

Kimberly R. Mills, Ph.D., BCBA-D

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352-201-6322

EDUCATION AND TRAINING:

Date	Institution/Credential
11/2013	Behavior Analyst Certification Board: Board Certified Behavior Analyst Doctoral Level (BCBA-D)
9/2012	Behavior Analyst Certification Board: Board Certified Behavior Analyst (BCBA)
12/2011	University of North Texas: Behavior Analysis Certificate
12/2008	University of Georgia: Certification Educational Administration and Leadership
12/2007	University of Hawaii at Mānoa: Ph.D., Exceptionalities (Special Education) Multicultural Education
5/2001	Georgia State University: M.Ed. Education Behavioral Learning Disabilities
5/1995	Emory University: B.A English/History

SPECIALTY CERTIFICATIONS:

Doctoral Level Board Certified Behavior Analyst

Educational Leader and School Administrator (Georgia and Florida, Virgin Islands eligible) K-

12 Inclusion Special Education Teacher (Georgia and Florida, Virgin Islands eligible) K-12

English and History Inclusion Teacher (Georgia and Florida, Virgin Islands eligible)

ACADEMIC AND OTHER APPOINTMENTS: HISTORIC AND CURRENT

Full Professor - University of the Virgin Islands School of Education Lecturer – Leeward

Community College, University of Hawaii Affiliate Faculty - University of Hawaii at Mānoa

Office of the Governor of the Virgin Islands Inter-Agency Council Chairperson

Office of the Governor of the Virgin Islands Representative to the National Governors

Association: Juvenile Justice Reform Team

State Rehabilitation Council – Office of the Governor U.S. Virgin Islands

SKILLS AND STRENGTHS:

Taking emerging programs and bringing them to the status of national models of excellence.

Quantitative and qualitative research expertise (single subject and group designs). Successful

grant writing and RFP procurement. Systems change expertise. Leveraging new funds. Sound

fiscal management and budgeting skills. Exemplar direct clinical service skills and

administrative management skills.

NOTABLE ACCOMPLISHMENTS:

Inaugural disabilities and disaster awards winner. U.S. State Department Professional Fellow and

Citizen Ambassador. Langston University Research Fellow. Founder and creator of a model

Autism Research and Treatment Center (ADDRC) at the University of the Virgin Islands.

Developed the clinical protocols for the first Autism Center in the United Arab Emirates in

Dubai. Keynote speaker for the first ever *Crime Prevention Symposium* in the U.S. Virgin

Islands, Founder, and former President of the Bermuda Association for Behavior Analysis. Unprecedented leveraging of funds and resources at University of the Virgin Islands UCEDD. Directed and developed a court-based disability program recognized as a top 100 governmental innovation by Harvard University's Ash Institute for Innovations in American Government. One of ten participants tasked with the rewrite of the Georgia Juvenile Justice legal codes. Provided input into proposed changes to Georgia special education law. Work group leader and writer for national educational policy initiative. Article reviewer for the largest empirically based autism research study in the world examining effective practices. Principle Investigator on two disability-based research projects.

EXPERIENCE

CURRENT CLINICAL CONSULTING:

SRP, LLC – SR Behavioral Health Services

11/2010 – Present

Providing ABA expert witness services. Provide Applied Behavior Analytic initial assessment and ongoing care to a range of clients across the autism and disability spectrum. Supervision of Registered Behavioral Technicians, teacher and parent training, ongoing behavioral analytic program modifications, data system creation and development client and overall monitoring of client progress.

DIRECTORSHIPS:

University of the Virgin Islands Center for Excellence on Developmental Disabilities August 2017 – December 2022

Provide leadership in conducting the mission, core functions, and federal requirements of the UCEDD in compliance with legislation and related regulations, maintain collaborative relationships with the State DD Council, the State P&A, and other state agencies, organizations, and community service providers, maintain the faculty and staff necessary to support the functions and purposes of the UCEDD and allocate adequate staff time to carry out activities related to the core functions, prepare and submit the annual report to ADD, oversee participation in National Information Reporting System (NIRS) database and the production of annual reports, 5-year core grant application, and other grant applications, prepare and implement the 5-year strategic plan, consult with the Consumer Advisory Committee on the strategic plan, obtain funding to carry out research and development related activities, work collaboratively across disciplines to develop joint research, training, service, and student opportunities. Collaborate with other UCEDD's on research and grant writing initiatives. Collaborate with the school of education on core grant goals and objectives, continued leveraging of funds, Sound fiscal management activities. Visionary leadership.

