

# Nadya M. Molina

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## Education

- **Applied Behavior Analysis Graduate Certificate**, George Mason University, Fairfax, Virginia – May 2005
- **Masters of Special Education in Severe and Profound Disabilities**, Thesis – Developing Cross Cultural Skills to Improve Services for Culturally and Linguistically Diverse Students with Severe Disabilities. University of Maryland, College Park, Maryland – May 1995.
- **Bachelor of Elementary Education in Special Education (Mental Retardation)**, University of Puerto Rico, Río Piedras, Puerto Rico – May 1990. Graduated Honor.

## Certifications and Licensure

- **Board Certified Behavior Analyst**, BACB Certificate number 1-07322.
- **Commonwealth of Virginia, Postgraduate Professional License**, Emotional Disturbance K-12, Specific Learning Disabilities K-12, Elementary Education PREK-6, Mental Retardation K-12, Severe Disabilities K-12.

## Professional Experience

### *Adjunct Professor, Spring 2008, George Mason University, Fairfax, VA.*

- College of Education and Human Development, Applied Behavior Analysis Certificate Program. Applied Behavior Analysis: Assessment and Intervention (EDSE 623)

### *Behavior Analyst, 01/2004 – Present, Alternative Behaviors, LLC, Falls Church, VA*

- Functional Behavioral Assessment (FBA) and summary of assessment information.
- Assist your family on the implementation of a written Behavioral Intervention Plan (BIP).
- Develop specific individualized interventions and strategies to address behavioral issues.
- Assist families in conducting Functional Behavioral Assessment (FBA), summarizing assessment information in useful and meaningful ways and developing Behavioral Intervention Plan (BIP).
- Provide specific training to parents or other professionals on functional behavioral assessment, behavior interventions, and/or related subjects.
- Work with families that are seeking help in dealing with challenging behaviors at home and/or school.
- Design, Implementation, and Supervision of Programs based on B.F. Skinner's (1957) Analysis of Verbal Behavior.
- Work with families of children with ADHD, Adopted/Post-Institutionalized Children, Asperger's, Autism, Bipolar Disorders, Emotional Disabilities, Mental Retardation, PDD, or any other condition that impacts children's behavior.
- Teach social, organizational, and self-advocacy skills to young adults and adults with Asperger's Syndrome in Middle School, High School, and College; as well as providing support with independent living skills and career transition.
- Facilitate communication and advocacy for adults with Asperger's Syndrome and their employers in order to obtain reasonable accommodations at work.

- Social Skills Training (Individual and Groups Sessions for children and adults with Autism Spectrum Disorders).
- Contribute to the knowledge in behavior analysis by presenting workshops for professionals and parents in Virginia, Maryland, Indiana, and Iceland.

***Behavior Consultant, 01/2006 – 10/2007, Neuropsychological Family Therapist and Associates, Alexandria VA***

- Functional Behavioral Assessment (FBA) and summary of assessment information.
- Assist families in conducting Functional Behavioral Assessment (FBA), summarizing assessment information in useful and meaningful ways and developing Behavioral Intervention Plan (BIP).
- Work with families that are seeking help in dealing with challenging behaviors at home and/or school.
- Work with families of children with ADHD, Adopted/Post-Institutionalized Children, Asperger's, Autism, Bipolar Disorders, Emotional Disabilities, Mental Retardation, PDD, or any other condition that impacts children's behavior.
- Contribute to the knowledge in behavior analysis by presenting workshops and parent trainings in Virginia, Maryland, Indiana, and Iceland.
- National and international work (i.e., West Virginia, Ireland, Canada, and Iceland), and presentations on effective treatments based on the principles of Applied Behavior Analysis with the post-institutionalized child.
- Work with post-institutionalized children from Eastern Europe, South America, Asia, and domestic.

***Psychology Intern, 11/2004 - 10/2005, Northern VA Training Center, Department of Residential Services, Home Unit 1, Fairfax, VA***

- Conducted functional assessments, developed instructional procedures based on outcome of those assessments, trained family members and workshop personnel in implementing those procedures, and oversaw their implementation and made decisions based on the data provided by the implementers.
- Conducted numerous empirical stimulus preference assessments for a group of individuals with profound mental retardation and multiple handicapping conditions. Altered the living environments of clients to incorporate many of the stimuli determined by the assessments to be preferred (as well providing the clients the means to operate the stimuli provided).
- Conducted school, workshop, and facility based consultation of a behavior analytic nature during this time.

