AAIDD Annual Meeting 2019

Using Implementation Science to Expand the Use of Positive Behavior Support (PBS) in Education and Human Service Settings

Rachel Freeman | University of Minnesota – Institute on Community Integration
Tim Moore | Psychologist – Fraser Clinical Services
Garrett Petrie | PBIS State Management Team – MN Department of Education

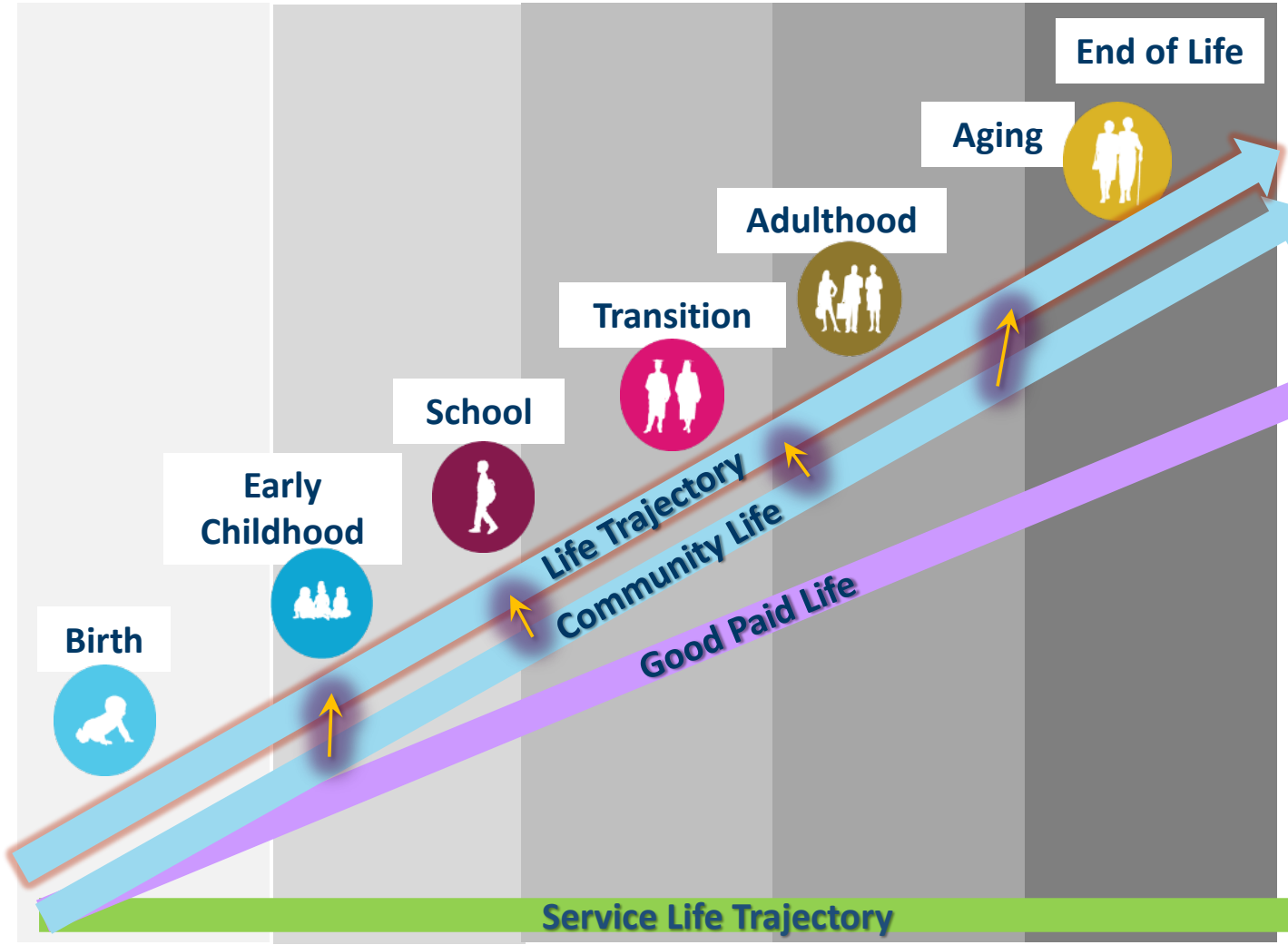
Takeaways

1. It helps to use a common language for positive behavior support (PBS) and its implementation in order to learn from each other.
2. Examples of large-scale training, coaching and evaluation of PBS in Minnesota that avoid ‘train-and-hope’ in order to ensure local capacity for implementation is built.
3. Communities of practice, like the MNPBS network, continue momentum for interagency PBS collaboration and implementation by celebrating successes and learning from peers.

MNPBS Network is bringing practitioners together across settings, populations and the lifespan to articulate key PBS features and share about exemplary PBS at a community level.

Impact On Life Trajectory

If We Collaborate to Provide Positive Supports and Choice Across the Lifespan…



Achieve each person's vision for a full life in the community

… Instead of a life defined by … [FILL IN THE BLANK]

Adapted from Integration of LifeCourse Life Trajectory© and Person Centered Thinking©

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History of Positive Behavior Support in Minnesota

1989 – Minnesota Department of Human Services – Support from the Research and Training Center (RRTC) on Community-Referenced, Non-Aversive Behavior Management funded by the National Institute on Disability Rehabilitation and Research to train interagency State Training Team

2004 – Minnesota Department of Education – Support from the National Technical Assistance Center for Positive Behavioral Interventions and Supports (PBIS) to begin implementation of PBIS in K-12 schools

2010 - Minnesota Centers of Excellence for Young Children - Support from Pyramid Model (formerly known as TACSEI) to implement in early childhood programs

2016 – Interagency Collaboration – Minnesota Positive Behavior Support Network Petition approved

Exemplary Communities Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

690 schools trained since 2005

SCHOOL-WIDE PBIS IN MINNESOTA

DEPARTMENT OF EDUCATION

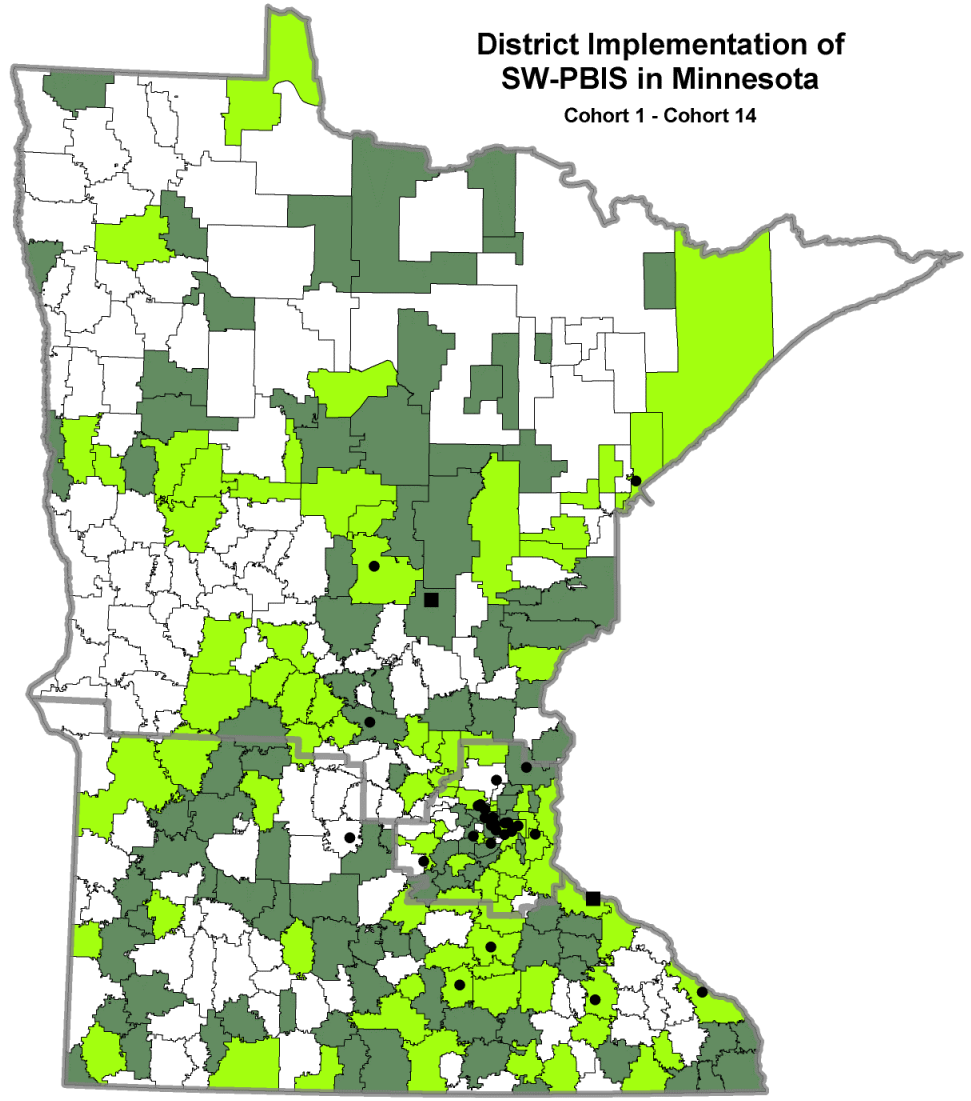
Minnesota PBIS

Schoolwide PBIS Across Districts and Charters

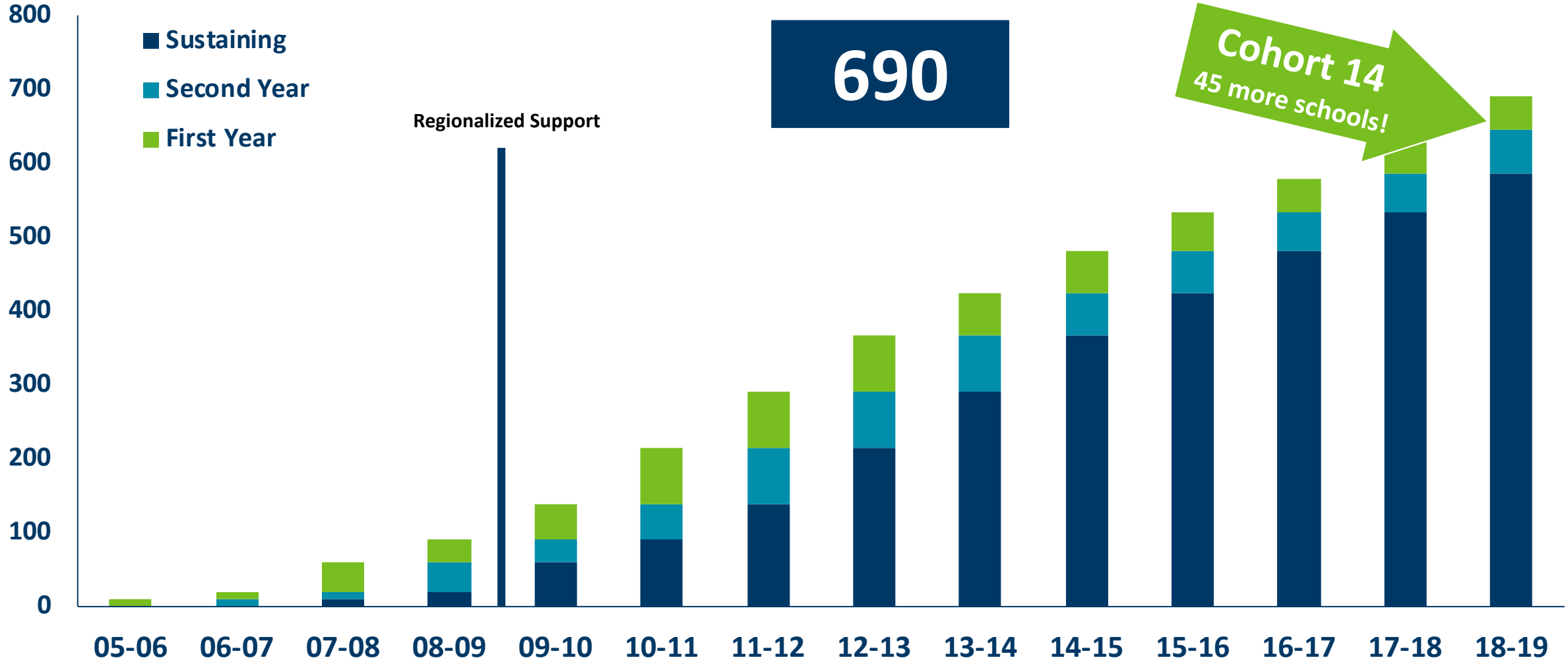
Cohorts 1- 14

(2005-2020)

- Districts (60% or more of schools)
- Districts (1% to 59% of schools)
- Charter schools
- Other schools



Growth of PBIS in Minnesota: 2005-present



PBIS by the Numbers in Minnesota

- **234** districts/charters
- **690** schools
- **33.3%** of the state's schools
- **335,598** students impacted by SWPBIS
- **38.9%** of the state's students

122A.627 POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS.

"Positive behavioral interventions and supports" or "PBIS" means an evidence-based framework for preventing problem behavior, providing instruction and support for positive and prosocial behaviors, and supporting social, emotional, and behavioral needs for all students. Schoolwide implementation of PBIS requires training, coaching, and evaluation for school staff to consistently implement the key components that make PBIS effective for all students, including:

(1) establishing, defining, teaching, and practicing three to five positively stated schoolwide behavioral expectations that are representative of the local community and cultures;

(2) developing and implementing a consistent system used by all staff to provide positive feedback and acknowledgment for students who display schoolwide behavioral expectations;

(3) developing and implementing a consistent and specialized support system for students who do not display behaviors representative of schoolwide positive expectations;

(4) developing a system to support decisions based on data related to student progress, effective implementation of behavioral practices, and screening for students requiring additional behavior supports;

(5) using a continuum of evidence-based interventions that is integrated and aligned to support academic and behavioral success for all students; and

(6) using a team-based approach to support effective implementation, monitor progress, and evaluate outcomes.

