

*Association of*



*Professional  
Behavior Analysts*

# **Annual Report: Principal Activities April 2018 – April 2019**

*Presented at the 9<sup>th</sup> annual APBA convention, April 11 – 13, 2019  
Atlanta Marriott Marquis*

# Topics

- Strategic plan overview
- Organizational structure, governance, and operations
- Activities to fulfill the mission – April 2018 to date
  - Outreach and education
  - Public policy advocacy
  - Member benefits and resources

## Our Mission

**APBA promotes and advances the science-based practice of behavior analysis by advocating for public policies and informing, supporting, and protecting practitioners and consumers.**

## Our Goals

1. Members and consumers are well informed about the professional practice of behavior analysis
2. Public policies are in place to support and advance the professional practice of behavior analysis
3. Organizational structure, staff, and expertise are sufficient to support and manage growth
4. Board and committee operations are efficient and effective
5. The organization has sufficient resources to carry out its mission

## Our Vision

**APBA will be the leading source of information and guidance on the science-based practice of behavior analysis worldwide.**

## Our Core Values

- Members of APBA:
- Act in accordance with the highest standards of our profession.
  - Put the interests of consumers and the profession above self-interests.
  - Use and advocate for services based on the best available scientific evidence.
  - Participate actively in the larger profession.
  - Collaborate with practitioners and scientists in related fields.

## Structure, governance, and operations

- Nonprofit 501(c)(6) professional organization
- Memberships for professionals in behavior analysis and other fields, consumers, students, Registered Behavior Technicians
- Affiliates – 54 behavior analysis organizations, other scholarly/scientific organizations that partner with APBA

# Structure, governance, and operations

## Board of Directors

- Volunteers; nominated and elected by BACB-certified members or nominated by Affiliates and appointed by current Board:
  - Jane Barbin, Behavioral Directions, LLC [Virginia]
  - Louis Busch, Centre for Addiction and Mental Health [Ontario, Canada]
  - Bryan Davey, Touchstone Health Service (President) [Arizona]
  - Charna Mintz, Imagine Behavioral and Developmental Services (President Elect) [Washington]
  - Allyson Moore, Private Consultant [California]
  - Debbi Napolitano, Daemen College (Secretary) [New York]
  - Callie Plattner, Access Family Services [North Carolina]
  - Jonathan Pool, CPA (Treasurer; non-voting) [California]
  - Mary Riordan, Behavior Management Consultants [Florida]
  - Traci Shinabarger, Montana Department of Justice [Montana]
  - Clint Trusty, Trusty Behavioral Services [Georgia]
  - Maria Valdovinos, Drake University [Iowa]
  - Nic Weatherly, Florida Institute of Technology (Past President) [Florida]

# Structure, governance, and operations

- Staff:
  - Gina Green, Chief Executive Officer
  - Dennis Mozingo, Director of Operations
  - Recruiting Director of Member Services
- Purchased services:
  - Tech support, Your Membership association management platform: k2 Information Services
  - Tech support, other: Cuneo Creative
  - Accounting: Jonathan Pool, CPA
  - Legal: Webster, Chamberlain, & Bean

# Structure, governance, and operations

## Committees

- Standing
  - Executive (Board officers and CEO)
  - Membership
  - Fundraising
  - Marketing
  - Awards
  - Nominating
  - Advisory Board
  - CEO Compensation
- Ad Hoc (current)
  - Autism Assessment Guidelines Project
  - Convention
  - Diversity & Inclusion



# Structure, governance, and operations

## Technology

- Obtained GoToWebinar/GoToMeeting
- Reconfigured Office 365 for Business sites for shared use by Board, committees, staff
- Increased use of social media
- Added enhanced Career Center to website
  - Many options for advertising job openings at competitive rates (discounted for APBA members)
  - Free services for job seekers
  - Click Career Center box on homepage to access details

The screenshot shows the APBA Professional Behavior Analysts website. At the top, there is a navigation bar with the APBA logo, links for 'Employers' and 'Job Seekers', and a 'Post a Job' button. Below the navigation is a large banner image of five diverse people in an office setting. Overlaid on the banner is a search bar with fields for 'Keyword or Job Title', 'Location', and a 'Search Jobs' button. There is also a checkbox for 'Send me new jobs for this search' and a placeholder for an email address.