***Special Educator, 07/2004 – 06/2005, Timber Lane ES, Fairfax County Public Schools, VA***

- Assisting school teams in conducting functional behavioral assessment (FBA) and summarizing assessment information.
- Assisting school teams in identifying, understanding and implementing behavioral interventions. Consulting with school teams on the development of a written behavior plan as part of a collaborative process; attending team meetings to facilitate process.
- Consulting with school staff and area staff on a wide range of related special education issues. Supporting school staff in developing specific interventions for individual students and general strategies for analyzing and addressing other behavior issues.
- Providing specific training for staff on functional behavior assessment, behavior interventions, and/or related issues. Providing direct services to students with Autism, Asperger's and Emotional Disabilities.

***Behavior Specialist, 08/2002 – 06/2004, Clusters 1& 2, Fairfax County Public Schools, VA***

- Assisting school teams in conducting functional behavioral assessment (FBA) and summarizing assessment information.
- Assisting school teams in summarizing and analyzing data in useful and meaningful ways.
- Assisting school teams in identifying, understanding and implementing behavioral interventions.
- Consulting with school teams on the development of a written behavior plan as part of a collaborative process; attending team meetings to facilitate process.
- Consulting with school staff and area staff on a wide range of related special education issues.
- Supporting school staff in developing specific interventions for individual students and general strategies for analyzing and addressing other behavior issues.
- Providing specific training for staff on functional behavior assessment, behavior interventions, and/or related issues.
- Assisting area and school staff in developing/implementing behavior training.
- Communicating with program monitors and team leader on all referrals and IEP issues.
- Collaborating with student services and school staff on individual student issues.
- Coordinates referral process with Pyramid Resource Specialists, team leaders, specialists and resource teachers.
- Contributed in developing a guide for Fairfax County Public Schools; ***Understanding and Teaching Secondary Students with Asperger's Syndrome and High-Functioning Autism.***

***Inclusive Schools Facilitator, 08/2000 – 06/2002, McLean Pyramid, Fairfax County Public Schools, VA***

- Providing resource services to students with autism, emotional disabilities and physical disabilities.
- Modeling specific skills and strategies in general and special education classrooms.
- Providing teachers with tools to include students with disabilities in the general education classroom.
- Making accommodations and modifications such as visual schedules, behavior plans, and manipulatives (i.e., jigs) to help student access the general education curriculum.
- Staff development on disability awareness, differentiated instruction, behavioral modifications, behavior management for parents and teachers, IEP, staffing and scheduling, social stories, and inclusive practices.
- Collaboration between Timber Lane (base school) and other elementary and secondary schools in the McLean Pyramid.

***Special Education Teacher, 08/1998 – 06/2000, Ruth Parker Eason, Anne Arundel County Public Schools, MD***

- Teaching students with severe/profound handicaps ages 15 to 21 years old.
- Collecting and analyzing data to design and improve educational programs for student with autism, mental retardation and physical disabilities.
- Teaching students vocational skills at different job settings in and out of the school.
- Working with vocational program based on job and critical life skills to increase independence of individuals with severe and profound handicaps.
- Participated in the TEACCH (Treatment and Education of Autistic and Related Communication Handicapped Children) 4 day Training, this is an educational approach to enable individuals with autism to function as meaningful and independent as possible in the community.

***Special Education Teacher, 08/1997 – 05/1998, Greenbelt Middle School, Prince George's County Public Schools, MD***

- Teaching Reading and Language Arts to 7th grade students with emotional disabilities.

- Designing and developing behavior management plans, based on choices and consequences to decrease challenging behaviors and improve learning environment.
- Member of the committee in charge of writing MSPAP activities for simulations and practices.

***Special Education Teacher, 08/1994 – 08/1997, Cool Spring Elementary, Prince George’s County Public Schools, MD***

- Teaching Intensity IV and V students with mental retardation and learning disabilities, ages from 5-9 years old.
- Designing, creating and developing inclusive practices where all students had the opportunity to access the general education curriculum.
- Cool Spring Elementary is a Multi Age/Multi-Cultural Atlas School using the Comer Curriculum Design, where the teacher designs and creates all the activities and materials used in the classroom.

***Curriculum Framework, 06/1996 – 07/1996, Prince George’s County Public Schools, MD***

- Writing a Curriculum Framework for the Multi-Age Childhood Schools.