Resources

Search Minnesota Statutes
About Minnesota Statutes
2018 Statutes New, Amended or Repealed
2018 Table of Chapters
2018 Statutes Topics (Index)

Chapter 122A

Table of Sections
Full Chapter Text
Version List

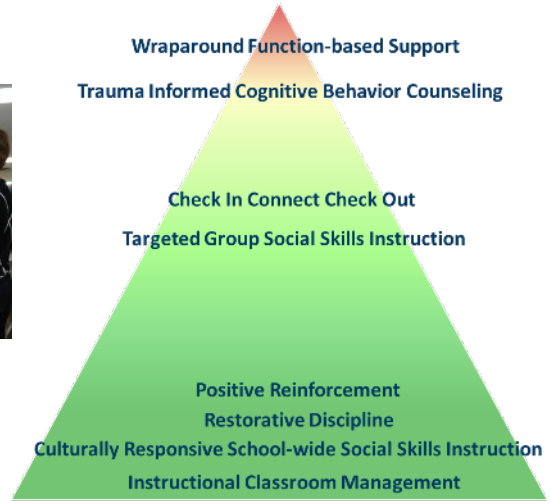
Section 122A.627

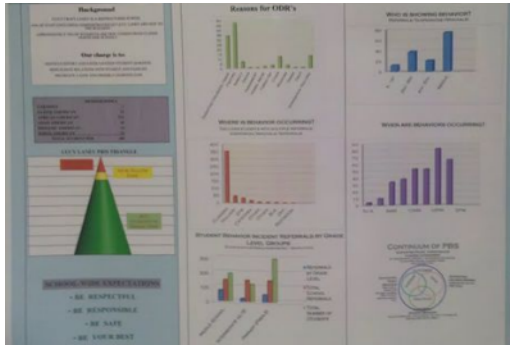
Version List

PBIS Definition from Statute in Practice

An evidence-based framework with these core features

1. **3-5 positive expectations, taught and practiced**
2. **Acknowledgement and feedback system**
3. **Continuum of procedures to support behavior**
4. **Data-based decision making**
5. **Integrated and aligned with academics for all**
6. **Team-based approach**

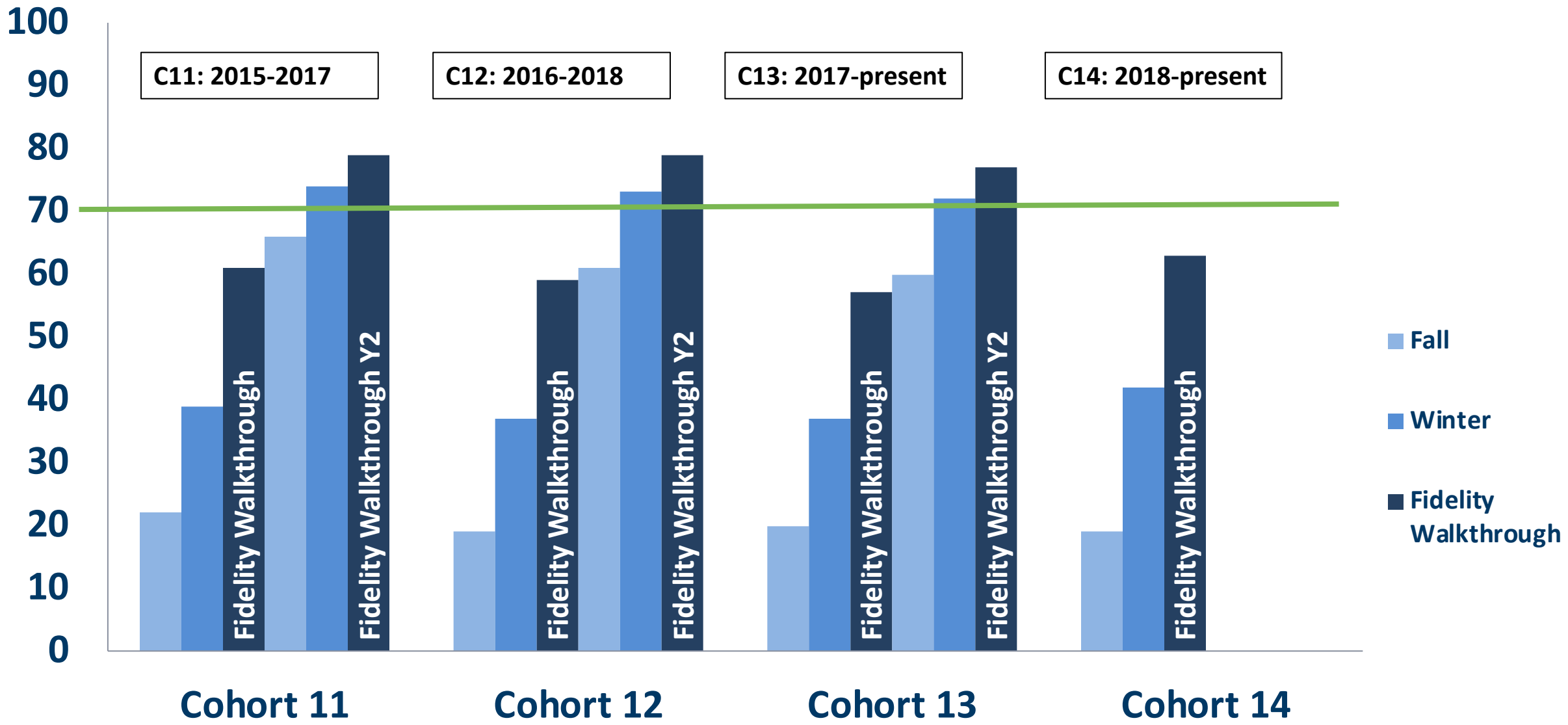




Source: https://www.revisor.mn.gov/statutes/?id=122A.627

Average School Fidelity Data For New PBIS Schools

Tiered Fidelity Inventory (TFI) Tier 1 – 2015-present



Exemplary Communities Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

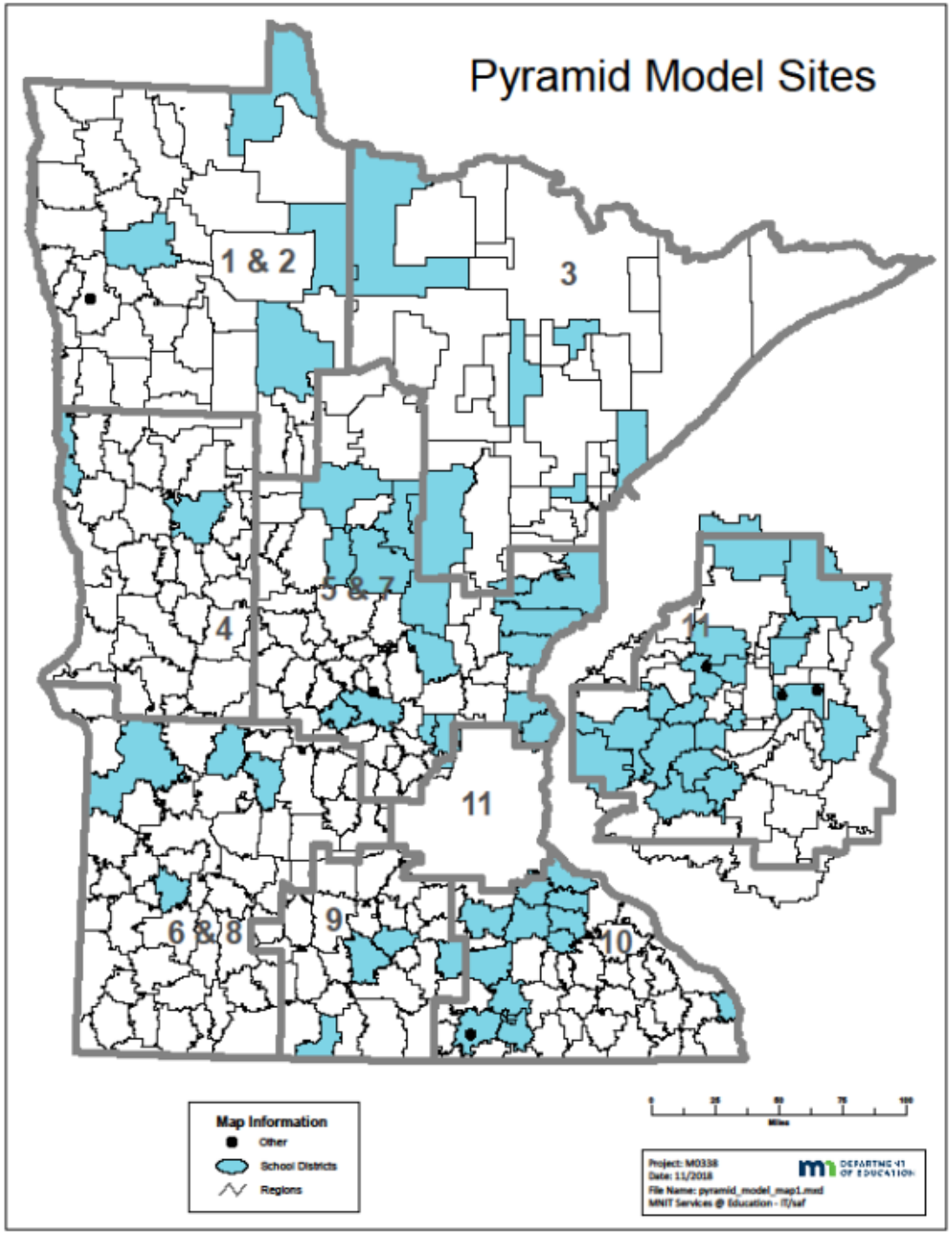
72 sites trained in Pyramid Model since 2010

EARLY CHILDHOOD PBS IN MINNESOTA

DEPARTMENT OF EDUCATION

Minnesota Department of Education funds the MN Centers of Excellence for Young Children with Disabilities (**MN COE; https://mncoe.org/**).

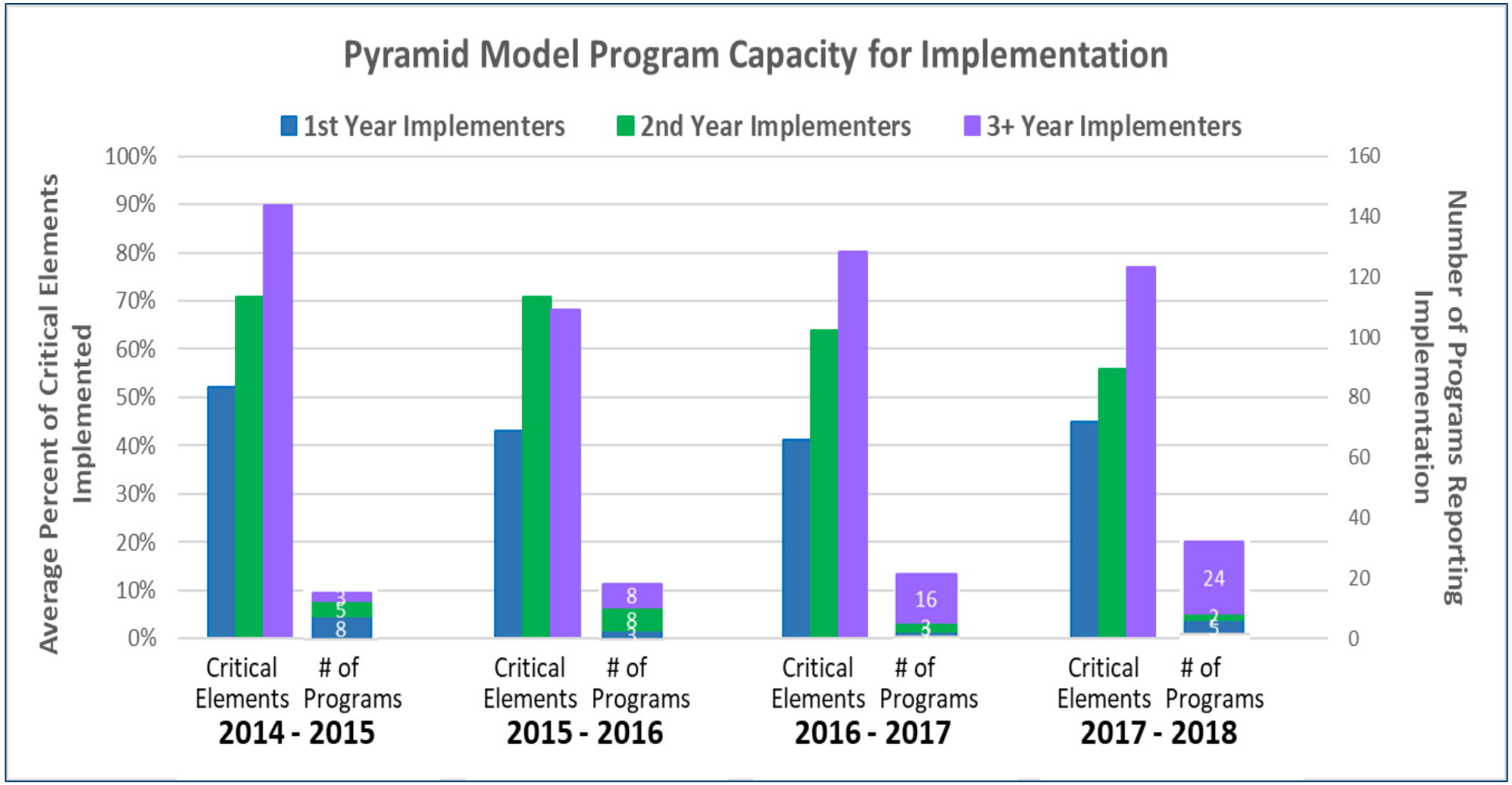
- **72 sites** trained since 2010
- Intentional distribution across state supported by **12 Professional Development Facilitators** located in each of the 11 economic development regions