Below the search bar is a 'Featured Jobs' section with four job listings:

- BCBA - Board Certified Behavior Analyst** (GENEROUS Sign on B...)  
The Behavior Exchange  
Plano, Texas
- Clinical Supervisor**  
Central Valley Autism Project (CVAP)  
Greater Sacramento Area, California
- Visiting Assistant Professor of Behavior Analysis (Online, Full-Time)**  
Florida Institute of Technology  
Remote, Other / Non-US
- Director of Member Services**  
Association of Professional Behavior Analysts  
San Diego, California

A 'View All Jobs' button is located at the bottom right of the featured jobs section.

To the right of the featured jobs is a 'RESUME REVIEW' section with an image of a woman working at a desk. The text says 'Improve your resume with a free review' and includes an 'Upload Resume' button.

Below the featured jobs is a 'Browse by Category' section with a table:

Practice Area	Country	U.S. State	Job Function
Autism	Autism	Clinical	
Developmental Disabilities	Early Childhood	Elementary Education	
Health - Mental and Crisis Intervention	Higher Education	Intellectual Disabilities	
Marketing/PR	Special Education	Therapy	

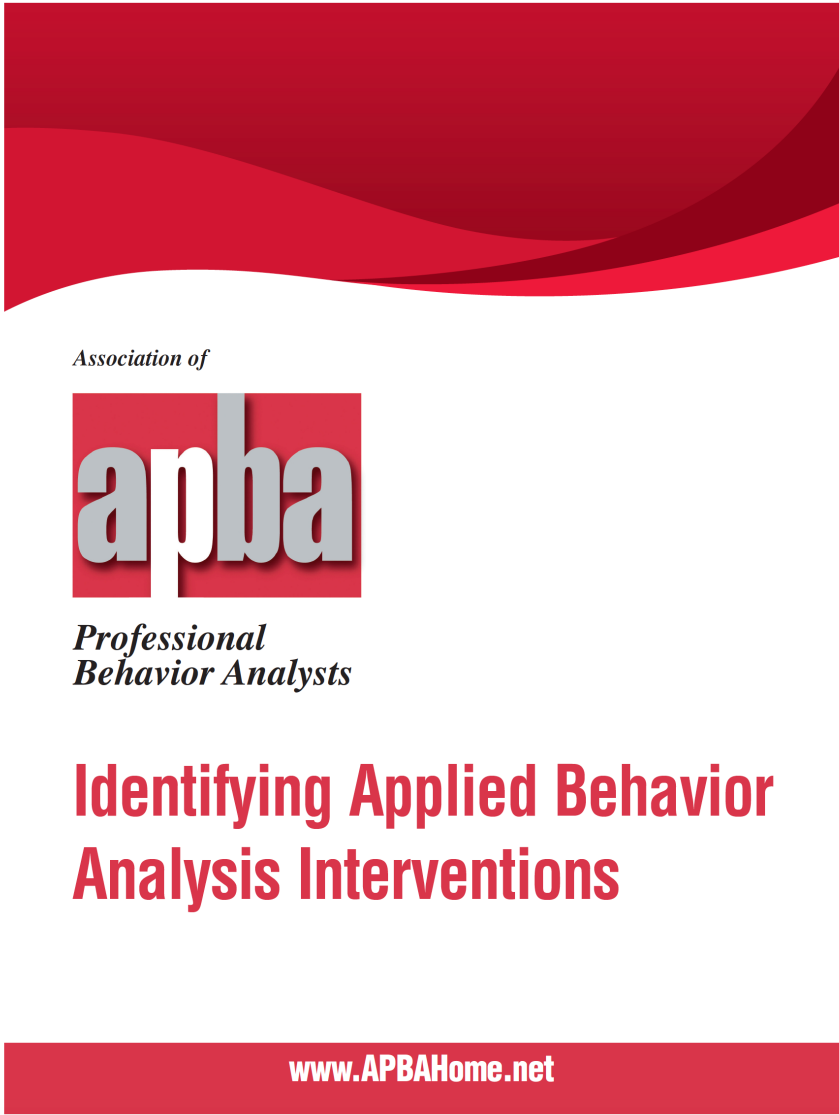


## Fulfilling the mission: Outreach and education


- 2019 annual convention
- Business Bootcamp for new owners (with CalABA)
- Webinars and Q&A sessions on new CPT codes
- Webinars on regulation of practice for multiple Affiliate organizations
- Presentations at conferences
  - Autism Speaks Autism Law Summit
  - ABAI
  - Behavior Analysis Association of Mississippi
  - Berkshire Association for Behavior Analysis & Therapy
  - California ABA
  - Connecticut ABA
  - Lonestar ABA
  - Nebraska ABA
  - North Carolina ABA
  - Wisconsin ABA

# Outreach and education

- Website
  - Public sections – About Behavior Analysis, Practice Guidelines, Laws & Regulations
  - Members Only section – resources on professional credentialing, antitrust guidelines, health insurance coverage, contracts, reports of surveys, bibliographies, etc.
- Blast emails
- Scores of posts on multiple social media sites, some listservs
- Hundreds of communications with behavior analysts, consumers, attorneys, policymakers, regulators, media, others



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**Identifying Applied Behavior  
Analysis Interventions**

[www.APBAHome.net](http://www.APBAHome.net)

- ▶ White paper designed to serve as a resource on the science and practice of behavior analysis for the general public
- ▶ English and French versions
- ▶ Available to anyone at [www.apbahome.net](http://www.apbahome.net), Practice Guidelines