U.S. Virgin Islands Technology Related Assistance for Individuals with Disabilities State Director August 2017 – Present

Administer the grant which funds the U.S. Virgin Islands State Assistive Technology Program. Enhance the overall effectiveness of the grant program. Data collection and program

management. Advocate for the assistive technology needs of state residents. Program research, execution, and dissemination.

University of the Virgin Islands Center for Excellence on Developmental Disabilities
Associate Director October 2014 – July 2017

Assist the VIUCEDD Director in the growth, development, management, and leadership of the VIUCEDD and to assist in implementation of VIUCEDD's core components: interdisciplinary training, research, technical assistance, community services and information dissemination. Assist the Executive Director with the development, evaluation, and annual updating of the VIUCEDD five-year strategic plan. Assist the VICEDD Director with supervision of daily operations, including human and fiscal resource management as appropriate. Develop successful programmatic and research grant proposals and contracts. Develop and maintain my own research/programmatic agenda. Manage grants, contracts, project, and budgets. Assist the VIUCEDD Executive Director in hiring, supervising, and evaluating VIUCEDD staff as assigned. Provide technical assistance to health, disability, legislative, educational and community services systems professionals/staff to promote systems improvements. Conduct policy analyses and provide technical assistance and education to policy makers and legislators to advance disability policy on the local, state, and national levels. Develop and maintain collaborative partnerships with other UCEDD's within the AUCD network. Develop and implement community training initiatives to help strengthen the technical skills of families of people with disabilities, people with disabilities, public and private agencies that serve students and adults with disabilities. Expand the knowledge base regarding the scientific best practices as they relate to disability policy and programming. Monitor, and collect data for reporting to the federal government through the NIRS data collection system. Project leadership. Participation with the LEND Faculty with Westchester Institute for Human Development.

The Yaldeinu School via SRP, LLC February 2013 – February 2014
Consulting Clinical Director/Clinical Director

Oversaw the clinical operations of the autism and disability school. Supervised 36 students and 42 staff members. Provided recommendations and oversight regarding assessments, data collection systems, inclusion, treatment plans, behavior interventions and facility needs. Provided training to parents and staff regarding evidence-based practices. Facilitated collegial meetings with key stakeholders at the school and in the community towards the betterment of services for the students at the school. Developed vocational and community-based programs. Participated in educational conferences. Developed innovative programs and systems for the school towards the betterment of service delivery for the students.

Bermuda Autism and Early Intervention Centre via SRP,
LLC Executive Director

June 2010 – August
2012

Oversaw a mix of administrative and clinical services in relation to the business operations of the autism centre including seeking new funding streams, developing new lines of service for the betterment of the organization and clinical services. Worked closely with the Bermuda Ministry of Education to improve their ability to service youth with autism and other disabilities. Trained

allied health professionals towards better service delivery for youth with disabilities. Develop and coordinated the scheduling, preparation of materials to support the work of the centre. Developed and implemented marketing strategies to integrate the Centre into schools, public health, and the general public. Public relations activities. Enforced policies and procedures in keeping with international best practice standards. Responsible for the maintenance of a center wide clinical system based on ABA and VB technologies. Ensured that the deliveries of all clinical services are in adherence with Tomorrow's Voices operational policies and standards. Oversaw the development, implementation, and monitoring of individual behavior management protocols, behavior intervention plans and Individual Education Plan (IEP) objectives. Oversaw the professional development, training, and supervision of Senior Behaviour Therapists. Established regular monitoring, treatment integrity checks of student programming as well as completed weekly/monthly/ quarterly audits of clinical system to assess integrity. Chaired a weekly clinical meeting to discuss and analyze student progress and centre operations. Oversaw programming for parents to ensure skill development and consistency between the centre and the home. Conducted and oversaw functional behavior assessments (FBA) and functional analyses (FA). Ensured that FBA and FA results were used to modify clinical programming. Conducted performance reviews and staff development. Developed and conducted parent and community trainings on Verbal Behavior, ABA and other topics related to autism and special education. Assessed new student needs and ensured that Tomorrow's Voices met the clinical needs of students prior to acceptance.

