



Amanda Coffey, PhD, BCBA-D, LBA
Executive Director, CEO

ABOUT US

OUR HISTORY

- ▶ Behavior Network was founded on the principle of providing effective evidence-based Applied Behavior Analysis (ABA) practices for individuals across the lifespan from children to adults.
- ▶ Our clients typically come to us with severe behaviors. They may have a diagnosis that includes Autism, Intellectual Disability or Emotional Disorder.
- ▶ We recognize that it is challenging to navigate behavioral health services alone. We specialize in working with individuals and their families in forming collaborative relationships with local agencies and professionals to meet their unique needs.

“Our mission is to teach individuals to function and live as independently as possible.”



SERVICES PROVIDED

- Crisis Services
- Early Intervention
- Adolescent/Teen Services
- Adult Services
- Social Skills
- Non-Public Day School Program
- Residential Program

TEA NON-PUBLIC DAY PROGRAM

- ▶ Behavior Network is a Texas Education Agency (TEA) approved non-public school. As a result, the Crisis Center, in collaboration with the local authority and school districts, provides treatment to individuals of all ages with severe challenging behaviors such as: verbal and physical aggression, self-injury, property destruction and work refusal. The primary focus of this program is to conduct a functional analysis and effectively treat challenging behavior utilizing ABA procedures. Once the behaviors are managed at a safe level, we train parents, caregivers and teachers how to successfully manage these behaviors by following the developed behavior intervention plan.

Quick Facts About This Program:

- ▶ 1:1 Ratio when necessary
- ▶ Full-time BCBA-D, BCBA, and RBT's
- ▶ Full-time certified teachers
- ▶ Year-round program, 9am-3pm Monday-Friday
- ▶ Academic and Behavioral Programming
- ▶ Collaboration throughout contract and transitional support during reintegration to school district

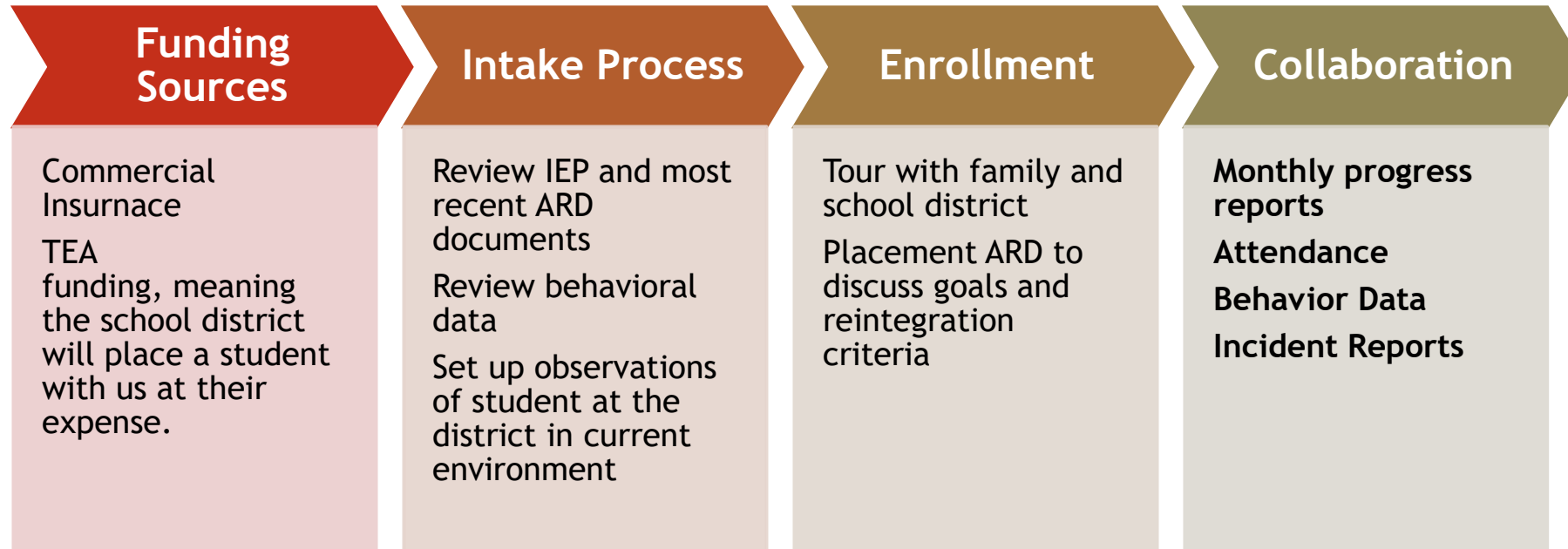
TEA RESIDENTIAL SERVICES

- ▶ Behavior Living offers Residential Services in the McKinney area to further the community impact of our mission statement “teach individuals to function and live as independently as possible”. This program provides temporary housing and support for clients enrolled at Behavior Network, who need a more secure and safe place to live while in treatment.

Quick Facts About This Program:

- ▶ 24-Hour Supervision
- ▶ Year-round program, 7 days per week
- ▶ Behavioral Programming by our BCBA’s
- ▶ Collaboration and transition services
- ▶ Parent and Staff Training

WHAT IS THE PROCESS?



WHAT DRIVES THE COST OF SERVICES?

- ▶ Staff Training (80-hours)
 - ▶ Initial clinical training (basic ABA, data collection, CPR)
 - ▶ Safety-Care (Core-Advanced-Pediatric)
 - ▶ Fingerprints (2 sets TEA/DFPS-\$80 per employee)
 - ▶ RBT training and testing
- ▶ Staff Salaries
 - ▶ 1:1 Staffing; Para's and RBT's with avg. salary of \$36,000-\$45,000/yr
 - ▶ Special Education Teachers with average salary of \$50,000-\$65,000/yr
 - ▶ Clinical Professionals with average salary of \$75,000-\$90,000/yr
- ▶ Other Expenses
 - ▶ Repairs due to property destruction on average \$15,000/mo)
 - ▶ Worker's Compensation due to staff injuries

OPERATIONAL CHALLENGES

- ▶ Staffing Issues
 - ▶ Shortage/Turnover
 - ▶ Injuries
 - ▶ Burnout
 - ▶ Less physically demanding job options with more pay (e.g., Buc-ee's, Target)
 - ▶ Residential staffing is especially challenging
 - ▶ 24-hour care
 - ▶ Lower salary due to allotted funding- needs to support a 1:1 staffing when appropriate
- ▶ Property Destruction
- ▶ Reintegration Problems
 - ▶ Districts do not want students back
 - ▶ Student's reputation
 - ▶ Legal issues/Restraining Orders
 - ▶ Previous injury/Trauma
 - ▶ Mediation agreements-Not based on behavior data
 - ▶ Generalization of skills is difficult because schools are unable to adequately support



WHAT HAPPENS POST EDUCATION?

- ▶ Home
 - ▶ Parents struggle to meet the needs of their children and if behavioral, are unable to maintain quality of care for any length of time.
 - ▶ Respite workers are hard to find and keep.
 - ▶ We are currently exploring the Host Home option through HCS with a group of parents.
- ▶ Group Home and Day Habilitation Programs
 - ▶ Providers are not equipped to handle the individuals that we treat. Students with behaviors have very limited options, if any. Major lack of funding, training and oversight by the state.
- ▶ State Supported Living Centers
 - ▶ When these placements are needed, they are unable to be accessed.
 - ▶ Bad reputation
 - ▶ Long waitlists
 - ▶ Extremely long process through the LIDDA.

CASE EXAMPLES AND QUESTIONS

THANK YOU