

Francine B. Baffa, PhD, BCBA-D

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Highly experienced, innovative, and student-focused professional and faculty member with proven success as a Board Certified Behavior Analyst and Special Education Teacher. Speaker with a dynamic ability to educate students in instructional design, intervention implementation, and positive behavior supports. Seasoned leader offering a strong commitment to professional development along with capabilities in leading robust educational programs at universities, school districts, and public agencies. Skillful clinician and accomplished administrator with in-depth experience in teaching, research, and leading teams. Field supervisor attuned to cultural environment in education placement and intervention techniques.

Areas of Expertise

- ◆ Autism
- ◆ Curricula Development
- ◆ BCBA Supervision
- ◆ Student Field Advisement
- ◆ Evidence-Based Practice
- ◆ Staff Training
- ◆ Special Education
- ◆ Transition Planning
- ◆ Assistive Technology
- ◆ Self-Determination
- ◆ Global Presence
- ◆ Inclusive Programming
- ◆ Applied Behavior Analysis
- ◆ Sibling and Family Relations
- ◆ Community Support

Licenses and Certification

Board Certified Behavior Analyst (1-04-1979)

Licensed Behavior Analyst (NY 000321)

Administrative – 092 (CT)/SAS, SDA(NY)

Certified Teacher PreK-6 CT/NY

Certified Special Education - PreK-12 CT/NY

Education

Teachers College, Columbia University

PhD in Autism and Intellectual Disabilities

New York University

Master of Social Work

Iona College

Master of Business Administration

Manhattanville College

Master of Arts in Teaching

College of Arts and Science, Cornell University

Bachelor of Arts in English

Faculty Experience

Ball State University	1/2015- Present
Contract Faculty	
Adjunct Professor (On-Line)	
Manhattanville College	8/2013- 7/2015
Visiting Assistant Professor	
Fordham University	8/2013- 6/2015
Adjunct Professor/Field Advisor and Student Teaching Facilitator	

Courses**Manhattanville College**

SPE 5573 Intro to Autism and Low Incidence Disabilities: Teaching and Instructional Practice

EDU 5540 Intro to Applied Behavior Analysis

EDU 5541 Ethics and Applied Behavior Analysis

EDU 5545 Advanced Topics in ABA and Autism Interventions

Ball State University

SPCE 609 Introduction to Behavior Modification

SPCE 619 Ethics

SPCE 610 Behavioral Assessment

Educational Career History

Ball State University	8 /2015-Present
Professional summary	
<ul style="list-style-type: none"> • On-line instructor in graduate courses in Autism and Applied Behavior Analysis. • Instruct, manage, and supervise students through demonstration, discussion, experiential learning, and visual aids. • Participate in content review of ethics material for classes in Special Education ABA 619. 	

Manhattanville College**10/2013-7/2015**

Professional summary

- Graduate level instructor for ABA course.
- Program supervisor responsible for course development and compliance review that contents meets BCBA/BCaBA current TASK List.
- Contributed to the course sequence and content material for proposed Master program in Applied Behavior Analysis.
- Assisted in the planning of 5-year program to include BCaBA course work with undergrad psychology and education majors.
- Advised students on coursework and path of study.
- Organized college based supervision program for exam candidates.

- Coordinated with site placements for supervision and practicum oversight.

Greenwich Public Schools, Greenwich, CT
Special Education Teacher Coach/Consultant

8/2004-7/2010

- Planned and coordinated educational policies for specific subject area or grade level. Modified curriculum for students in inclusive settings, preschool through high school.
- Designed and conducted social skills training for students to enhance their social interactions and awareness through verbal and nonverbal communication skills.
- Interpreted and enforced provisions of state education codes and rules and regulations of State Board of Education. Conducted and participated in workshops, committees, and conferences designed to promote intellectual, social, and physical welfare of students.

Stamford Public Schools, Stamford, CT
Special Education Teacher Coach/Consultant

8/2001-7/2004

- Designed a pre-school program for students with autism and other developmental disabilities, the training of all classroom staff and related services providers, creation and updating of all student programs, organization and conducting of parent training program.
- Successfully piloted elementary program for students with autism spectrum disorder utilizing a comprehensive applied behavioral analysis and verbal behavior approach.