***Teacher Advisor, 07/1995 – 08/1995; & 06/1996 – 08/1996, National Zoological Park, Smithsonian Institution, Washington, D.C.***

- Creating activities and materials about habitats for the project Scientists in the Classroom. The modules included: general information, activities and materials to be used in the classrooms.

***Special Education Teacher (Extended School Year), 07/1995 – 08/1995, Tanglewood Special Center, Prince George’s County Public Schools, MD***

- Teaching students with autism, ages from 6-8 years old.

***Spanish Teacher, 08/1992 – 06/1994, Julius West M.S., Montgomery County Public Schools, MD***

- Teaching Spanish 1A and 1B to sixth, seventh and eighth grade students.

***Teacher Assistant, 02/1992 – 06/1992, Stephen Knolls School, Montgomery County Public Schools, MD***

- Providing one-on-one instruction to a 16-year-old student with profound disabilities, and assisting teacher with instruction. Training the student at his in-school and out-of-school job (i.e., Holy Cross Hospital).

***Substitute Teacher and Substitute Teacher Assistant, 01/1991 – 02/1992, Montgomery County Public Schools, MD***

- Performing teacher and teacher assistant duties.

***Student Teaching, 01/1990 – 05/1990, Escuela Especial Nilmar, Río Piedras, Puerto Rico***

- Working with students ages from 13 to 19 years old, with autism and mental retardation.
- Responsible for daily planning, development of IEP’s, case management, behavior modification plans, and preparing the activities and materials used during the instruction.

## Presentations

### International Conferences

Molina, N.M. (2008). We are Home....Now what?: Tools for the Post-Institutionalized Child, Islensk AETTleiding, Akureyri, Iceland

Molina, N.M. (2007). Applied Behavior Analysis for the Post-Institutionalized Child, Islensk AETTleiding, Reykjavík, Iceland

Molina, N.M. (2006). Functional Behavior Assessment and the Post-Institutionalized Child, Islensk AETTleiding, Reykjavík, Iceland

### National Conferences

Molina, N. M. (2009). Functional Behavior Assessment, CALO - Change Academy Lake of the Ozarks, Lake Ozark, MO

Molina, N.M. (2009). Applied Behavior Analysis and the Post-Institutionalized Child: Design, Implementation, and Evaluation of Instructional and Environmental Modifications to Produce Socially Significant Improvements Through Skill Acquisition and the Reduction of Problematic Behavior, Families of Russian and Ukrainian Adoptees (FRUA), Dallas, TX

Molina, N.M. (2009). The Post-Institutionalized child: Interventions to Teach New Behavior, Families of Russian and Ukrainian Adoptees (FRUA), Dallas, TX

Molina, N.M. (2009). Interventions for the Post-Institutionalized Child, Kids First Adoptions Services, Indianapolis, IN

Molina, N.M. (2008). Applied Behavior Analysis for the Post-Institutionalized Child, Kids First Adoptions Services, Indianapolis, IN

Molina, N.M. (2007). Raising and Healing the Adopted Child, Thinking of Adoption, Baltimore, MD

Molina, N.M. (2007). Functional Behavior Assessment and the Post-Institutionalized Child, Kids First Adoptions Services, Indianapolis, IN

### Other Conferences/Trainings

Molina, N. M. (2009). Understanding the IEP (in Spanish), Down Syndrome Association of Northern VA, Fairfax, VA

Molina, N. M. (2009). Functional Behavior Assessment and Behavior Intervention Plans(in Spanish), Circle of Support, ARC of Greater Prince William, Prince William County, VA

Molina, N. M. (2009). Estrategias para Mejorar el Comportamiento, Parent Educational Advocacy Training Center, Falls Church, VA

Molina, N. M. (2009). Functional Behavior Assessment: Nuts and Bolts, Down Syndrome Association of Northern VA, Fairfax, VA

Molina, N. M. (2009). Functional Behavior Assessment: Nuts and Bolts, Skill Builders, LLC, Annandale, VA

Molina, N. M. (2009). Survival Strategies for Everyday Living, Part 2: Creating Social and Relationship Awareness, Autism Advocacy Coalition of Virginia, Alexandria, VA

Molina, N.M. (2008). Functional Behavior Assessment, Fairfax County Public Schools, Fairfax, VA

Molina, N. M. (2008). Working with Students with Autism Spectrum Disorders (ASD), Educational Connections, Inc., Vienna, VA