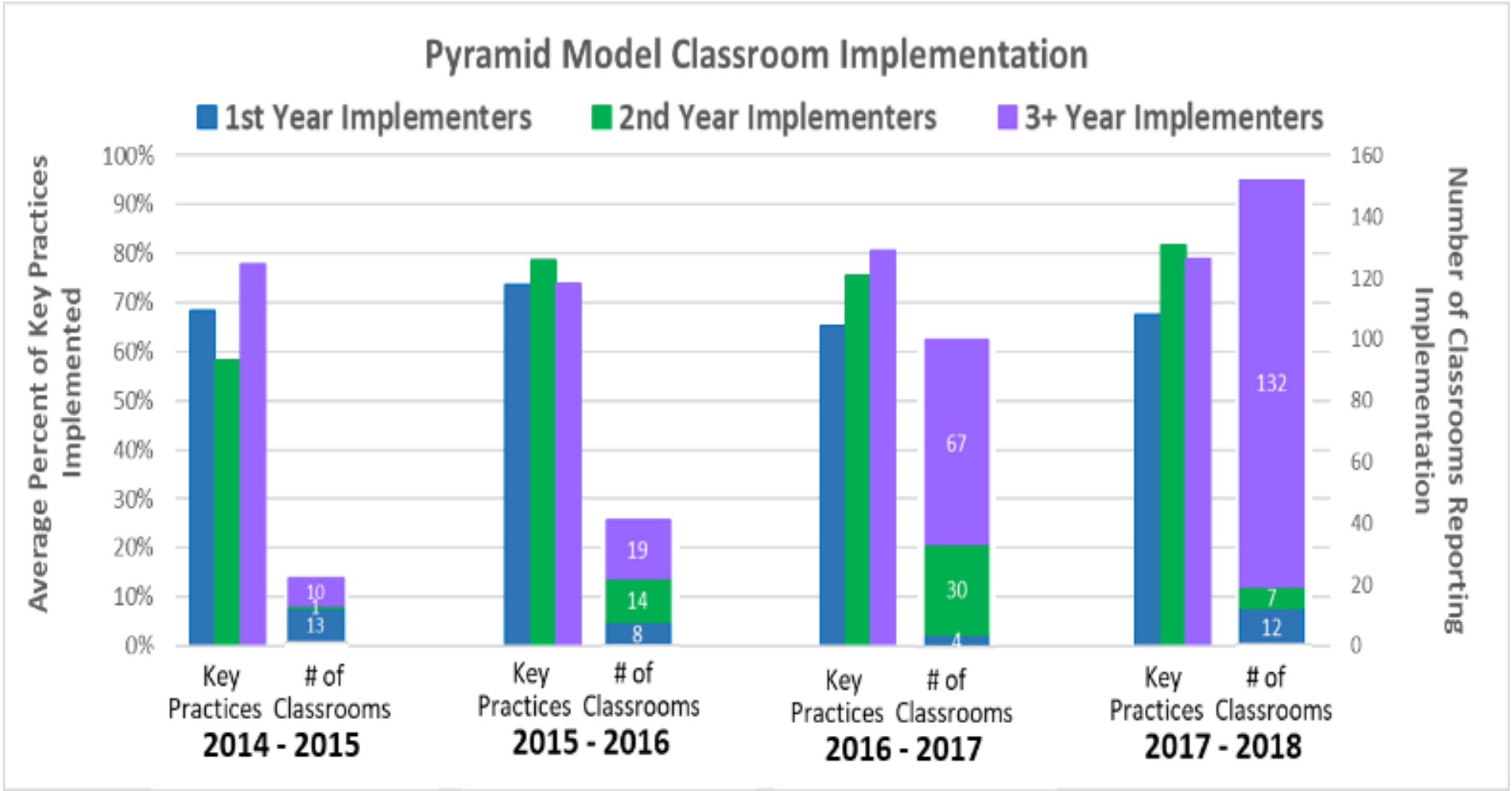
New Pyramid Model Implementation Sites 2019-2020

- Anoka Hennepin
- Buffalo Hanover
- Chisholm
- Deer River
- Fillmore Central
- Greenway
- Monticello
- Mountain Iron
- Nashwauk
- New Ulm
- Salk Centre

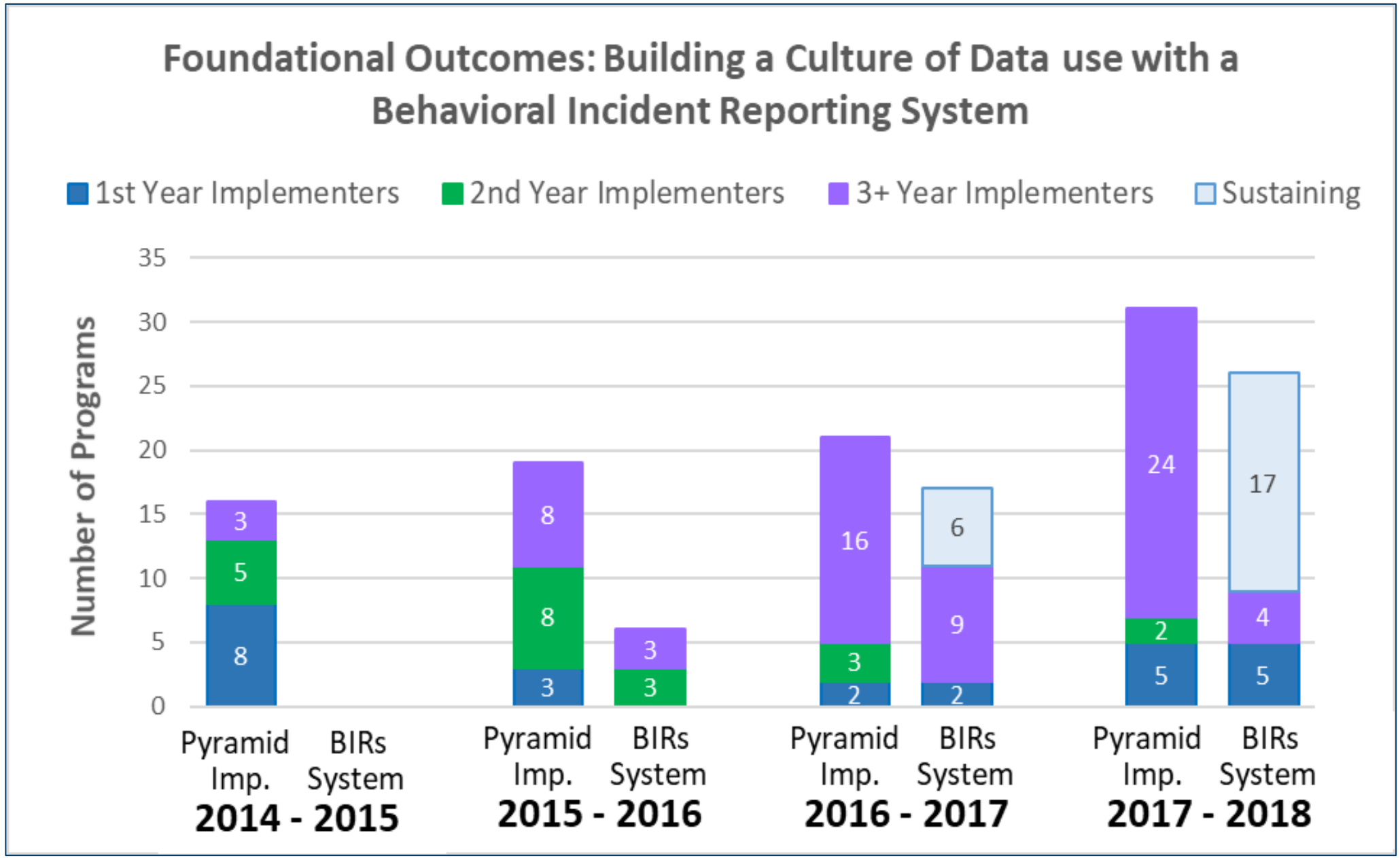
Early Childhood Benchmarks of Quality
(completed at the program level)



Classroom Fidelity Monitored and Supported through use of the Teaching Pyramid Observation Tool (TPOT)



Foundational Outcomes: Building a Culture of Data use with a Behavioral Incident Reporting System



Exemplary Communities Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

29 organizations trained since 2015

MINNESOTA ORGANIZATION-WIDE POSITIVE BEHAVIOR SUPPORT (MN-OPBS)

DEPARTMENT OF HUMAN SERVICES

ICI INSTITUTE on COMMUNITY INTEGRATION

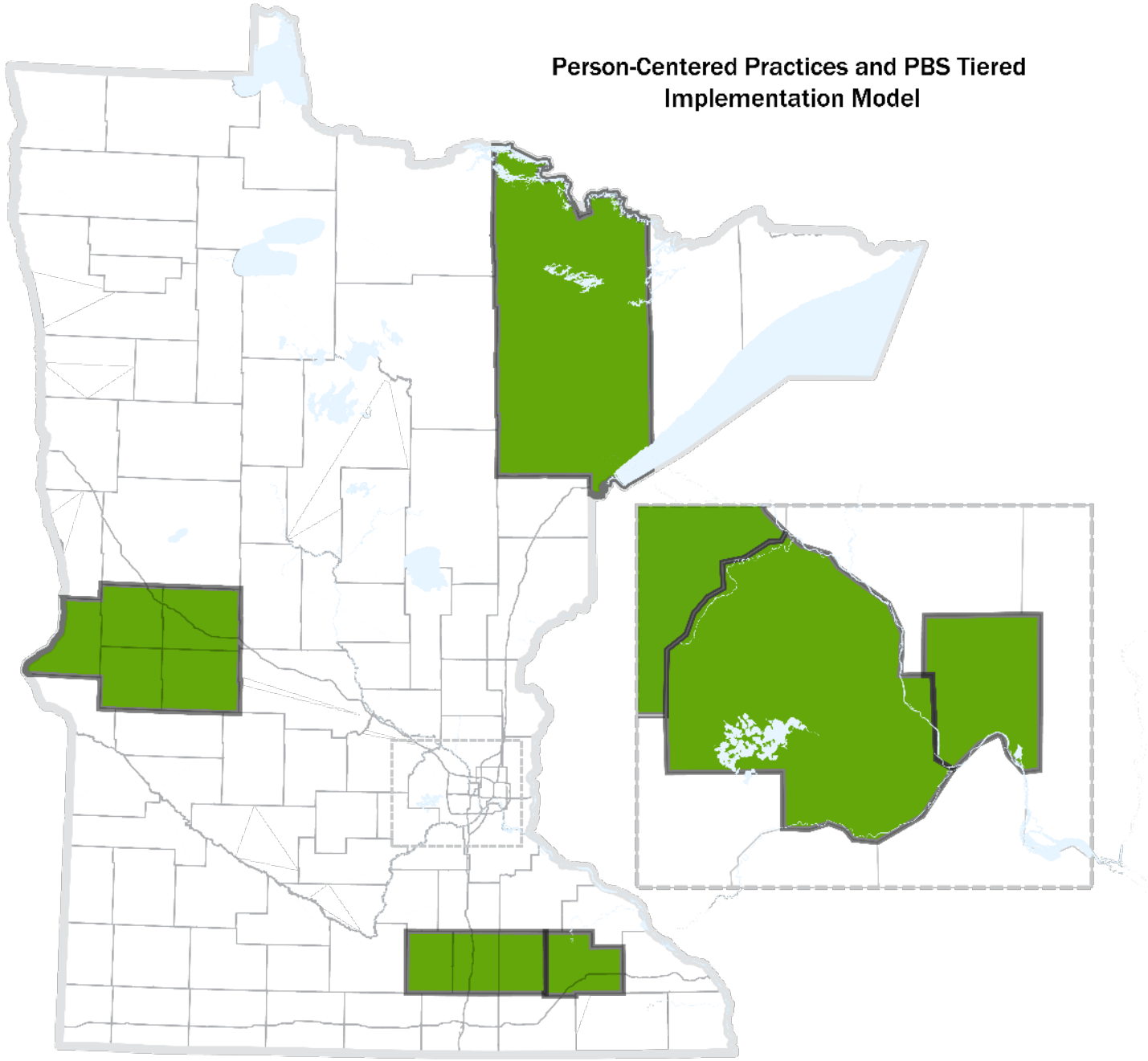
UNIVERSITY OF MINNESOTA
Driven to Discover℠

Positive Behavior Support & PC-Practices Cohorts 1- 4 (2015-2019)

Growth
- Regions = 4
- Cohorts = 4
- Counties Represented = 12
- Teams = 24
- Organizations = 29

Teams Involved
- Counties
- Providers IDD
- Public Health
- Mental Health

Training Layers
- Team Training
- Person-Centered Thinking Trainers/Coach Training
- Picture of a Life Planners/Trainers
- PBS Facilitators

