**Shawn Thomas Capell, MS., BCBA, LBA**

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**Education**

**Doctor of Psychology**, Capella University, Minneapolis, MN **2019 - current**

Specialization: Behavior Analysis

**Master of Science**, Capella University, Minneapolis, MN **2014 – 2016**

Major: Psychological Studies

Individualized Concentration in Applied Behavior Analysis (ABA)

**Bachelor of Arts**, Caldwell University, Caldwell, NJ  **2010 – 2014**

Major: Psychological Studies

**Bachelor of Science**, Johnson & Wales University, North Miami, FL **2005 – 2007**

Major: Hospitality Management

**Associate of Sciences**, Johnson & Wales University, North Miami, FL **2003 – 2007**

Major: Restaurant Management

**University Teaching Experience**

**Capella University, Minneapolis, MN July 2020 – Present**

*Adjunct Faculty*

* provide 2-hour weekly live webinar instruction
* teaching (online), mentor and committee work (graduate Level only), & contributing to curriculum development
* provide expertise in subject matter
* facilitate course discussions to ensure active participation among learners
* provide appropriate feedback and coaching to increase learners skills
* Teach Courses within the Applied Behavior Analysis Verified Course Sequence including:
  + *PSY7709: Advanced Concepts in Applied Behavior Analysis*
  + *PSY7710: Ethics in Applied Behavior Analysis*

**Seton Hall University, South Orange, NJ September 2017 – May 2020**

*Adjunct Instructor*

* Teach courses within the Applied Behavior Analysis program including:
  + *EDST 7316: Introduction to Applied Behavior Analysis*
  + *EDST 7324: ABA Practicum I*
  + *EDST 7325: ABA Practicum II*
  + *EDST 7326: ABA Practicum III*
  + *EDST 7320: Advanced Applications in Applied Behavior Analysis*
* Modified course syllabus and designed classroom lessons
* Lectured on course content in accordance with academic standards
* maintained and managed the online Blackboard community.
* Mentored a diverse student population in the field of Applied Behavior Analysis (Approximately 38 students)

**Clinical Work Experience**

**Covenant 15:16, LLC January 2018 - Present**

*Executive Director*

* Provide behavioral consultation to public and private schools, residential treatment programs, adult day programs, community organizations and agencies for individuals with developmental disabilities, behavioral disorders and psychiatric conditions
* Provide parent advocacy to families for IEP meetings
* Sell various products in Applied Behavior Analysis (assessment, supervision, case consultation)
* Develop home programs for children with disabilities and provide parent training
* Conducted supervision for over 25 candidates pursuing certification as Board Certified Behavior Analysts (BCBAs)
* Network with various professional organizations and agencies servicing individuals with special needs (academic institutions, behavior analytic associations, parent support groups).
* Provide direct behavior analytic services to clients, including behavior assessments, treatment design and monitoring, and the development of skill acquisition

**Sprout Therapy January 2020 – Present**

**Houston, Tx**

*Board Certified Behavior Analyst (BCBA)*

* Serve as lead and supervisor for in-home and telehealth ABA programming.
* Conduct assessment for all caseload individuals (Functional Behavior Assessment, AFLS, ABLLS, Reinforcer Assessments)
* Develop and implement parent training programs and provided support programs to all caregivers responsible for clinical care.
* Provide field and/or virtual supervision for Behavior Technicians
* Communicate with Sprout Therapy National Coding, Bulling and Insurance Teams to meet payor requirements and submission deadlines.
* Lead the growth of ABA programs through hiring and client on-boarding processes.

**Behavioral Innovations July 2020 – December 2020**

**Pearland, Tx**

*Clinical Director*

* Serve as both an external and internal relationship manager to ensure socially significant outcomes for each family receiving services
* Responsible for the creation and oversite of the implementation of treatment programs based on principles of Applied Behavior Analysis (ABA)
* Build strong relationships with clients, employees, and other stakeholders to provide excellent ABA therapy
* Provide supervision to Behavior Technicians (BTs) and Registered Behavior Technicians (RBTs)
* Provide progress reports and treatment plans to meet the requirements and submission timelines of regulatory agencies and funding sources.
* Responsible for providing coordination of care by collaborating with interdisciplinary teams
* Function as a liaison between organization, families, community, therapists , health care providers, etc