Molina, N. M. (2007). Functional Behavior Assessment: Nuts and Bolts, School Psychologists, Fairfax County Public Schools, Falls Church, VA

Abell, B., Molina, N. M. (2006). Developing Social Skills, Fairfax County Public Schools, Falls Church, VA

Molina, N. M. (2006). Functional Behavior Assessment & the School System, Parents of Autistic Children's Education, Fairfax, VA

Molina, N. M. (2006). Functional Behavior Assessment: Nuts and Bolts, Parents of Autistic Children's Education, Fairfax, VA

Molina, N. M. (2005). Working with Students within the Autism Spectrum, Fairfax County Public Schools, Fairfax, VA

Molina, N. M. (2005). Functional Behavior Assessment: Nuts and Bolts, Parents of Autistic Children's Education, Fairfax, VA

Molina, N. M. (2004). Understanding Challenging Behaviors, Fairfax County Public Schools, McLean, VA

Molina, N. M. (2004). Working with Students with Disabilities I, Fairfax County Public Schools, McLean, VA

Molina, N. M. (2004). Working with Students with Disabilities II, Fairfax County Public Schools, McLean, VA

Molina, N. M. (2004). Autism and Behavior, Fairfax County Public Schools, Vienna, VA

Molina, N. M. (2004). School Wide Positive Behavior Support, Fairfax County Public Schools, Fairfax, VA

Molina, N. M. (2004). Working with children with challenging behaviors, Fairfax County Public Schools, Great Falls, VA

Molina, N. M. (2004). Understanding Behavior: "Don't give me fish, teach me how to fish", Fairfax County Public Schools, Vienna, VA

Molina, N. M. (2004). Working with Students within the Autism Spectrum, Fairfax County Public Schools, Vienna, VA

Abell, B., Molina, N. M. (2004). Designing Behavior Interventions Part I & II, Fairfax County Public Schools, Falls Church, VA

Molina, N.M. (2004). 1-2-3 Magic Seminar, Fairfax County Public Schools, Falls Church, VA

Molina, N. M., (2004). Working with Individuals with Autism and Challenging Behaviors, Fairfax County Public Schools, McLean, VA

Molina, N.M. (2003). “Actions Speak Loudly: What About Behaviors”, Fairfax County Public Schools, Falls Church, VA

Molina, N.M. (2003). 1-2-3 Magic Seminar, Fairfax County Public Schools, Falls Church, VA

Molina, N.M. (2003). Strategies for Students within the Autism Spectrum, Falls Church, VA

Molina, N. M. (2002). Discipline Strategies That Work! “Keeping Peace at Home”, Fairfax County Public Schools, Falls Church, VA

Bosch, F., Chamberlin, M., Molina, N. M., Norrish, C., (2002). Autism presentation for Special Education Resource Teachers, Fairfax County Public Schools, McLean, VA

Molina, N. M. (2002). Introduction to Autism, Fairfax County Public Schools, Falls Church, VA

Molina, N. M. (2002). TEACCH Strategies, Fairfax County Public Schools, Falls Church, VA

Molina, N. M. (2002). Autism, Fairfax County Public Schools, Falls Church, VA

Molina, N. M. (2002). Behavioral Strategies, Fairfax County Public Schools, Government Center, Fairfax, VA

Molina, N. M. (2002). Behavioral Strategies, Fairfax County Public Schools, Falls Church, VA

## **Professional Membership**

- Council for Exceptional Children, CEC
- Autism Society of America
- Applied Behavior Analysis International, ABAI
- ARC of Greater Prince William, ARC
- Down Syndrome Association of Northern Virginia

## **Honors and Activities**

- Advisory Board – FRUA (Families for Russian and Ukrainian Adoption)
- The ARC – Riggs Bank N.A. Educational Leadership Award, June 7, 2001
- Phi Delta Kappa award for most outstanding student during student teaching, May 1990
- Teacher’s Association Award for most outstanding student during student teaching, May 1990
- Award for most outstanding student in the College of Education, May 1990
- Name included in the Who’s Who Among Americans Students
- Research in Special Education
- Student Senator for the College of Education, 1988-1990
- President of the Student Teacher Association, University of Puerto Rico, 1989-1990

## **Additional Trainings and Skills**

### ***Volunteer Work, 02/87 – 01-90, Escuela Especial Nilmar, Río Piedras, Puerto Rico***

- Working with all students, from the preschool program to the senior department in a self-contained special education school.

### ***Fluent in English, Spanish and knowledge of Portuguese***