## Practice guidelines, position statements

- ▶ BACB & APBA Clarifications Regarding *Applied Behavior Analysis Treatment of Autism Spectrum Disorders Practice Guidelines for Healthcare Funders and Managers (2<sup>nd</sup> ed.)* – published February 2019
  - Available in Practice Guidelines section of website
- ▶ Medical necessity of ABA interventions for people with autism spectrum disorders
  - Being polished for distribution
- ▶ In progress:
  - Using social media
  - Evidence-based practice and scientifically supported interventions
  - Assessing clients with autism spectrum disorder

## Fulfilling the mission: Public policy advocacy

- APBA collaborates with behavior analysts, consumers, and policymakers; BACB (where applicable); advocacy organizations
- Provides
  - Consultation and information via meetings, phone and video conferences, webinars, email, posts on social media
  - Model language for legislation, rules/regulations, sunrise applications, etc.
  - Analyses of proposed legislation and rules/regs
  - Tips about likely pitfalls and opposition and how to avoid or counter them
  - Testimony and/or help in preparing testimony
  - Supporting resources (talking points, research summaries, etc.)
  - Letters of support
  - Written comments to legislators, regulators
  - Cheerleading

## Licensure and other regulation of ABA practitioners

- ▶ Input provided on licensure bills, laws, rules, other aspects of regulation to date:
  - ~ 40 U.S. states
  - Ontario and Saskatchewan, Canada
  - Israel
- ▶ Developed APBA model licensure act (updates and replaces BACB model act)



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Model Behavior Analyst  
Licensure Act

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ADOPTED AUGUST 2018

## Licensure and other regulation of ABA practitioners

- ▶ Resources at Laws & Regulations > Licensure and Other Regulation of ABA Practitioners on website (public):
  - APBA Model Licensure Act
  - Summary of current behavior analyst licensure laws
  - For each state with a licensure law, links to
    - Website of the regulatory entity (e.g., licensing board or state agency)
      - *Best source of current requirements, rules, advisory opinions, etc.*
    - State behavior analysis association

# Health insurance coverage of ABA services

- ▶ Medicaid
  - Disseminated model language for State Plan Amendments (SPAs) or rules re: EPSDT coverage of ABA services for beneficiaries with autism to multiple states
  - Provided input on proposed Medicaid SPAs or rules in many states
- ▶ Coverage by private or public health plans
  - Provided input on bills or proposed rules in several states (e.g., to remove age caps from autism insurance law in Utah)