CLINICAL CONSULTING:

Positive Behavioral Supports Behavior Analyst

1/2023 – Present

Provide Applied Behavior Analytic initial assessment and ongoing care to a range of clients across the autism and disability spectrum. Supervision of Registered Behavioral Technicians, teacher and parent training, ongoing behavioral analytic program modifications, data system creation and development client and overall monitoring of client progress.

Island Therapy Solutions *BCBA Therapist*

January 2015 – 2018

Provided applied behavior analytic intake, assessment, treatment plan development and program monitoring for candidates receiving the Tricare Autism Demonstration Project military insurance benefit. Data monitoring, program design, data collection systems development and monitoring, progress report writing. Interface with online billing and record keeping system.

Island Therapy Solutions *Staff Trainer/ BCBA Supervisor*

**January 2015 – June
2016**

Provided training to ITS staff on the islands of St. Thomas and St. Croix in ABA methodologies

to include direct workshops and research-based presentations.
supervision for two aspiring BCBA candidates.

Provided BCBA
clinical

Butterfly Effects – Senior Consultant November 2012 – September 2014
Senior ABA Consultant

Provided direct and technical support in ABA therapies and on the research-based methodologies to schools and families in a 1:1 setting. Supervised 17 ABA therapists who provided direct services to clients. Provide direct and video supervision of ABA programs. Interfaced with an online case management system. Provided initial assessment, progress updates and summaries related to progress towards objectives.

City Pro-Group

Behavior Analyst Supervisor April 2014 – September 2014

Senior Behavior Analyst providing ABA supervision to the staff serving clients in the five boroughs in New York. Direct ABA services as needed. Provided training in Autism and ABA methodologies to ABA therapists and social workers. Conducted initial assessments and treatment plan development. Designed data collection and other progress monitoring systems. Supervised employees. Provided parent training.

The Doris Duan Young Autism Center in Dubai May 2014 – May 2014

Clinical Consultant

Reviewed and revised the clinical operations of the autism center in Dubai. Initial set up of the programs, protocols, and data monitoring systems for the Autism center. Consulted with the owners, clinical and administrative teams on ways to ensure protocols towards clinical excellence in the delivery of autism treatment. Provided staff training. Created data collection systems and progress monitoring protocols. Facilitated parents' meetings and new intake assessments. Provided a recommendation report on the ongoing needs of the center.

TEACHING:

University of The Virgin Islands

Registered Behavioral Technician Instructor January 2016 – Present

Designed and delivered the Registered Behavioral technical coursework and practicum for Department of Human Services employees and Head Start Teachers and Principals in accordance with Behavioral Analyst Certification Board Standards.

Columbus Educational Services/Hawaii Department of Education

Lead Teacher August 2001 – June 2004

Recruited to help improve special education compliance with Federal educational regulations and a federal consent decree. Provided individualized educational support, instruction, original curriculum, and guidance for populations of primarily culturally diverse students with severe emotional and behavioral disorders, autism, learning disabilities and pervasive developmental disorders. Kept data on student progress towards goals. Supervised paraprofessionals and skills trainers. Served as the liaison between the contract teachers and the umbrella organization.

Hawaii Department of Education September 2001 – June 2002

Ka U Pena Tutor

Provided after-school academic and social skill instruction for students suspended on a long-term basis for behavioral infractions and violations of school rules.

Fulton County School System

Lead Teacher August 2000 – June 2001

Provided individualized educational support, instruction, original curriculum, and guidance to culturally diverse students with emotional and behavioral disorders, autism, PDD, and learning disabilities in self-contained and inclusive educational settings. Organized initiatives to meet the needs of the students at the school including initiating an after school remedial reading program and many school-wide academic and cultural events.

North Metro/ South Metro Psychoeducational Program March 1998 – August 2000

Paraprofessional Educator

Assisted the lead teacher with daily classroom operations. Taught and counseled students with autism, severe emotional disturbances, mild and moderate intellectual disabilities and learning disabilities. Developed classroom management systems. Led experiential educational field trips. Founded and led a school choir for two years.