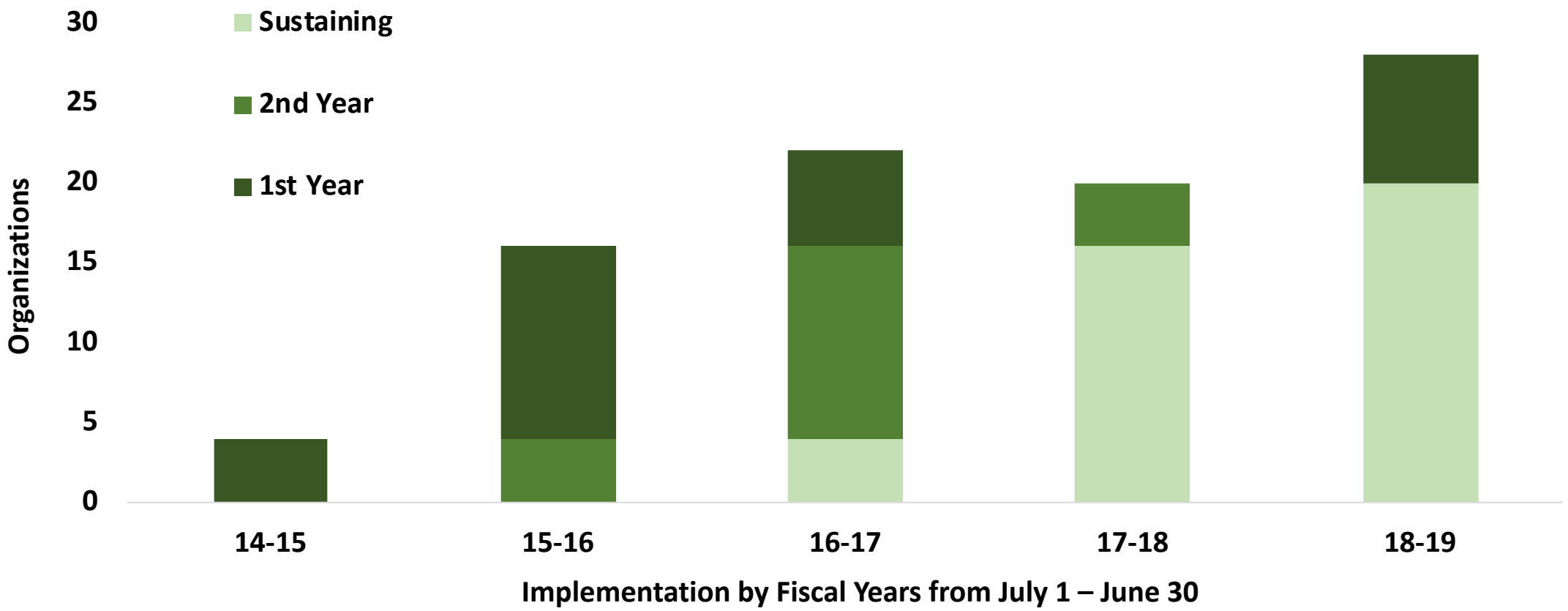


Effort Data Showing Expansion Over Time

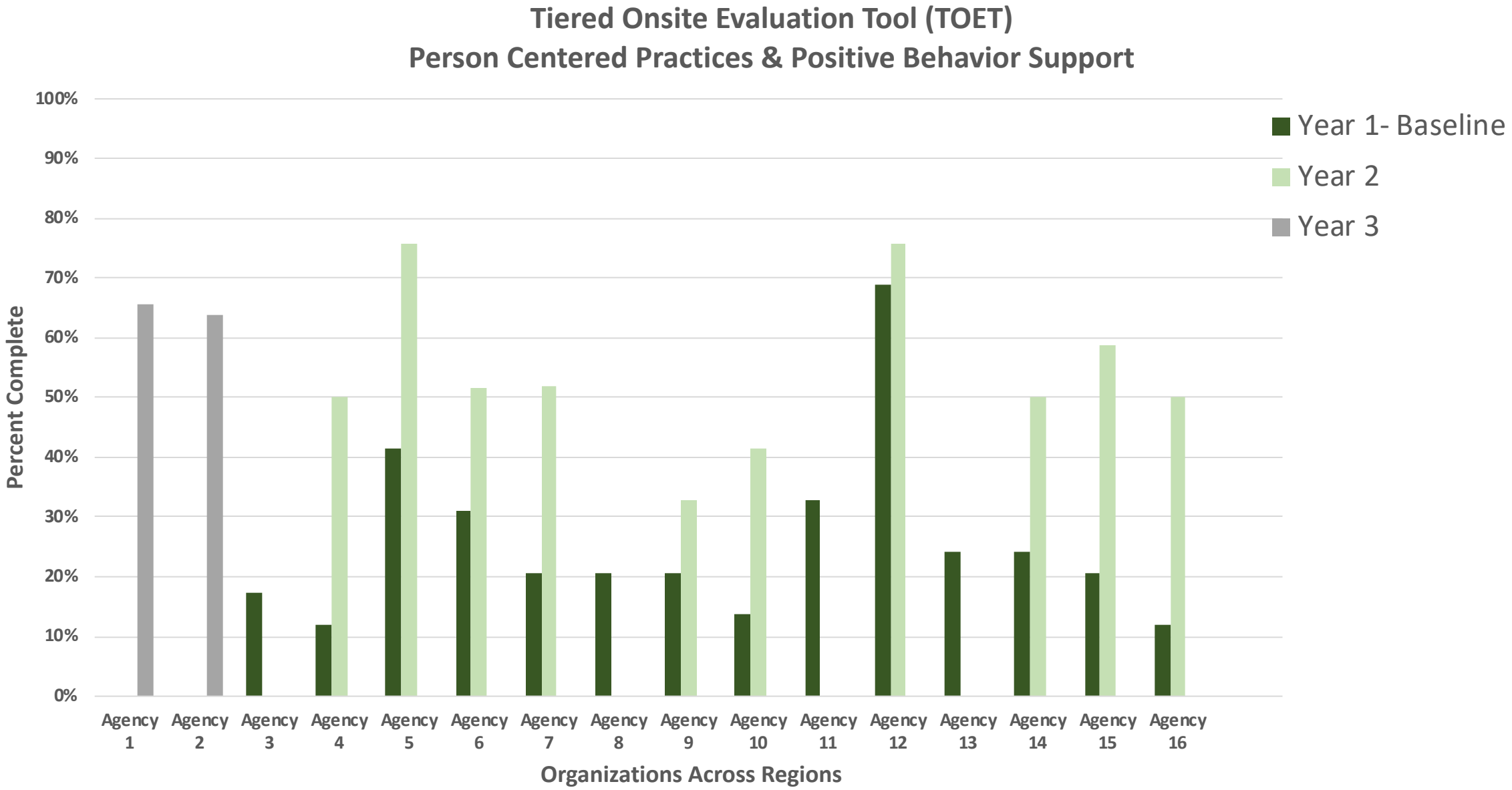
	2015	2016	2017	2018	2019
Region	1	3	4	4	4
Active Organizations	4	16	22	20*	27 (24 Teams)
Total Trained Coaches	44	167	212	282	318
Total Trained Key Contacts	6	24	36	29	45
PBS Facilitators	0	6	15	73	77
PCT Trainers by Region	4	14	18	53	55
Total PCT Trainers	46	66	86	78	78

Team Attrition Occurred in 2018 N=2

Growth in Minnesota: PBS in Human Service Organizations 2015-Present



Year	Sustaining	2nd Year	1st Year
2014-2015	0	0	4
2015-2016	0	4	12
2016-2017	4	12	6
2017-2018	16	4	0
2018-2019	20	0	8



* One agency listed represents five counties that are collaborating

** Agency 1 & 2 completed training using different curriculum

Olmstead Plan, Positive Support Rule & Statewide Logic Model for Promoting Positive Supports

New Positive Support Goals:

1. Establish Training Systems for Positive Supports
2. Design and Implement Statewide Evaluation
3. Expand Awareness of Positive Supports Across the State
4. Create & Maintain Strategies for Establishing Policies

Minnesota Statewide Plan for Positive Supports: Logic Model (2018)

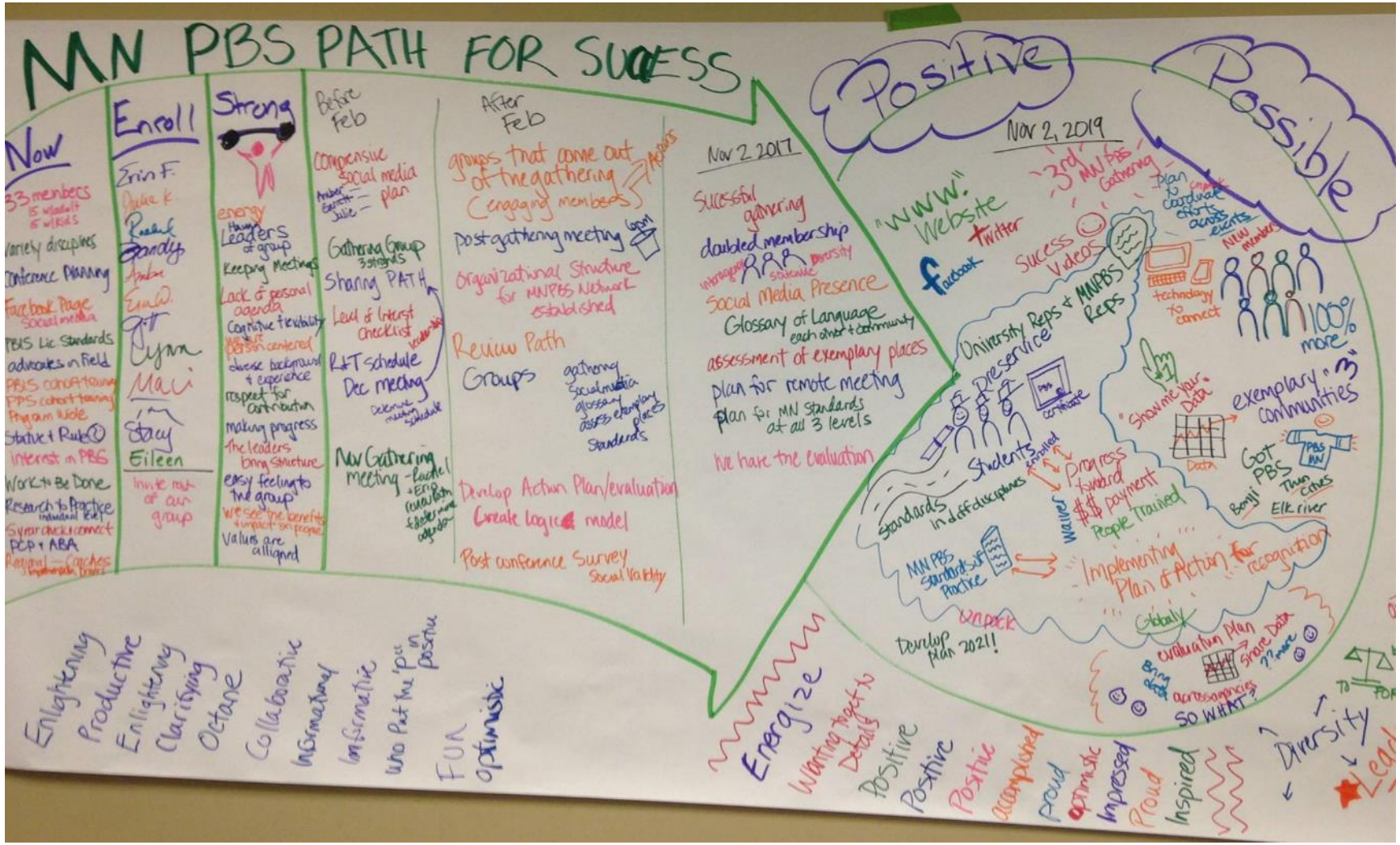
Reach	Inputs	Four proposed goals	Outcomes: Short-term, year 1	Outcomes: Intermediate, years 2–3	Outcomes: Long-term, years 4–5	Data from
Priority areas Aging Education Disabilities Mental health **Stakeholders involved** People supported Families State professionals Community Advocacy rights Legal professionals Agencies College & university professionals **Future areas of expansion** Department of Employment and Economic Development (DEED) Department of Corrections Department of Health Human rights Ombudsman	**People** People supported Families Community members State professionals & agencies Positive support expertise Person-centered expertise **Funds & personnel** MDE MDE Positive Behavioral Interventions & Supports (PBIS) Community supports & services State professionals associated with prevention and positive supports **Resources** Expertise in person-centered & positive support practices MDE experience using Active Implementation Frameworks (AIFs) Common entry point Exemplary person-centered practices	**1. Establish positive support professional development systems** Build capacity for person-centered (PCP) & family-centered practices, positive behavior support (PBS) & other positive supports	Expand use of PCP, PBS, & other positive supports across regions	Trainers established across regions Additional positive support added to planning, maintenance systems in place to maintain expertise	Regions build local capacity to sustain implementation with support from state	PCTF PBS MNPBS PSE PCI
		2. Design & implement strategies for statewide evaluation Assess effectiveness and fidelity of practices, align statewide data systems	Agencies/teams/groups plan process to collect effort, fidelity, and outcome data Parallel evaluation systems in PCP, PBS, & other positive supports	State reporting and data-based decision-making system for PCP, PBS, & other positive supports	Evaluation summaries at regional level available across support systems	PCTF PBS PSE PCI
		3. Expand awareness of positive supports across the state Support practices by creating strategies for disseminating awareness materials	Use *mnpsp.org* as tool to expand access to key resources Expand awareness of positive supports using MNPBS Network & other groups	Regional examples of exemplary practices are shared Effort data from different implementation systems systems show impact of awareness efforts	Regions are sustaining or building local capacity to implement PCP, PBS, & other positive support practices	PCTF PBS MNPBS PSE PCI
		4. Create & maintain strategies for establishing policies & procedures encouraging positive supports Assess policies and procedures for encouraging use of and funding for positive supports	Standards submitted for PCP & drafted for another positive support Credentialing & licensing submitted for PCP & drafted for another positive support	Credentialing reviewed for PCP & drafted for another positive support	Credentialing in place for PCP & submitted for another positive support Credentialing accepted for PCP & submitted for another positive support	PCTF PBS PC

Minnesota Positive Behavior Support (MNPBS)

NETWORK OVERVIEW

Organization Members

MNPBS Network PATH



Chronology of MNPBS Network

2016

- Formation
- APBS event award
- PATH completed for the network

2017

- Inaugural statewide event
- Social media launch
- PATH-driven organizational structure / working groups
- Formalized interface with Olmstead-driven statewide planning team

2018

- Logic model and evaluation; revised organizational structure
- Dedicated website page for the MNPBS Network on MNPSP.org
- New MNPBS network logo
- Second annual statewide event (May 9, 2018)
- Expanded social media

2019

- Third annual statewide event (April 30, 2019)
- Collaboration with Intelligent Lives Screening Event (April 30 - May 1, 2019)
- Expansion of MNPSP.ORG/MNPBS website
- Exemplary Communities Mapping Program
- New Path Planned

PATH-Driven Organizational Structure

Levels of MNPBS Network Membership (2019)

Current Cost = FREE

General Membership

- Stay informed about training and networking opportunities, and other news

Active Membership

- Commit to participation, in collaboration with other active members and MNPBS leaders, that furthers the work of the network

Leadership

- Commit to **Active Membership** responsibilities, and
- Dedicate time to collaborate with others who steer the organization

EXEMPLARY COMMUNITIES WORKGROUP

Exemplary Communities Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

Purpose: Highlight quality implementation of positive behavior support (PBS) in regions across the state of Minnesota. The MNPBS Network is interested in:

1. Celebrating the excellent positive behavior support that is implemented in Minnesota,
2. Sharing ideas and strategies that encourage interagency collaboration, and
3. Helping people reach out and learn more about PBS in their region.

