



REENA NAAMI

BOARD CERTIFIED BEHAVIOR ANALYST
LICENSED BEHAVIOR ANALYST

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PROFESSIONAL CERTIFICATION

Board Certified Behavior Analyst, May 31, 2013
Licensed Behavior Analyst, October 4, 2019

EDUCATION

Florida State University, Tallahassee, FL
Master of Science in Applied Behavior Analysis, May 2013

Central Michigan University, Mount Pleasant, MI
Bachelor of Science, Cum Laude, May 2010
Majors: Psychology, Sports Studies
Minor: Biology

PROFESSIONAL EXPERIENCE

June 2014- Present **Spark Center for Autism, LLC**, Farmington, MI
Owner/Director

Description: Co-founded the Spark Center for Autism, LLC and helped develop it into a well-respected ABA clinic within the Southeast Michigan community.

Responsibilities include:

- Provide supervision for current and incoming clients
- Conduct staff observations and feedback
- Attend clinical and parent meetings
- Write client protocols
- Conduct behavioral assessments
- Provide supervision for front-line technicians pursuing BCBA certification according to Behavior Analyst Certification Board standards
- Run day to day operations of the business, including billing, accounting, payroll, hiring, and marketing
- Train staff and monitor treatment integrity
- Conduct intake interviews for incoming clients
- Collaborate with insurance companies to determine benefits and eligibility for clients

- Attend quarterly provider meetings with state-wide advocacy group to help navigate insurance legislation and barriers for families and providers in the state
- Attend and present at local and national conferences related to the field

April 2020-April
2023

Oakland Community Health Network, Troy, MI

Board Member

Responsibilities include:

- Examine and evaluate mental health needs of Oakland County, and determine the services necessary to meet those needs
- Provide advocacy efforts for individuals living with mental illness in Oakland County
- Approve financial and executive plans for OCHN
- Serve and assist with recipient rights, citizens advisory, business operations, and policy management committees

November 2013-
May 2014

Skill Sprout, Dallas, TX

Regional Manager

Supervisor: Amy Shymansky

Responsibilities included:

- Oversee the case management, supervision, and clinical direction for ABA services for the Texas branch of Skill Sprout
- Conduct staff training, evaluations and feedback
- Conduct behavioral assessments for all incoming clients, and quarterly re-assessments for current clients
- Create assessment goals and treatment plans, and train staff on program implementation
- Attend clinical, school, and parent meetings as necessary
- Implement parent training procedures
- Apply marketing strategies and procedures to promote the company

June 2013-
November 2013

Skill Sprout, Dallas, TX

Home Program Consultant

Supervisor: Elizabeth Houck, BCBA

Responsibilities included:

- Train and oversee staff of behavior therapists
- Conduct functional and language assessments and create assessment goals for children on the Autism spectrum and other developmental disabilities
- Design and implement behavior plans and skill and language acquisition programs
- Oversee the implementation of behavior plans and assessment goals and monitor progress for each individual client
- Conduct direct therapy with clients

August 2011-
May 2013

Behavior Management Consultants, Tallahassee, FL

Behavior Analyst (School Services)

Supervisors: Phillip Adams, BCBA-D; Yasser Aboul, BCBA

Responsibilities include:

- Behavioral consulting services for local elementary regular and special education classes and students
- Designing and implementing individual and class-wide behavior reduction and skill acquisition plans for students with emotional behavioral disorder (EBD), attention-deficit hyperactivity disorder (ADHD), autism spectrum disorders (ASD), and other behavioral disorders and varying exceptionalities
- Creating and performing preference assessments
- Conducting functional assessments and analyses, including the use of ABC observation and data collection, parent and teacher interviews, and scatterplots
- Training teachers and paraprofessionals on behavior analytic procedures, monitoring program implementation, and providing feedback
- Participating in behavior referral meetings, Individual Education Plan (IEP) meetings, and case management meetings with teachers and administration
- Collecting, graphing, and analyzing data

Behavior Therapist (In-home Services)