Eckerd Family Youth Alternatives December 1996 – December 1998

Counselor/Teacher

Counseled and taught youth with learning disabilities, mild intellectual disabilities and severe emotional disturbances and behavior disorders. Led multi-week wilderness excursions on the Peace and Suwanee Rivers, the Appalachian and various mountain trails. Facilitated the academic and social growth of the youth in my care. Developed individualized educational programs for the youth. Received two promotions within two years. Provided technical and actual support to two additional facilities in two different states.

FUNDED GRANTS/CONTRACTS/AWARDS

Funding Agency	Type of Grant	Amount	Time Frame	Role
Department of Health and Human Services Administration on Community Living	Federal Grant	\$113,670	2022 - Present	Principal Investigator
Department of Health and Human Services Administration on Community Living	Federal Grant	\$113,670	2022 - Present	Principal Investigator
Department of Health and Human Services Administration on Community Living	Federal Grant	\$59,000	2021 - Present	Principal Investigator
U.S. Department of Agriculture	Federal Grant	\$498,000	11/2019 - Present	Principal Investigator
Department of Health and Human Services Administration on Community Living	Federal Grant	\$571,000	7/2017 - Present	Principal Investigator
Department of Health and Human Services Administration on Community Living	Federal Grant	\$125,000	10/2017 - Present	Principal Investigator
Multiple financial procurements with governmental and private entities within the U.S. Virgin Islands for technical assistance, program development and direct clinical service for approximately \$168,000 within a two-year timeframe.	Contracts, MOUs, and RFP's	\$168,000.00	October 2014 - 2017	Principal Investigator, Principal Implementer and/or
				Principal Manager
Ross Blackie Talbot	Foundation Grant	\$35,000.00	January 2011 - January 2012	Co-Principal Investigator
Bermuda Civil Society Participation Honorarium	Participation Honorarium	\$10,000.00	January 2011 - January 2012	Co-Principal Investigator
Project Safe Neighborhood	Federal Department of Justice Grant	\$60,000.00	October 2006 - November 2006	Co-Author, Co-Writer
Georgia Children and Youth Coordinating Council	State Foundation Grant	\$50,000.00	June 2006 - June 2007	Co-Author, Co-Writer
Midwest Symposium for Leadership in Behavior Disorders	Foundation Grant	\$500.00	January 2005	Principal Investigator
Ross Blackie Talbot	Foundation Grant	\$35,000.00	January 2011 - January 2012	Co-Principal Investigator
Bermuda Civil Society Participation Honorarium	Participation Honorarium	\$10,000.00	January 2011 - January 2012	Programme Effectiveness Chairperson
Project Safe Neighborhood	Federal Department of Justice Grant	\$60,000.00	October 2006 - November 2006	Co-Author, Co-Writer
Georgia Children and Youth Coordinating Council	State Foundation Grant	\$50,000.00	June 2006 - June 2007	Co-Author, Co-Writer

HONORS:

2021 National Hazards Center Inaugural Disabilities and Disasters award Recipient
Top 100 Governmental Innovations - Ash Institute for Democratic Governance and Innovation at

Harvard University - 2007

Best Court Program in the State of Georgia – Georgia Council of Court Administrators – 2005

PUBLICATIONS – PEER REVIEWED

Mills, K.R. et al., (In Press). Emergency Preparedness for People with Disabilities and the Aging
U.S. Virgin Islands Hazard Mitigation and Resiliency Plan

Mills, K.R., ET. Al (2015). National Standards Report, *National Autism Center*

Mills, K.R. (2007). Tools for promoting education success and reducing delinquency, *National Center on Education, Juvenile Justice and Disability, Step 7*, 1-331

OTHER PUBLICATIONS AND MANUSCRIPTS:

Mills, K. (2015) Advisory Group Member and Contributor to *Diversity & Inclusion Toolkit - Web Based Tool*

Mills, K. (2012). Developmental Disability Explained, *Bermuda Parent Magazine*, 42-42

Mills, K. (2008). Educational Advocacy for Court Involved Youth with Disabilities: An Empirical Analysis of Program Effectiveness towards Decreased Recidivism and Increased Rates of Child Find, University of Hawaii, Unpublished Manuscript, 76 pages; AAT 3302155

Houchins, D., Viel-Ruma, K., Jolivette, K., Crosby, S. & Mills, K. (Manuscript). Court

Personnel Attitudes: Social Workers' and Probation Officers' Ideas about Youth with Disabilities

Mills, K.R. (2001). Multicultural considerations for students with emotional and behavioral disorders,

Georgia Council for Exceptional Children: Behavioral Disorder Division

CONFERENCES/TRAININGS - INVITED

Mills, K.R., (2021) Disaster Preparedness for People with Disabilities in the U.S. Virgin Islands. Workshop presented at The National Hazards Center Annual Conference, Boulder, Colorado.