**Devereux Advanced Behavioral Health August 2017 – September 2020**

**New Jersey Center**

*Board Certified Behavior Analyst (BCBA)*

* Supervision of behavioral health services across Northern / Upper Central New Jersey region
* Conducted functional behavior assessments for all clients on caseload at the onset of services delivery
* Conducted re-evaluation of functional behavior assessments on an annual basis and as needed
* Designed, monitored and evaluated function-based behavioral intervention programs
* Assisted in the intake process by behaviorally assessing potential new clients
* Collected, analyzed, and graphed client behavioral data (i.e., frequency; duration; antecedent, behavior, consequence [ABC]; etc.)
* Served as a contributing member of agency Behavior Support Committee (BCS)
* Served as a contributing member of the agency Human Rights Committee (HRC)
* Oversaw the daily functions of behavior specialist assigned within each respective region
* Ensured all allocated service delivery hours are completed and document remains current, clear and appropriate
* Consulted with residential/vocational care providers to ensure effective and efficient service delivery
* Conducted trainings for front line staff regarding behavior support plans, behavioral principles, and positive behavioral supports
* Led multiple agency trainings for all incoming staff members

**Build N Care Therapy, Lakewood, NJ January 2018 – May 2020**

**Board Certified Behavior Analyst (BCBA)**

* Provide direct behavior analytic services to clients, including behavior assessment, treatment design and monitoring, and the development of skill acquisition
* Conduct functional behavior assessment for all clients on caseload at the onset of service delivery
* Provide training and supervision to school staff, and home therapist
* Conducted sessions of parent training to ensure treatment implementation

**Community Access Unlimited, Elizabeth NJ April 2015 – August 2017**

*Director of Behavioral Services*

* Provided program staff with innovative training programs for clients utilizing behavior management intervention techniques
* Provided staff training on effective clinical supports
* Conducted orientation and training for new behavioral team members
* Provided mentorship for new behavioral team members through positive and corrective feedback
* Created policies and procedures related to clinical services within Community Access Unlimited.
* Collaborated with managing behaviors on all matters about the behavioral department
* Directly oversaw all Registered Behavior Technicians (RBT’s) within the agency
* Conducted annual staff evaluations for all members of the behavioral department
* Managed yearly behavioral department budget
* Identified continuing education opportunities for behavioral staff
* Served as a contributing member of agency executive committee and leadership team

**Behavioral and Educational Solutions**

**and Training of NJ, LLC**

*Behavioral Technician*

* Facilitated appropriate behavior management according to the student’s treatment goals.
* Used applied behavior analysis and discrete trial instruction
* Worked closely with BCBA in developing enhanced behavioral interventions for students
* Collected, analyzed, and graphed student behavioral data (i.e., frequency; duration; Antecedent, Behavior, Consequence [ABC]; etc.)

**Community Access Unlimited, Elizabeth NJ February 2014 – March 2015**

*Behaviorist*

* Facilitated behavior management according to the clients’ Individualized Habilitation Plan
* Served on the behavior crisis response team and provided behavioral crisis intervention for clients
* Collected, analyzed, and graphed client behavioral data (i.e., frequency; duration; Antecedent, Behavior, Consequence [ABC]; etc.)
* Conducted Functional Behavior Assessments and utilized the Motivational Assessment Scale for clients
* Developed Behavior Intervention plan for clients and Crisis Response Plans for group home / vocational program
* Observed implementation of behavior plans and provided oral and written feedback to professional staff
* Reviewed client behavioral incident reports and behavior logs
* Developed policies and procedures regarding crisis management, Positive Behavior Supports, and restraint and seclusion
* Assisted in the intake process by behaviorally assessing potential new client

**Bellwether Behavioral Health, NJ October 2013 – February 2014**

**\* Name change from Advoserv**

*Direct Support Professional – IDD*

* Implemented IEP/IHP goals and objectives for all clients under my care
* Implemented all behavioral support plans for all clients under my care
* Assisted in skill acquisition of socially appropriate behaviors
* Assisted in activities of daily living (ADL’s)

**ABA4U, LLC, NJ January 2013 – April 2014**

**Independent Contractor**

* Utilized highly structured treatment programs geared toward specific clients' needs.
* Utilized the principles of behavior analysis to assist clients to improve social skills, play skills, verbal behavior, and academic skills.
* Utilized the principles of behavior analysis to assist clients to reduce the frequency, intensity, and duration of challenging behaviors.