Professional Career History

Westchester Institute of Human Development

2015

Online Autism Curriculum and Development Specialist (Part-time)

- Coordinate and manage online learning modules for parent, teacher and related professionals on evidence-based practices related to Autism Spectrum Disorder.
- Assist in the organization of conferences to disseminate information as well present on topics.
- Contribute to the overall achievement of grant goals
- Develop and maintain webpage for the Regional Center for Autism Spectrum Disorders (RCASD) at WIHD.

ReThink

6/2008-6/2017

Lead BCBA Supervisor Consultant (Part-time)

Integrated Behavior and Educational Services and Training

6/2006-12/2014

Founder/Independent Consultant

- Provided in-home and school site ABA program development and delivery for students with Autism Spectrum Disorder combined with family and community training and support.
- Organized and conducted quantitatively and qualitatively measured social pragmatics programs for adolescents with ASD and related disorders designed to facilitate play, social interactions with peers, and promote skill generalization.
- Served as a consultant to school districts for program initiatives in social skills development and district wide and individual program design for students with ASD.
- Led staff training and supervision, and planning and oversight of treatment programs for children with disabilities in inclusive and small group settings in private schools and public sector.
- Coordinated with outside agencies and state funded programs to develop effective in home programs and community supports for students with specific behavioral challenges and supports their families in both settings

Community Leadership

Provide behavioral supports and family/staff trainings:

- ❖ Abilis
- ❖ Easter Seals
- ❖ March of Dimes
- ❖ SARAH TUXIS

Awards

SARAH “Award of Excellence” 2013

Recognized for proving service for transition and staff training to facilitate independence and community involvement for young adults with developmental disabilities.

Professional Affiliations

Association of Behavior Analysts International (ABAI)
Association of Professional Behavior Analysts (APBA)
Editorial Board Member -Autism Open Access

Publications

Baffa, Francine. (2013). Self-Determination Instructional Delivery. *Autism – Open Access*.

Baffa, F. (2009). Self-Determination Across the Life Span. Teachers College, Columbia University, NY.

Hughes, C. & **Baffa, Francine** (2015). *Mobile Game Training Attention and Planning in Children*. Games for Health Journal.

Conference Presentations

Baffa, F. and Wansgard, N. (June 2016). Everyday Techniques for the Classroom. Utah Multi-Tiered System of Supports (UMTSS) Conference, Salt Lake City, UT.

Baffa, F. and Wansgard, N. (April 2016). After Diagnosis: Navigating Services and Supports. Utah Valley Autism Conference. UT.

Wansgard, N , and **Baffa, F.** (April, 2016). LifeVest: Everyday Practical Tips for the Classroom. Utah Valley Autism Conference. UT.

Baffa, F. (July, 2015). *Try Easy: Managing Stress and Controlling Anxiety*. Stamford, CT.

Baffa, F. and Talbert, L. (May 2015). *Mock IEP Meeting*. Abilis. CT.

Baffa, F. and Cappizzi, C. (April, 2015). *ABA: Basics and Ethics*. Manhattanville College. NY.

Baffa, F. and Meyer, J. (March, 2015). *Feeding the self- A look at Eating Disorders and Teens*. Stamford, CT.

Baffa, F. and Cappizzi, C. (January, 2015). *Fluency Based Instruction*. Achieve Fluency. CT.

Baffa, F. (October 2014). *ABA and Early Intervention: An Overview for Parents* . Stamford Public Schools. CT.

Conference Presentations (cont'd.)

Baffa, F. (July 2014). *Behavioral Activation and Depression Therapy*. St Vincent's Hospital. NY.

Baffa, F. and Gunn, Lori (July 2014). *Motivational Influences in Addiction and Recovery*. St Vincent's Hospital. NY.

Baffa, F. (June 2014). *ACT*. St Vincent's Hospital. NY.

Baffa, F. (April, 2014). *Parents and Caregiver as Partners in Skill Generalization*. SpedNet. Wilton, CT.

Baffa, F. (February, 2014). *Transitions: How to Plan for Success*. SpedNet. Wilton, CT.

Baffa, F. (May, 2013). *Preparing for Summer Break: A parent and child guide*. Abilis. Stamford, CT.

Baffa, F. (January, 2013). *Navigating Sexuality for Individuals on the Autism Spectrum*. SARAH TUXIS. CT.

Baffa, F. (November, 2012). *Teaching Social Skills through Play-based Interventions*. SARAH TUXIS. CT.

Baffa, F. (April, 2012). *Community Based Support: Accessing and Navigating*. SARAH TUXIS. CT.