Summary of Major Activities:

Assess where PBS is being implemented across the state, with maps detailing these efforts available at: https://mnpsp.org/mnpbs-exemplarycommunities

Minnesota Positive Behavior Support Network

Aspirational to Exemplary Communities – Continuum of Positive Behavior Support Across the Lifespan

	Early Childhood	K-21 years old	Adulthood
Tier 1	**Systems & Supports** - Core people on implementation team, especially PBIS team - Staff buy-in - Collaborative effort with families - Capacity to collect data at child, classroom, and program level - System for coaching in place, including behavioral expertise **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** - Ongoing assessment for child outcomes across developmental areas **Transition Considerations** - IEP meetings - Teacher connections - Kindergarten visits (at K and Pre)	**Systems & Supports** - Team with administrative and behavioral expertise that's regularly - 3-5 positively stated expectations across the building and classes - Have discipline policies in place, including positive and restorative approaches - Feedback system built in - Families and stakeholders where data are shared **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** - Measure teaching to expectations - Define student and teacher behaviors - Easy access to graphs/data on where, when, why & location of problems - TFI, SET, BoQ are collected and reviewed annually **Transition Considerations**	**Systems & Supports** - Team meets regularly - All stakeholders involved within the framework of consensus building - Mission and policy aligns with PBS values - Promotion of universal positive behavior - Promoting and acknowledging positive behavior among staff - Actively recruiting people from diverse cultures - Staff development includes competency based training - PBS and person centered strategies are taught throughout the organization **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** - Fidelity data (direct observation quarterly) - Individual outcome measures (including quality of life) - Staff retention data - Review of all data regularly - Annual evaluation on-site from external expert or peer supports **Transition Considerations**
Tier 2	**Systems & Supports** - Program wide behavior expectations, taught and referenced throughout the day - Social-emotional curriculum, teaching key competencies - Ongoing staff support plan **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** **Transition Considerations**	**Systems & Supports** - Team of expertise meeting regularly, possible overlap with Tier 1 - Linkage back to Tier 1 expectations (across people, classes, etc.) and Tier 3 approaches **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** - TFI Tier 2 or MATT - Fidelity of Tier 2 interventions **Transition Considerations**	**Systems & Supports** - Team composition is diverse, clear role and expectations – smaller and more specialized to work with Tier 1 team on planning and decision-making - Accessing higher services **Strategies & Skills** **Implementation & Outcome Measures for Decision-making** - Proportion of people participating in Tier 2 - Outcomes of programs at Tier 2 - Implementation of programs at Tier 2 **Transition Considerations**
Tier 3	**Systems & Supports** - Behavior support and crisis planning - Families involved in design of individualized supports and services **Strategies & Skills** - Generalization training for parents and caregivers to use skills in home setting **Implementation & Outcome Measures for Decision-making** - Using BIR data (behavior incident report) **Transition Considerations**	**Systems & Supports** - Behavioral supports expertise (BCBA or similar training) - FBA and BIP - Wraparound, RENEW - Screening - Stakeholder involvement and feedback - Coordination with mental health supports - Training includes all members of team **Strategies & Skills**	Syste**ms & Supports** - Each person using Tier 3 supports has team - Direct involvement of person and stakeholders within and external to the organization - Ongoing plan for professional development – all staff involved in delivering supports - Paid and unpaid supports - Alignment with Tier 1 and 2 supports **Strategies & Skills**

Goals for MNPBS Exemplary Practices Network Mapping

- Place Interactive Map on MNPSP.ORG/MNPBS
- Identify Positive Behavior Support and Complementary Practices on the Interactive Map
- Examples of Practices Include:
  - Organization-Wide Positive Behavior Support Implementation
  - Positive Behavior Support Facilitators
  - Person Centered Thinking
  - Picture of a Life Plan Facilitation
  - PATH Facilitation
  - Systems of Care

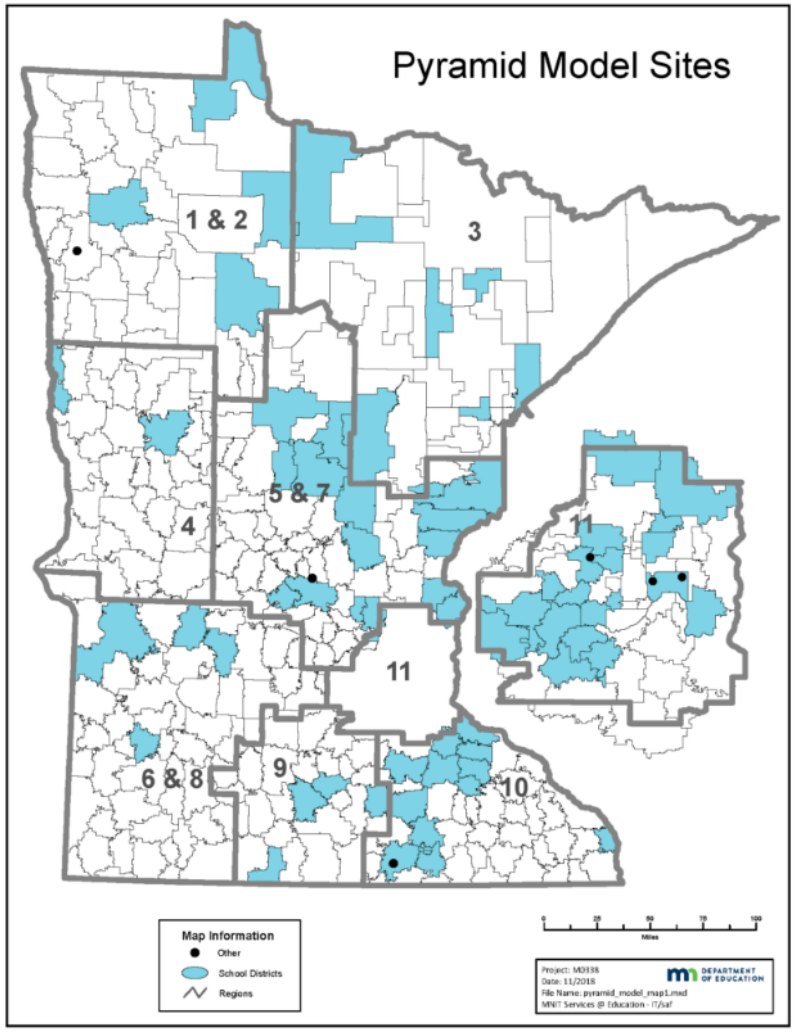
MNPBS Network Exemplary Communities: Pyramid Model (Early Childhood Education) Since 2010

In 2010, the Minnesota Department of Education (MDE) announced a statewide collaborative effort to improve the social, emotional, and behavioral development of all children birth to five in inclusive early childhood settings through installation of the Pyramid Model.

The map shows the location of all of the school based early childhood programs, Head Start programs, and child care programs that have partnered to install the Pyramid Model since 2010.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities

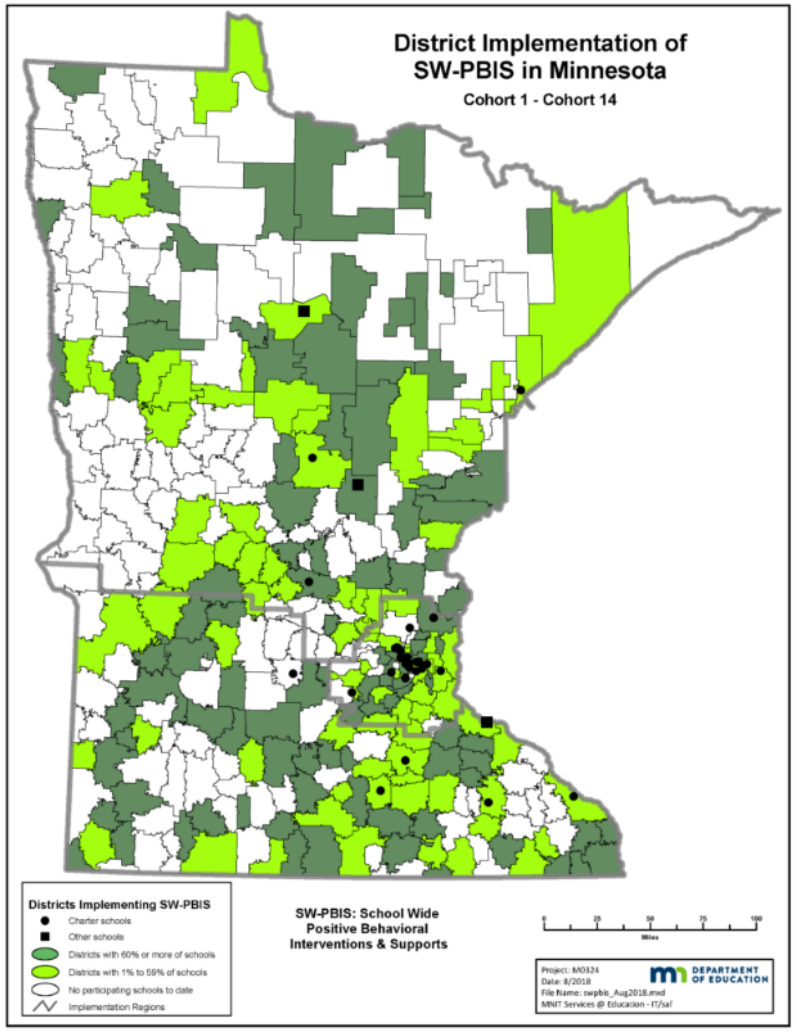


MNPBS Network Exemplary Communities: SW-PBIS Implementation (Education) Since 2005

Since 2005, PBIS Minnesota has supported school teams to implement school-wide PBS. This color-coded map shows district level of PBIS implementation and charter school locations.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities

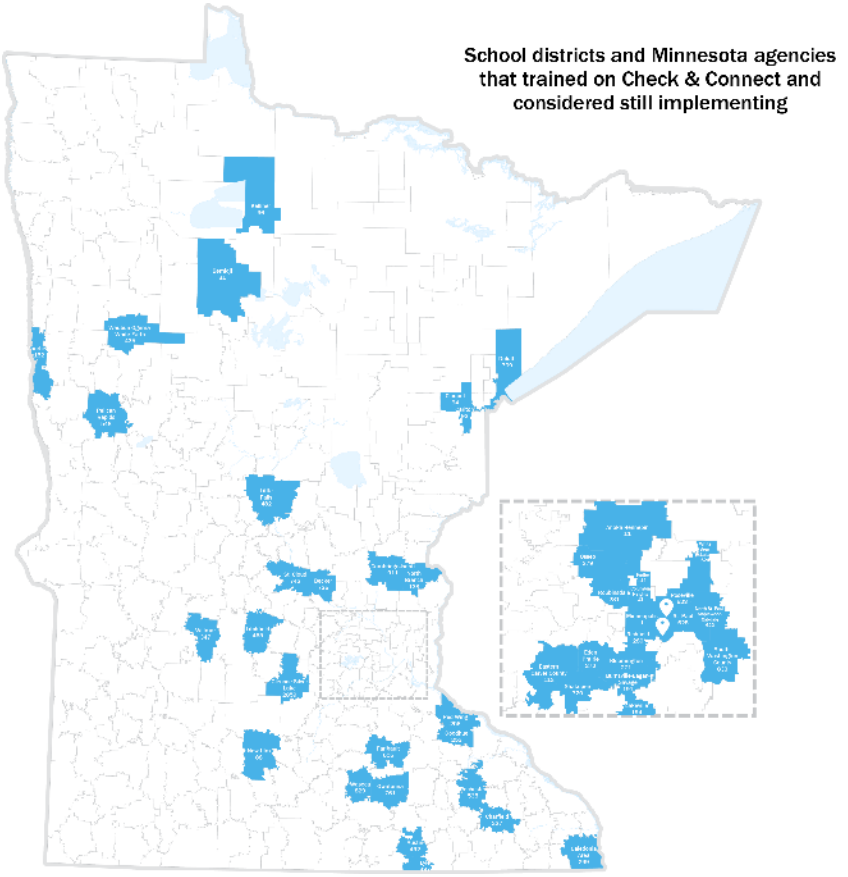


MNPBS Network Exemplary Communities:
Check & Connect (Education & Family)

This color coded map shows where Check & Connect Trainings have taken place across the state.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities



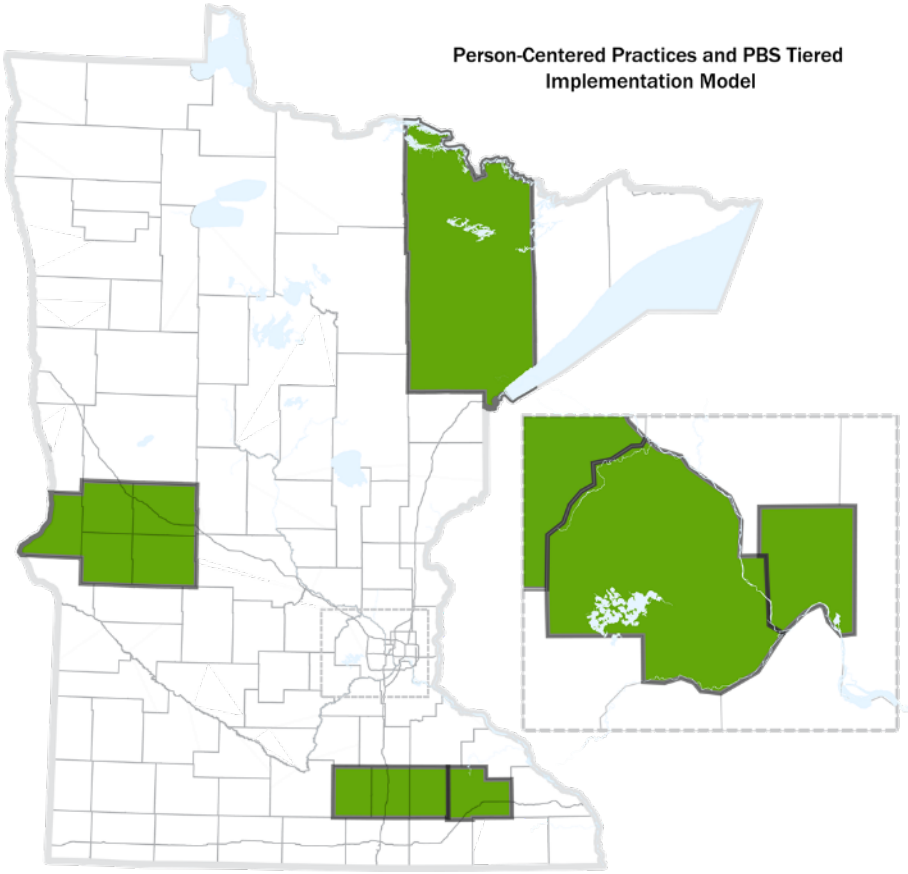
MNPBS Network Exemplary Communities:
PBS & Person-Centered Practices (Home &Community) Since 2015

Since 2015, Minnesota Person-Centered PBS Initiative has supported training cohorts with participants working in organizations who have demonstrated a commitment to implementing person-centered practices and positive supports within their organizations with individuals that they support who experience complex challenges.

This color-coded map shows 4 regions across the state involved in implementation.

More information about this and other PBS efforts across the lifespan here:

mnpsp.org/mnpbs-exemplarycommunities



Next Steps for Mapping Across the Lifespan

- First Stage of Program is Complete
  - PBIS in Districts and Schools
  - Board Certified Behavior Analysts working in schools
  - School-Wide Information System (SWIS) by districts and facilitators
  - Check and Connect
- Additional Areas of Growth for Mapping

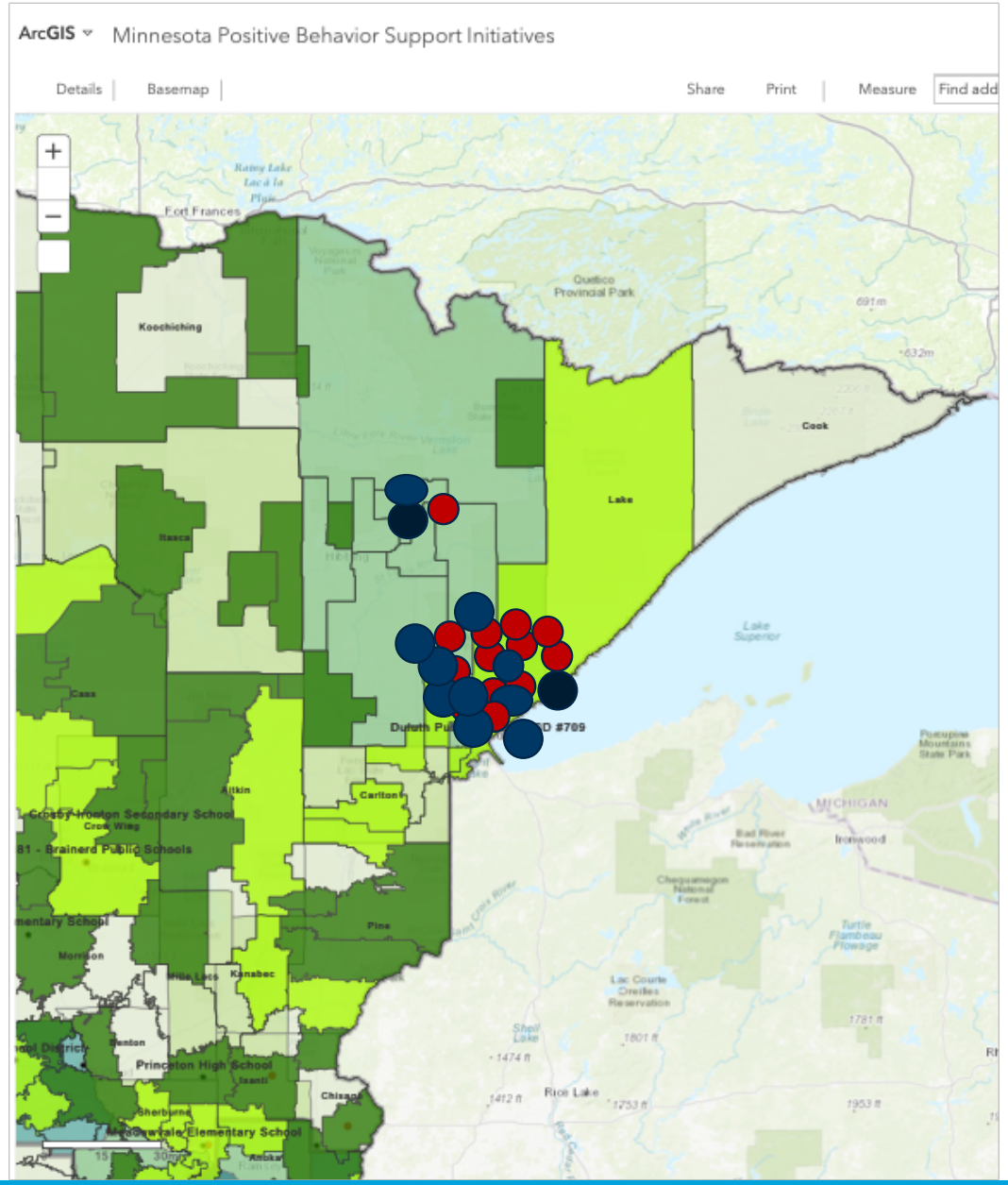
PBS Related Initiative Maps to be Shared Soon…

We are looking to share the following maps that have been developed to highlight possible areas of that highlight and encourage increased collaboration:

- **Board Certified Behavior Analysts (BCBAs)**
  - Mapping the concentration of BCBAs working in schools
- **School-Wide Information System (SWIS)**
  - Map showing district use and location of active and/or seeking facilitators
- **School-Linked Mental Health (SLMH)**
  - State infrastructure grants that support school-linked mental health services
  - Map of school/program sites here: https://mn.gov/dhs/partners-and-providers/policies-procedures/childrens-mental-health/school-linked-mh-services

Steps for People Interested in Interagency Collaboration

- Visit Interactive Map on MNPSP.ORG/MNPBS
- Identify Organizations That Are Implementing PBS and Complementary Positive Support Practices
- Find Organizations With Champions Who Can Support Collaboration
  - Number of Agency
  - Location of Champions
- Use Guidance Materials to Help Create a Plan for Connecting With Others
- Address the Diversity of Support Across the Lifespan
  - Early Childhood (Family, Early Childhood Settings)
  - Childhood Years (School, Family, Community)
  - Adulthood (Work, Home, Community)
  - Aging and Elderly Years (Family, Retirement Communities, Residential Supports, Nursing Homes)



Future Goal of Mapping is to Add Additional Information Including PBS in Human Services and Complementary Practices

Organization-Wide Person-Centered Practices & PBS in Human Services

- St. Louis County
- Stepping Stones for Living
- Range Mental Health
- Residential Services Inc.
- Trillium Services

Person Centered Practices Trainers & Champions

- 4 Certified PCT Coach Trainers
- 3 Certified Person-Centered Thinking Trainers (79 in MN)
- 1 Certified Picture of a Life Trainer (15 in the MN
- 20+ Person Centered Planners (Estimate Only in Human Services)

PBS Facilitators & Champions

- 28 PBS Facilitators 6-Day Training
- 15+ Staff Trained Using Telehealth Coaching

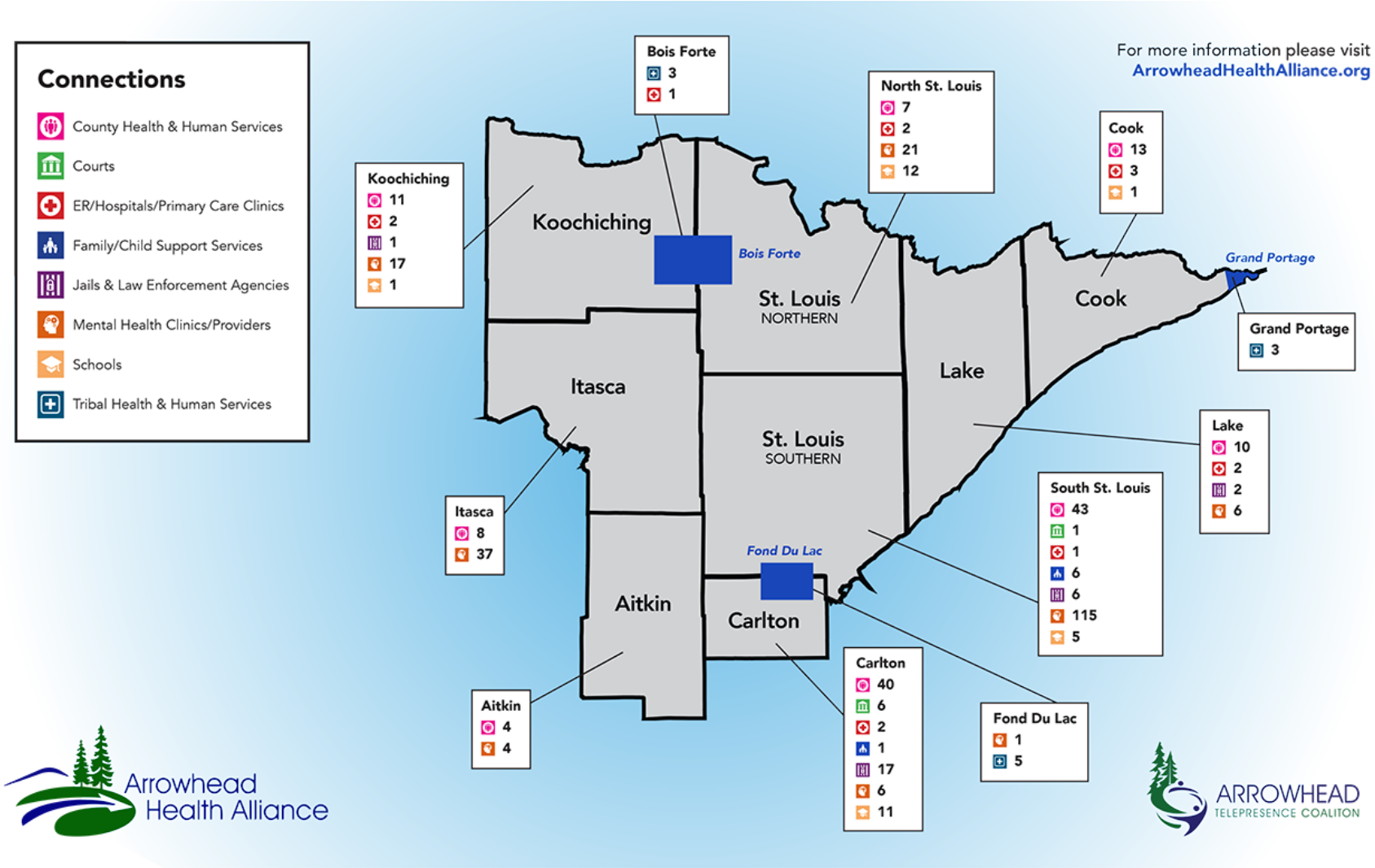
Finding and Connecting With Other Alliances and Networks That Exist in Region

Example: Arrowhead Health Alliance

[(https://www.arrowheadhealthalliance.org/about-us/who-we-are/)](https://www.arrowheadhealthalliance.org/about-us/who-we-are/)

Goal of Alliance:

- Help People Access Services and Counties Access Funding Opportunities
- Assist in Integrating Health and Care and Human Services