**It’s A New Day, LLC, Tenafly, NJ January 2012 – April 2014**

*Independent Contractor*

* Implemented ABA-based programs including skill acquisition and maladaptive behavior reduction
* Assisted in the development of appropriate goals for clients through my participation within an interdisciplinary team.
* Assisted clients in community-based instruction.
* Assisted clients in adherence to diet, supplementation and medication protocol, per parent/doctor instructions

**Garden Academy, South Orange NJ September 2012 – September 2013**

*Instructional Therapeutic Aide / In-Class Behavior Support*

* Facilitated appropriate behavior management according to the student’s Individualized Behavior Plan
* Used applied behavior analysis and discrete trial instruction with students
* Worked closely with the BCBA in developing enhanced behavioral interventions for students
* Collected, analyzed, and graphed student behavioral data (i.e., frequency; duration; Antecedent, Behavior, Consequence [ABC]; etc.) and academic data
* Wrote daily student behavioral incident reports and behavior logs on assigned students in the class
* Attended student meetings for Individualized Education Plans and Behavior Intervention Plans
* Facilitated small student group activities under the direction of a classroom teacher

**Center for Autism and Applied Behavior Analysis**

**Caldwell University, NJ 2011 - 2012**

*Curriculum Coordinator*

* Assisted in the management of organization interns
* Chaired the organization of annual fundraiser generating over $50,000 in profit
* Instructed students on verbal behavior, behavior reduction/management, pre-vocational, and direct instruction
* Maintained inventory of all items within the facility including electronics, toys, and assessment materials

**Center for Autism and Applied Behavior Analysis**

**Caldwell University, NJ Summer 2011**

*Undergraduate Intern*

* Conducted preference assessment to further treatment implementation
* Conducted assessment across students (FA, FBA, AFLS, VB-MAPP)
* Assisted colleagues in intervention training specific to clients
* Implemented feeding interventions (clinical / home settings)
* Assisted in the training of new undergraduate interns regarding concepts of Applied Behavior Analysis

**Books**

Conners, B., & **Capell, S.** (2020). *Multiculturalism and diversity in applied behavior analysis bridging theory and application.* New York, NY: Routledge.

**Book Chapters**

**Capell, S.,**  & Sevon, M.A.(2020). Applied behavior analysis within the African American community. In

Conners, B., & **Capell, S.** (2020). *Multiculturalism and diversity in applied behavior analysis bridging theory and application.* (pp. 29-46). New York, NY: Routledge.

**Blogs Written**

**Capell, S.** (2019, June) The current status of African Americans within the field of Applied Behavior Analysis [Blog post]. Retrieved from <https://www.covenant1516.org/blogs>

**Capell, S.** (2019, July) Your “New Normal” [Blog post] Retrieved from <https://www.covenant1516.org/blogs>

**Capell, S.** (2019, August) The truth about group homes [Blog post] Retrieved from <https://www.covenant1516.org/blogs>

**Guest Lecture**

**Capell, S.** (2020). *Competence in Applied Behavior Analysis: It is more than a Checkmark.* Invited workshop

presented for Beautiful Humans: The Social Change Cast Podcast.

**Capell, S.** (2020). *Diversity in Applied Behavior Analysis*. Invited workshop presented to the faculty of Capella

University, Minnesota, MN

**Capell, S. (**2018). *The transition from Childhood to Adulthood*. Invited workshop presented to undergraduate

students at Seton Hall University, South Orange, NJ.

**Capell, S. (**2018). *The function of BCBA’s within the Adult Group Home.* Invited lecture presented to graduate

students at Seton Hall University, South Orange, NJ.

**Capell, S.** (2016). *Supporting Adults with Disabilities in The New World.* Invited presenter to graduate students

at The University of Southern Mississippi, Online.

**Interviews**

Shades of ABA Podcast: *Legacy Book: Multiculturalism and Diversity in the ABA field* (July 2020)

The Behavioral Observations Podcast: *Listening to Perspectives that Matter* (June 2020)

Invited Panelist by Behavioral Health Center of Excellence: *An Open Discussion about Race & Diversity in*

*Behavior Analysis* (June 2020)

Interviewed by Beautiful Humans: The Social Change Cast Podcast: *The Role of African Americans within*

*Behavior Analysis* (February 2020)

**Poster Presentations**

**Capell, S.** (2020, May). *The current status of African Americans within the field of Applied Behavior Analysis.*

Poster presented at the Association for Behavior Analysis International 46th Annual Convention, Virtual Conference.

Conners, B., Cicero, F., & **Capell, S.** (2019, May). *Behavior Analysts’ Attitudes Towards and Perceptions of Licensure Verse Certification.* Poster presented at Association for Behavior Analysis International 45th

Annual Convention, Chicago, IL.

**PROFESSIONAL PRESENTATIONS**

**Capell, S.** (2021, April). *Supervision in Behavior Analysis: A Cultural Approach.* Connections Behavior

Planning and Intervention Presenter Series

**Capell, S.** (2021, March). *Moving forward with Competence & Diversity.* California Association for Behavior

Analysis 2021 Virtual Conference.