Supervisor: Dawn Bailey, BCBA-D

Responsibilities include:

- Conducting behavior therapy sessions for children with ASD and other various behavioral disorders, in various settings, including in-home, school, and day-care
- Utilizing discrete trial training and natural environment training in behavior therapy sessions
- Conducting functional assessments, creating skill acquisition programs to teach functional skills and pivotal behaviors, and behavior reduction programs to reduce problematic and maladaptive behaviors
- Performing Functional Communication Training to teach appropriate, alternatives to problem behaviors

TEACHING EXPERIENCE

January 2009-
May 2009

Central Michigan University, Mount Pleasant, MI

PSY 384 - Behavior Analysis

Supervisor: Dr. Mark Reilly, Ph.D

Teaching Assistant

Directed a weekly laboratory of students in Behavior Analysis course. Assisted the professor in correcting papers and exams, and recording grades, and administered daily care for lab rats.

RESEARCH EXPERIENCE

August 2009-
January 2010

Central Michigan University, Mount Pleasant, MI
Behavior Analysis Laboratory
Supervisor: Dr. Mark Reilly, Ph.D
Research Assistant

Operated behavioral experiments using laboratory rats and pigeons, assisted in recording, analyzing, and presenting data, and participated in weekly academic discussions.

RESEARCH INTERESTS

My research interests are primarily in behavior analysis, specifically early behavioral interventions for children with autism spectrum disorders and other developmental disabilities. Other areas of interest within the field include trauma-informed and compassionate care, ending stigma associated with development and intellectual disabilities, and dissemination of the field of behavior analysis.

POSTERS AND PROFESSIONAL PRESENTATIONS

Morris, E., Naami, R., & Speer, E. (February, 2016). *Application of treatment integrity protocols using a train to train model in a clinical setting*. Presented at 2016 Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.

Naami, R., Prudhomme, R., Plassey, L., Baker, K., Grabowski, L., & Robinson, A. (February 2016). *Improving staff completion of daily documentation through individual and group contingencies for reinforcement*. Poster presented at 2016 Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.

Naami, R., Schmidt, V., Donahue, E., Price, L. (February 2017). *Increasing organizational behavior management performance in a clinic setting*. Poster presented at 2017 Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.

Naami, R., Simpson, D., Biggs, J., & Tosto, E. (February 2018). *Utilizing OBM contingencies to increase program completion in a clinic setting*. Poster presented at 2018 Behavior Analysis Association of Michigan Conference, Ypsilanti, MI.

AWARDS AND HONORS

Dean's List, Fall 2005-2010
President's List, Fall 2006

Superior Scholarship, 2005
Central Michigan Academic Honors Scholarship, Fall 2005- Spring 2009
Michigan Merit Award Scholarship, Fall 2005- Spring 2009
Oakland Hills Country Club Board of Trustees Scholarship, Fall 2007- Spring 2010
Bank of America Joe Martin Scholarship, Fall 2008

LEADERSHIP AND VOLUNTEER EXPERIENCE

Spring 2010 **Special Olympics Michigan**, Mount Pleasant, MI
Intern
Approved coaching certifications, prepared necessary equipment and documents for Special Olympics games, and aided athletes during State Summer and Winter games.

Fall 2009-
Spring 2010 **Central Michigan University**, Mount Pleasant, MI
Resident Assistant
Directed educational and social programs for residents, facilitated policy enforcement within residence halls, and established friendly relationships with residents.

Fall 2007-
Spring 2009 **Central Michigan University**, Mount Pleasant, MI
Multicultural Advisor
Created and administered diversity programs, served as a tool for retention and acclimation for residents, acted as a campus resource, and assisted with training residence life staff and made them aware of cultural issues.

MEMBERSHIPS

Capitol Association for Behavior Analysis, Vice President (2012-2013)
Florida Association for Behavior Analysis (2012-2014)
Association for Behavior Analysis International (2012-Present)
Behavior Analysis Association of Michigan (2014-Present)
Association for Professional Behavior Analysts (2015-Present)