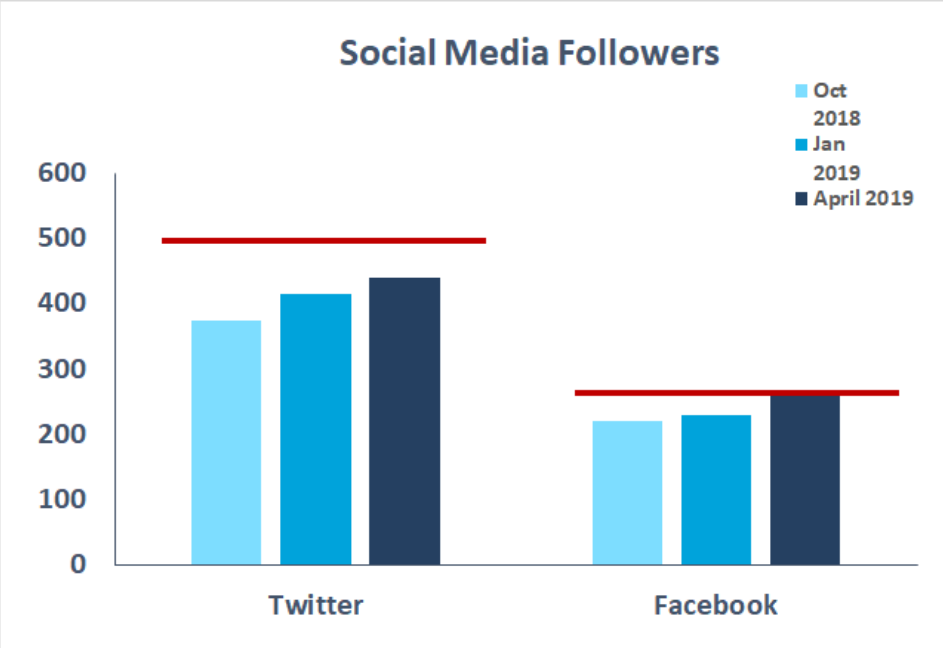


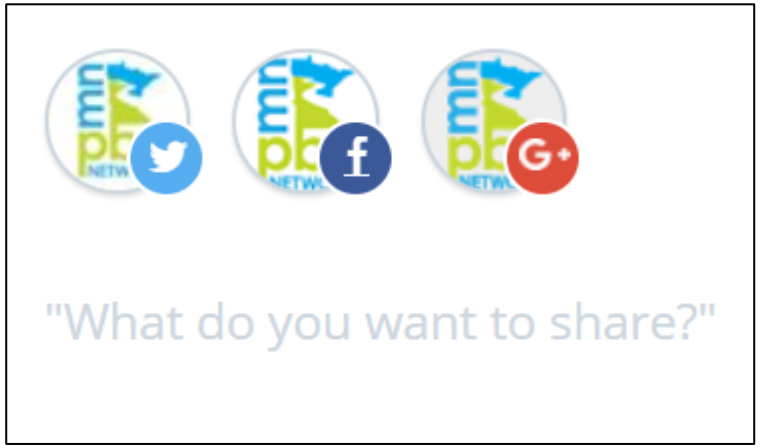
Social Media & Marketing Workgroup

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

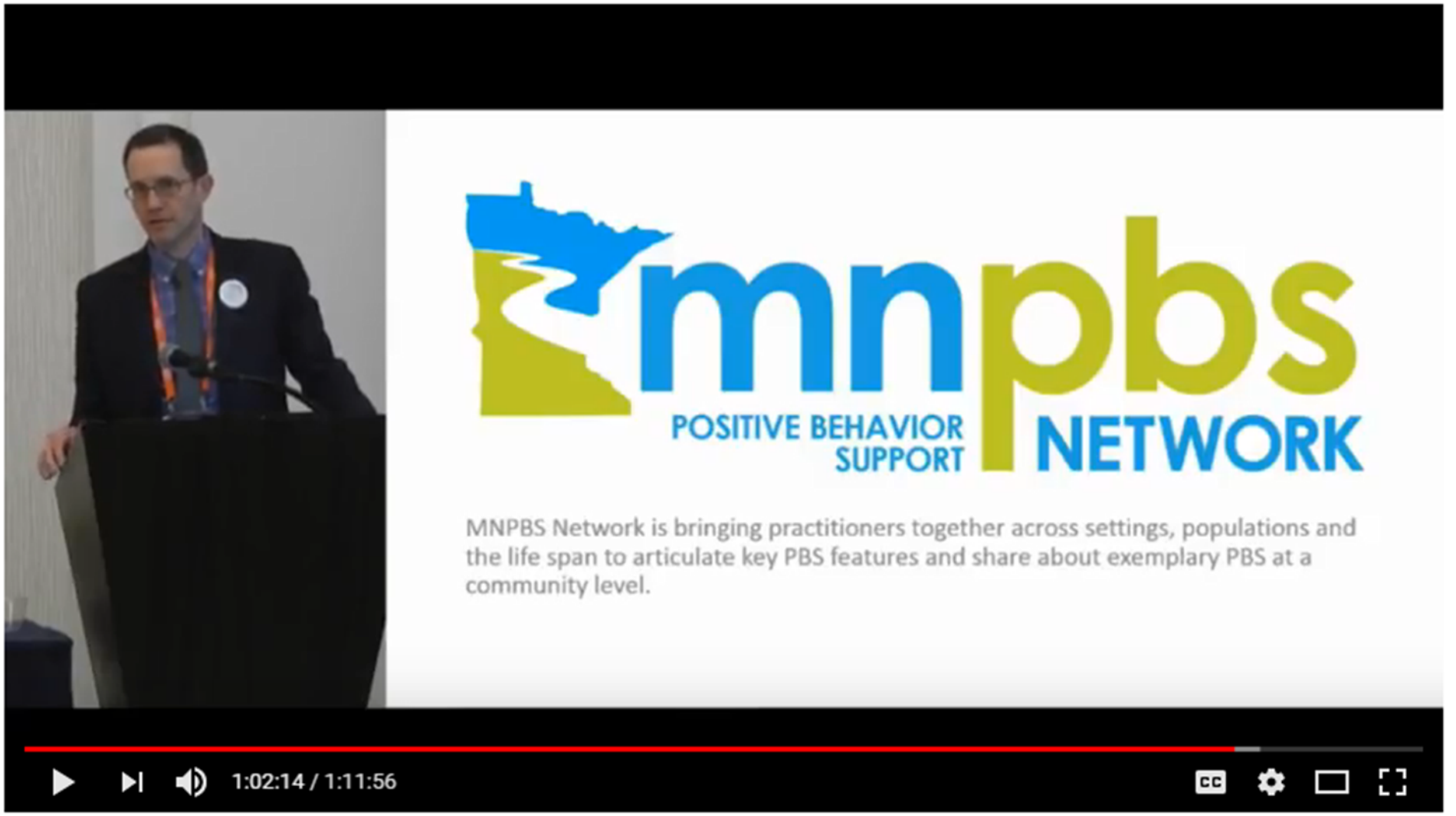
MARKETING AND SOCIAL MEDIA WORKGROUP

Marketing and Social Media Workgroup





Platform	October 2017	October 2018	January 2019	*Goal for Oct 2019*
Twitter followers	174	375	414	*500*
Facebook followers	145	221	229	*275*
YouTube Videos	0	6	7	*10*



APBS 2018: "Working Together to Implement PBS Statewide in Education & Human Services"

1 0 SHARE

[This link goes to the MNPBS Network YouTube Channel]

MNPBS Network Webpage

Pageviews on www.mnpsp.org/mnpbs	2018
2018 Collaborators Forum Main Page	2,350
2018 Collaborators Forum Agenda	569
2018 Collaborators Forum Session Information	401
2018 Collaborators Forum PowerPoints	204
MNPBS Network Pages launched in fall 2018	
Main Page	658
Exemplary Communities Workgroup Page	79
Network Leadership Team Page	47
Event Planning Workgroup Page	39
Social Media & Marketing Workgroup Page	36

EVENT PLANNING WORKGROUP

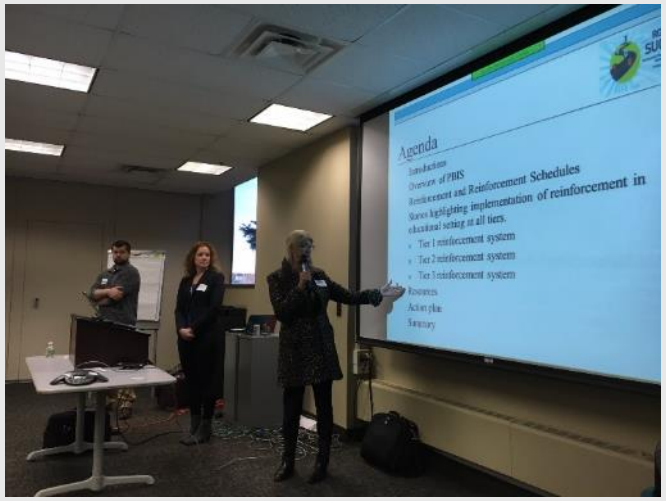
2017 MNPBS Network Gathering

ROAD TO SUCCESS
Minnesota Positive Behavior Support Network Gathering
Friday, February 10, 2017

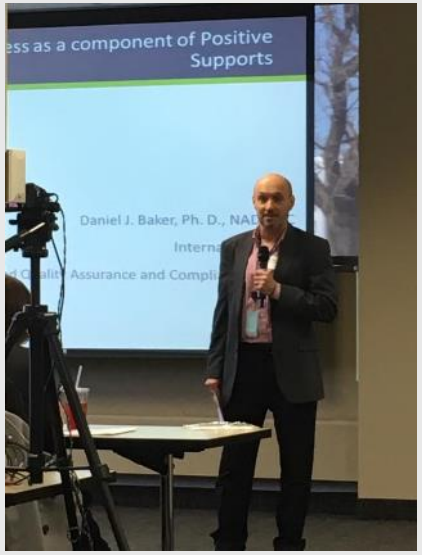
Early Childhood strand:
Dr. LeAnne Johnson

Keynote:
Dr. Barry McCurdy

K-21 strand:
Dr. Lynn Brusnahan



Adult / community strand:
Dr. Dan Baker



2018 MNPBS Collaborators Forum

Keynote Speaker:

Ashley MacSuga-Gage, Ph.D.

During this interactive keynote session participants learned about ways that PBS practitioners, researchers, and consumers have formed meaningful connections. We focused on sharing success stories from around the country and world via experiences leaned through the Association for Positive Behavior Support (APBS). Additionally, time was spent encouraging interaction between participants to initiate contacts within and across regions in the state of Minnesota

Total Onsite Attendance: 175

Total Offsite Attendance: 118

2019 collaborators

FORUM

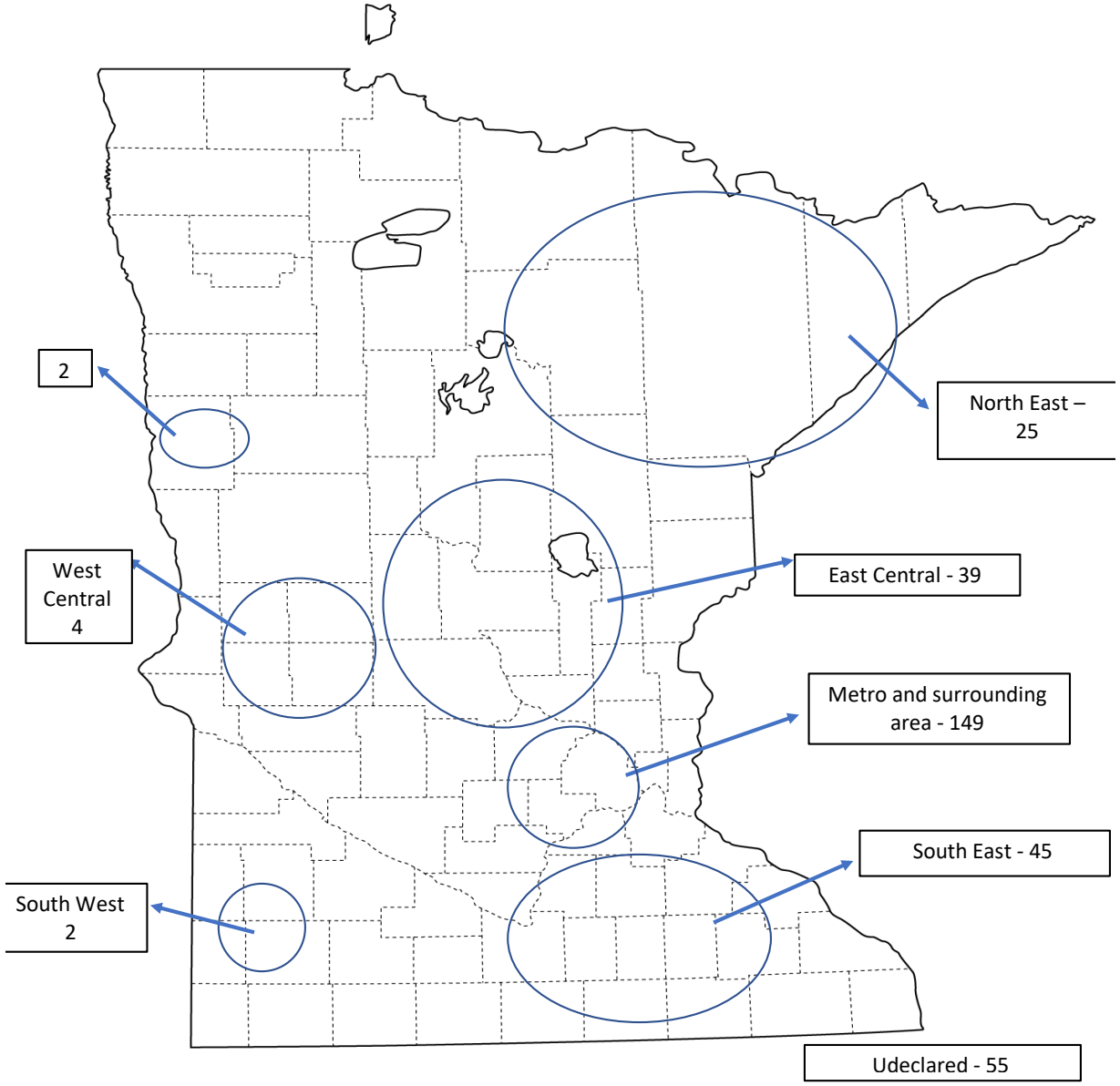
MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

April 30, 2019

Initial Registrations for the May 9, 2018 Collaborator's Forum

The Data from 2018 Led the Team to Identify Additional Sites for the Collaborator's Forum

Presenters Were Located Across the State



Note: N=338; Total number of initial registrations to the Collaborator's Forum (does not reflect actual attendance on the day of the event).