## Health insurance coverage of ABA services

- ▶ TRICARE Autism Care Demonstration
  - Participated in provider conference calls hosted by Defense Health Agency
  - Collaborated with Behavior Analysis Advocacy Network on webinar on billing documentation and ethics for providers
  - Arranged for Defense Health Agency personnel to give workshop at 2018 and 2019 conventions

## Health insurance coverage of ABA services

- ▶ CPT codes for adaptive behavior (ABA) services
  - Participated on Steering Committee for ABA Services Work Group (representatives from APBA, BACB, ABAI, Autism Speaks State Government Affairs)
  - Submitted application to American Medical Association CPT Editorial Panel to modify 2014 Category III (temporary) CPT codes and upgrade them to Category I (February 2017)
  - 8 modified codes were approved as Category I and 2 modified codes were approved to remain Category III, effective January 1, 2019

# Importance of the Category I CPT codes

- ▶ Signifies that
  - Clinical efficacy of the services has been documented in research that meets rigorous AMA standards
  - Services are performed by many qualified healthcare professionals and are consistent with current medical practice
- ▶ Should reduce denials of coverage on the grounds that ABA services are “experimental,” “unproven,” or “not medically necessary”
- ▶ Over time, should result in more uniform, consistent adherence to code descriptors than was the case with the Category III codes
- ▶ *Not specific to any diagnosis or client population*, creating possibilities for obtaining reimbursement for ABA services for any client with adaptive skill difficulties or maladaptive behaviors (but additional advocacy will be required)

## Other ABA Services Steering Committee activities

- ▶ Developed and distributed
  - Code conversion table showing relationships between essential ABA services, Category III and other codes, and new Category I/Category III CPT codes (October 2018)
  - Article in *CPT Assistant* describing new codes and intended use – published by AMA (November 2018)
  - Suggestions for provider communications with payers (October 2018)
  - Supplemental guidance article with clinical examples (January 2019)
  - Message regarding Medically Unlikely Edits (MUEs) for the new codes (December 2018)
  - Summary of payer policies on the new codes (being updated periodically)
- ▶ All of the above are available to APBA members via website – Members Only > Health Insurance Coverage -- except *CPT Assistant* article, which will be available soon

## Other ABA Services Steering Committee activities

- ▶ Presenting in numerous webinars and at conferences
  - NOTE: Access to recordings of an APBA webinar and two Q&A sessions with CPT consultant Jenna Minton can be purchased at [www.apbahome.net](http://www.apbahome.net) (reasonable prices, discounted for members)
- ▶ Responding to countless inquiries
- ▶ Monitoring developments and updating constituents
  - Example: Asking National Correct Coding Initiative/Centers for Medicare & Medicaid Services to increase Medically Unlikely Edits for some new codes
- ▶ Developing model coverage policy and other resources

*Public policy advocacy work is very resource-intensive. Please consider supporting APBA's efforts on behalf of the field by donating to our public policy fund:*

*[www.apbahome.net](http://www.apbahome.net) >*

*Donate >*

*Become a Donor*

*or at the mugs for donations station near convention registration.*

# Member benefits

- Discounts on
  - Professional liability insurance from CPH & Associates
  - Subscription to *Current Contents in ABA* (25% off)
  - \*\* Online subscriptions to *Child & Family Behavior Therapy*, *Journal of Organizational Behavior Management*, and *Journal of Mental Health Research in Intellectual Disabilities* (\$20/year/journal)
  - \*\* Books from Springer Publishing Company (25% off)
  - \*\* Job ads and other products from APBA Career Center
  - Registration, workshop, and CEU fees at annual APBA convention
  - \*\* Registration fees for APBA webinars
    - \*\* Added since last annual report

# Member benefits

- Resources, Members Only section of website
  - Archives of *APBA Reporter* and news articles
  - Reports of APBA surveys
  - Guidelines on avoiding antitrust liabilities
  - Information on health insurance coverage of ABA services (including new CPT codes)
  - Articles and guidelines on professional credentialing of ABA practitioners
  - Templates for contracts, consent forms, session notes, etc.
  - Bibliographies of applied research (currently 23 topics)
  - Other resources are being developed



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