**Capell, S.** (2021, January). *Follow the yellow brick road: Moving towards true diversity and cultural*

*competence.* Louisiana Behavior Analyst Association – 2020 LABAA Learning Series

**Capell, S.** (2020, December). *Moving forward with competency and diversity.* Happy Hour 4 Kids Professional

Development Session.

**Capell, S.** (2020, October). *Fulfilling the promises of Applied Behavior Analysis*. Oregon Association for

Behavior Analysis (ORABA) 3rd Annual Conference.

Keeler, J., **Capell, S.**,& Sevon, M. (2020, October). *Diversity and inclusion in behavior analysis: continuing*

*and furthering the conversation.*Panel discussion presented at the Massachusetts Professionals in

Behavior Analysis Virtual Conference.

Bell, M., Persaud, S., Hairston, A., Bolden, S., **& Capell, S.** (2020, September). *Using ABA to make the world*

*better: lunch & learn.* Panel discussion presented at the Florida Association for Behavior Analysis 40th

Annual Meeting, Virtual Conference

**Capell, S.** (2020, September). *So much more than paperwork: infusing cultural humility into supervision.*

Behavioral University, Virtual CEU Event.

**Capell, S.,** Parks, N., Kirby, B., Green, L., & Anderson, A. (2020, August). *Connecting the antecedents in*

*color: bringing culture, identity and history to the supervision relationship.* Panel discussion presented

at the ABA Task Force Supervision Conference, Virtual Conference

**Capell, S.** (2020, August). *Competence in applied behavior analysis*. Butterfly Effects LLC, Professional

Development Workshop

**Capell, S.** (2020, July). *Incorporating Culturally Sensitive Practices within Curriculum Development*

*checkmark.* New York Autism Charter Schools, Professional Development Workshop

**Capell, S**., Sevon, M., Edwards, K., & Persaud, S. (2020, May). *Evaluating the effects of cultural awareness*

*and sensitivity within the BCBA/RBT supervision model.* Panel discussion presented at the Association

for Behavior Analysis International 46th Annual Convention, Virtual Conference.

Bethea-Miller, V., Gingles, D., & **Capell, S.** (2020, May). *Examining racial and implicit bias within the field of*

*applied behavior analysis.* Panel discussion presented at the Association for Behavior Analysis International 46th Annual Convention, Virtual Conference

**GRANTS**

**Alumni Development Grant February 2020**

Capella University, *The Capella University Alumni Association.* ($250)

**Services To The Profession**

**Member** Capella University Career Mentorship Program **September 2019 – Present**

Capella University, Minneapolis, MN

**Member** Community Players Production Team **April 2014 – August 2017**

Community Access Unlimited, Elizabeth NJ

**Member** Positive Behavior Supports Committee **April 2014 – August 2017**

Community Access Unlimited, Elizabeth NJ

**Member** LGBTQIA Committee Member **April 2014 – August 2017**

Community Access Unlimited, Elizabeth NJ

**Member** Unusual Incident Report Committee **April 2014 – August 2017**

Community Access Unlimited, Elizabeth NJ

**Member** Self-Advocacy Day Committee **May 2015**

Community Access Unlimited, Elizabeth NJ

**Consultant** Academy of Continuing Education **April 2014 – August 2017**

Community Access Unlimited, Elizabeth NJ

**Co-Chair** 2012 Annual Gala **September 2012** Garden Academy, South Orange NJ

**Co-Chair** 2012 Autism 5K Run **March** **2012**

Center for Autism and Applied Behavior Analysis, Caldwell NJ

**Assessments Administered**

Assessment of Basic Language and Learning Skills-Revised (ABLLS-R)

Assessment of Functional Living Skills (AFLS)

Functional Analysis (FA)

Functional Analysis Screening Tool (FAST)

Functional Behavior Assessment (FBA)

Risk Factor Screening Tool

Unsupervised Time Assessment

Independent Money Management Assessment

Independent Medication Administration Assessment

Motivational Assessment Scale (MAS)

Verbal Behavior Milestones Assessment and Placement Program (VB-MAPP)

**Professional Affiliations**

**Texas Association for Behavior Analysis** (Member, 2019 – present)

**Association for Behavior Analysis International** (Member, 2012 – present)

**Association of Professional Behavior Analyst** (Member, 2015 – present)

**New Jersey Association for Behavior Analysis** (Full Member, 2012 – 2020)

**Autism NJ** (Gold Member, 2015 – 2020)

**Certifications**

Licensed Behavior Analyst, Texas License #2839 **April 2019 – present**

Board Certified Behavior Analyst: Certificate #1-17-25734 **February 2017 - present**