/ADHD, Emotional/Behavior Disorders, Oppositional Defiant Disorder, Down's Syndrome, Tourette's Syndrome, and Jacobson's Syndrome, among others.
- Responsible for development of discrete trial programs, educational curriculum, data sheets, fidelity tools, behavior support plans, staff training.
- Conducted a variety of assessments to measure behavioral function and skill level to assist in creation of individualized plans and programming (Functional analyses, FBA, AFLS, ABLLS-R, SSIS, SSIS-SEL, etc.)

- Analyzed data and monitored progress for timely and appropriate change and advancement of programming for client success.
- Worked to collaborate with staff and families to ensure a fully encompassing view of what was best for the student. Provided home consultation as needed.

Education

- BCBA certification, September 2010– University of Massachusetts, Lowell, MA
- Certificate in Behavioral Intervention in Autism- 2010, University of Massachusetts, Lowell, MA
- M.Ed. Special Education, May 2010– University of New Hampshire, Durham, N.H.
- Special Education Certification– State of New Hampshire (expired)
- B.A. Family Studies- Magna Cum Laude, concentration in American Sign Language– University of New Hampshire, May 2005

Additional Skills/Certifications

- Crisis Prevention Institute (CPI) company trainer
- Lean Six Sigma Yellow Belt

Conferences/Dissemination Opportunities

- Speaker at Association for Professional Behavior Analysts, 2019: “Effectively Disseminating ABA Across Environments.”
- Presented virtually for PBIS RewardsCon 2022: “The Center of the Triangle: Using PBIS and ABA to Support Student Success at Tier 2.”
- Speaker at Association for Professional Behavior Analysts, 2023: “Gamified Training: Curriculum and Measurement DIY.”
- Presented virtually for PBIS RewardsCon 2023: “Persistent Motivated Action: Staff Behavior Change that has Staying Power for Improved Climate; DIY.”
- Invited speaker for BAAMS (Behavior Analysis Association of Mississippi) 10/2023

Memberships/Board Seats

- Association of Professional Behavior Analysts (APBA)
- New Hampshire Association of Behavior Analysis (NHABA)
- Multi-tiered System of Support for Behavioral Health and Wellness Advisory Committee (MAC)
- Project ATTAIN (Access to Trauma-Informed Treatment & Assessment for Neurodivergent and/or Gender-expansive Youth)