Mills, K. et al (2019). AUCD International Outbound Fellows: Inclusive Education Leads to Inclusive Employment, Washington, D.C.

Mills, K. (2016). Understanding Applied Behavior Analysis. LEND Westchester Institute for Human Development, Valhalla, New York

Mills, K. (2016). Keeping Young People in Schools and Out of Prisons: Halting the School to Prison Pipeline. Invited Speaker, Caribbean Alliance of National Psychological Associations, Port Au Prince, Haiti

Mills, K. (2016). Head Start Annual Conference, First Days of School, St. Thomas, U.S. Virgin Islands

Mills, K. (2016). Head Start Annual Conference, Eat Your Vegetables, St. Thomas, U.S. Virgin Islands

Mills, K. (2016). Keeping Young People in Schools and Out of Prisons: Halting the School to Prison Pipeline. Invited Speaker, Caribbean Alliance of National Psychological Associations, Port Au Prince, Haiti

Mills, K. (2015). Stemming the Flow from Schools to Prisons. Invited Keynote Speaker, First Annual Crime Prevention Symposium, Committee on Homeland Security, Public Safety and Justice, U.S. Virgin Islands

Mills, K. (2015) Head Start Autism Conference, The Status of Empirically Based Treatments for Autism Spectrum Disorders, St. Croix and St. Thomas, U.S. Virgin Islands

CONFERENCES SUBMITTED AND ACCEPTED:

Mills, K.R., Zarcone, J. & Smith C. (2017). *Person Centered Behavioral Supports Towards Employment Supports for People with Disabilities*, Applied Behavior Analysis International, Paris France

Mills, K.R. & Smith C. (2016). *Person Centered Behavioral Supports Towards Employment Supports for People with Disabilities*, Association of University Centers for Disabilities, Washington, D.C.

Mills, K.R. & Habtes, Y. (2016). Theory Into Practice: Cultural Consideration When Delivering Applied Behavior Analytic and Other Best Practices Services to Diverse Populations of Students with Autism. Breakout Session presented at the Pacific Rim Conference on Disabilities in Honolulu, HI

Mills, K. (2016). Assessing the Immediate and Long-term Effectiveness of an Intensive Training Program for Head Start Early Intervention Teachers and Other Educational Professionals. Poster Presented at the Pacific Rim Conference on Disability and Diversity in Honolulu, Hawaii.

Mills, K. & Brown, K. H. (2015). Assessing the Immediate and Long-term Effectiveness of an Intensive Training Program for Head Start Early Intervention Teachers and Other Educational Professionals. AUCD National Conference in Washington, D.C.

Brown, K. H. & **Mills, K.** (2015). Responding to the Communication Needs of Children and Families in the US Virgin Islands. Poster presentation at the AUCD National Conference in Washington, D.C.

Ward, K., Feinstein, C., Ahrens, Brooks, B., & **Mills, K.** (2015). Introduction to the Centers for Medicaid and Medicare Services (CMS) Home and Community Based Service System. A concurrent session presented at the AUCD National Conference in Washington, D.C.

Dinora, P., **Mills, K.**, Roberts, K. & Shane, N (2015). Changing definitions of home and community-based services: A baseline assessment of the quality of services and the impact of quality of life for intellectually and developmentally disabled populations. A paper that was to be presented at the American Evaluators Association conference in Chicago, Illinois.

Mills, K (2015). Theory Into Practice: Cultural Considerations When Delivering Applied Behavior Analytic Services to Culturally and Linguistically Diverse Populations of Students with ASD and Other Disabilities. Paper presented at the Applied Behavior Analysis International (ABAI) Eighth International Conference, Kyoto, Japan.

The Yaldeinu School Training Institute
2013

August 2013 – February

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