Major Outcomes
2019 MNPBS Network Collaborators Forum

Keynote Speaker:

Caryn Ward, PhD, HSP-P

Associate Director, National Implementation Research Network

Total Onsite Attendance: 170*

Roseville: 99

Brainerd: 37

Duluth: 34

*Online connections were also available

Fidelity and Capacity: What Have We Learned?

- Given implementation and fidelity data, teams do a great job picking next steps that lead to growth
- Be comfortable with fidelity following capacity
  - After experiences with these improvement cycles, you will learn to enjoy the anticipation

Eric Kloos
MDE
Opening

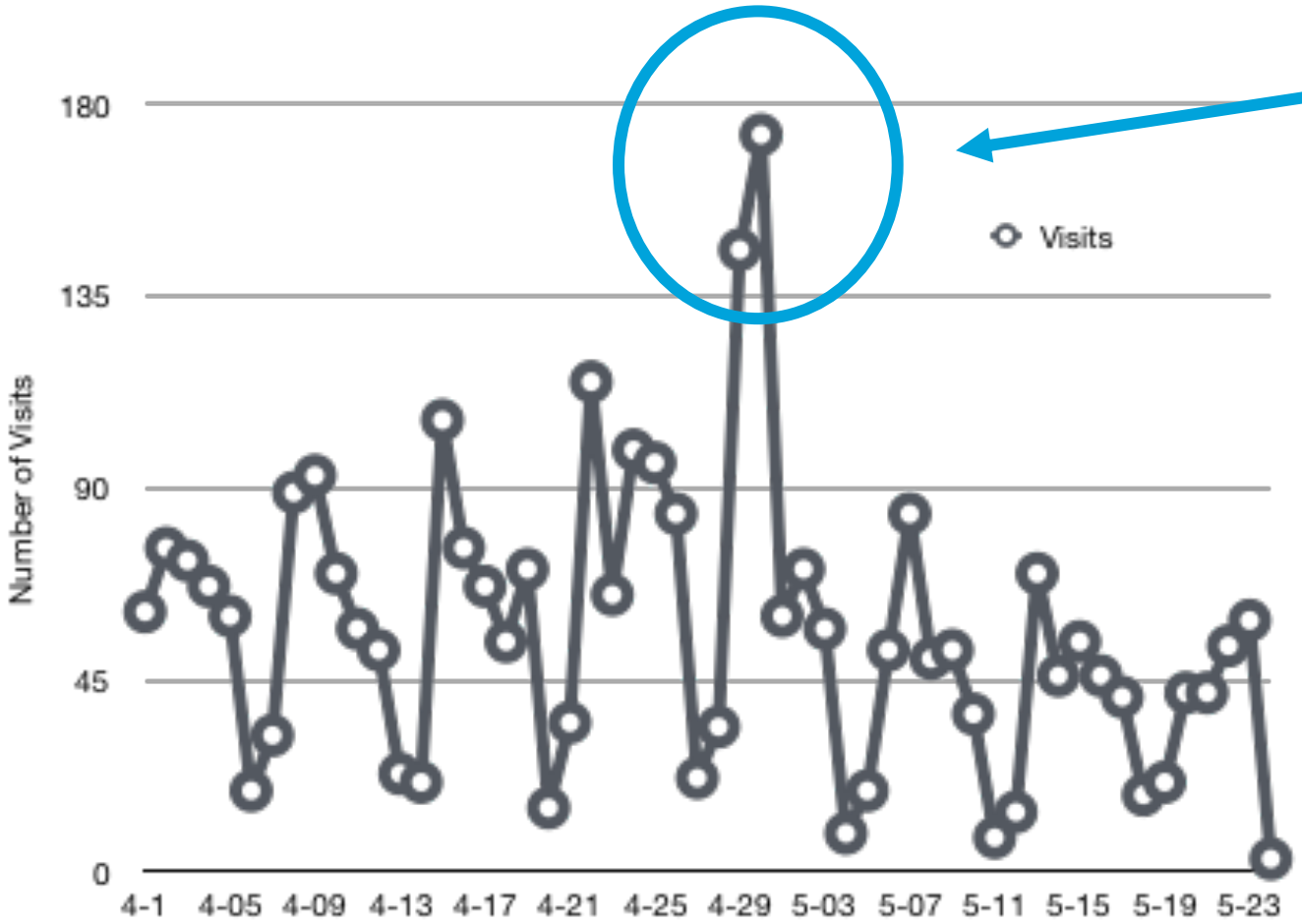
2019 collaborators

FORUM

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

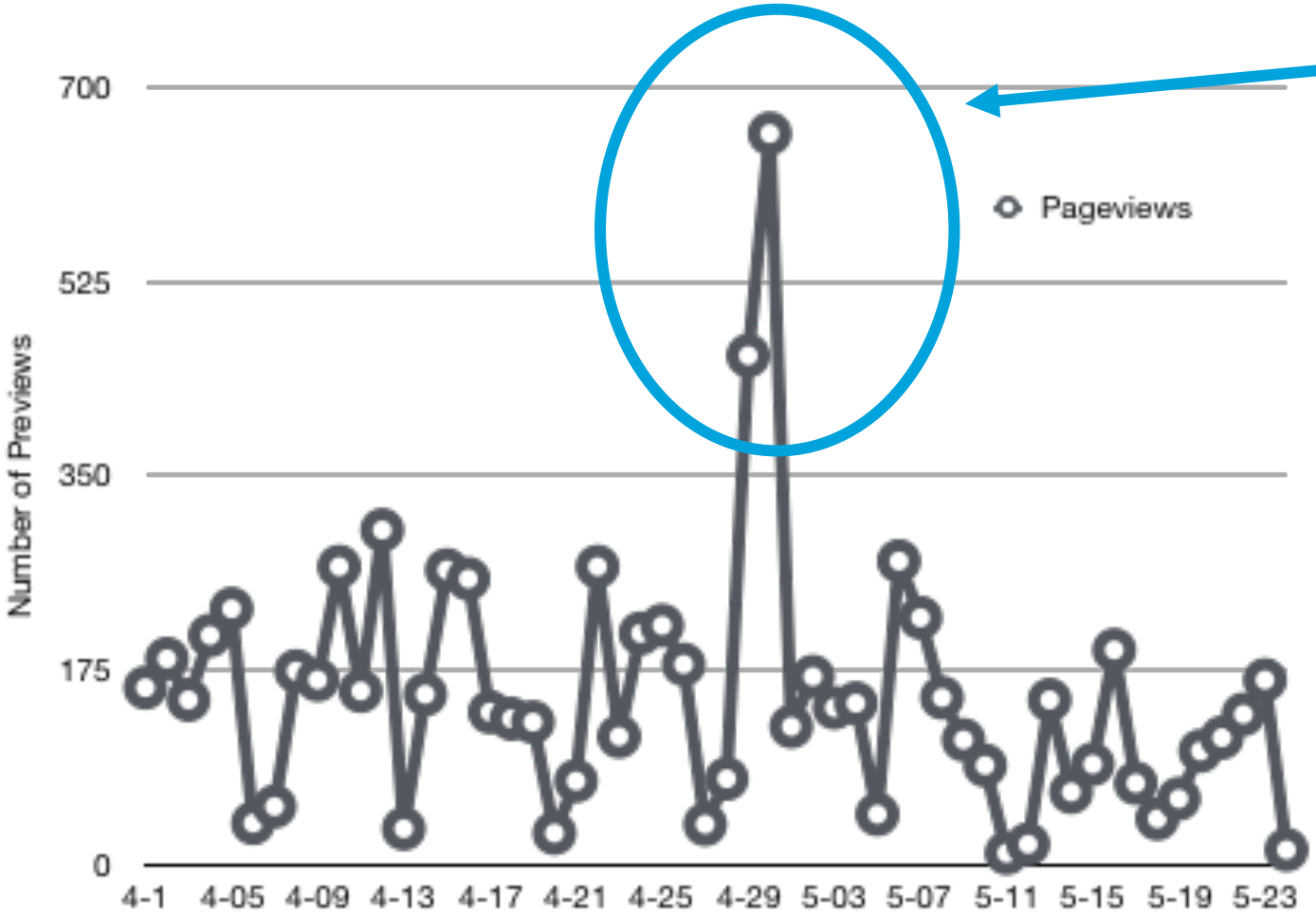
WEBSITE DATA FROM FORUM

Visits on MNPSP.org from April 1, 2019 – May 24, 2019



April 30, 2019
Collaborators Forum
(173 Visits)

Pageviews on MNPSP.org from April 1, 2019 – May 24, 2019



April 30, 2019
Collaborators Forum
(658 Pageviews)

Pageviews Related to Collaborators Forum

Pageviews by Dates of Review	Number (Dec 1, 2016 - Mar 22, 2017)	Number (Jan 1, 2018 - May 30, 2018)
Main MN Event Page	1,353	2,066
Strand Pages	63	365
Program Materials	437	197
Agenda	165	533
Sessions/Program	125	163
Directions	31	91
Evaluation	39	48
Other Related	74	420
Overall Total Pageviews	2,287	3,383

Pageviews Related to the MNPBS Network Pages and the Collaborators Forum

Dates	Number of Pageviews January 1, 2019- June 9, 2019
MN Network Pageviews	
Main Pages	1,763
Exemplary Communities	181
Collaborators Forum Pageviews Pageviews	
Main Page	1,671
Agenda	324
Session Information	303
Downloads	363
Program	164

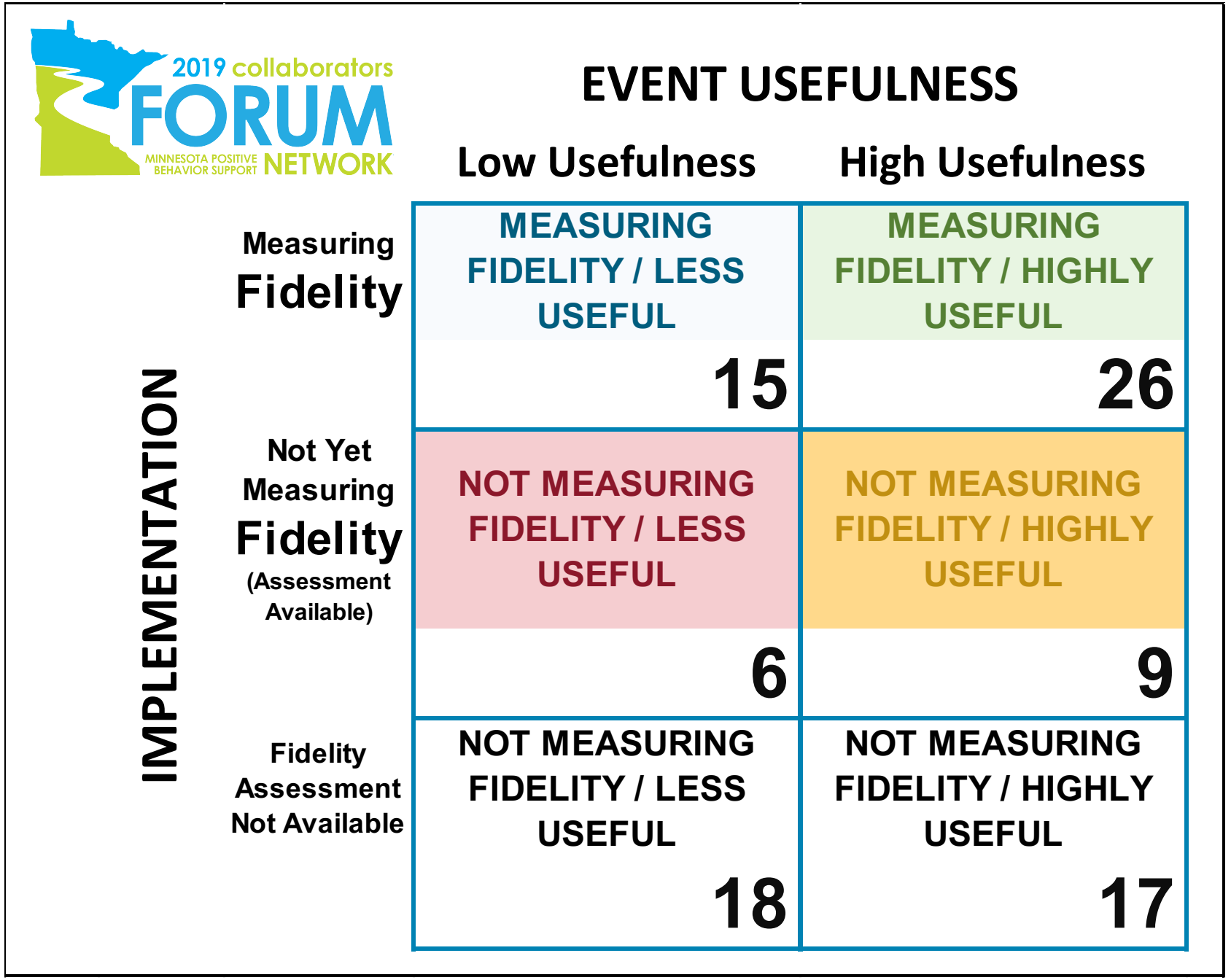
2019 collaborators

FORUM

MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK

CONFERENCE EVALUATION RESULTS 2019

All Responders for 2019



Takeaways Met?

APBS Conference 2021 – Minneapolis
18th Annual Conference

March 17th-20th

Hyatt Regency – Minneapolis, MN

https://twitter.com/MNPBS/status/960660570532990976

Thanks!

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Garrett Petrie

Garrett.Petrie@state.mn.us

mnpbs POSITIVE BEHAVIOR SUPPORT NETWORK

Organization Members

DEPARTMENT OF HUMAN SERVICES

rtc on community living
INSTITUTE on COMMUNITY INTEGRATION | UNIVERSITY OF MINNESOTA

DEPARTMENT OF EDUCATION

UNIVERSITY OF St.Thomas

MNABA
Minnesota Northland Association for Behavior Analysis

Owakihi

Lutheran Social Service of Minnesota

Residential Services INC
Nurturing Abilities

ARRM

Minnesota PBIS