Tanya Bajwa

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Educational History

2023	Teachers College, Columbia University, New York, NY
	Accredited by the Association for Behavior Analysis International (ABAI)
	Approved Coursework by the Behavior Analyst Certification Board (BACB)
	Major: Applied Behavior Analysis
	Degree: Ph.D
2022	Teachers College, Columbia University, New York, NY
	Accredited by the Association for Behavior Analysis International (ABAI)
	Approved Coursework by the Behavior Analyst Certification Board (BACB)
	Major: Applied Behavior Analysis
	Degree: M.Phil
2020	Teachers College, Columbia University, New York, NY
	Accredited by the Association for Behavior Analysis International (ABAI)
	Approved Coursework by the Behavior Analyst Certification Board (BACB)
	Major: Applied Behavior Analysis
	Degree: M.A.
2017	Skidmore College, Saratoga Springs, NY
	Major: Psychology
	Degree: B.A.

Licensure/Certification

2021-Present	Board Certified Behavior Analyst-Doctoral
2020-Present	Certified Teacher of Special Education (K-6), New Jersey
2023-Present	NYS Birth-2 Special Education Certification

Academic Positions

2019-2023

Teachers College, Columbia University, New York, NY

Proctor/Teaching Assistant, Applied Behavior Analysis 1, graduate course (five semesters)

Publications

1. Wong, K. K., **Bajwa, T.**, & Fienup, D. M. (2021). The application of mastery criterion to individual operants and the effects on acquisition and maintenance of responses. *Journal of Behavioral Education*. https://doi.org/10.1007/s10864-020--9420-3.

*article available at https://rdcu.be/ccYfn

Invited Talks

2023	Invited Lecturer at Teachers College, Columbia University, *Working with Families of Students with Autism.*
2023	Invited Lecturer at Nicholls State University, *Seminar in Special Education*
2022	Invited Lecturer at College of Saint Elizabeth. *Behavior Management and Applied Behavior Analysis.*
2022	Invited Lecturer at SUNY New Paltz. *Philosophical Underpinnings of the Science of Behavior.*
2024	Invited Lecturer at Neuropedia SEN Conference in Dubai, UAE. *Challenging Behaviors in the Classroom.*

Professional Presentations

3. Greer, R. D., Virk, M., Zhang, W., **Bajwa, T.,** & White, M. (2023, May). *Symposium: Comprehensive Application of Behavior Analysis to Schooling Graduate Research Developments*. Talk presented at the 49th annual convention of the Association for Behavior Analysis International.

2. Weber, J., **Bajwa, T.**, & White, M. (2021, May). *Symposium: Function as a Critical Educational Objective*. Talk presented at the 47th annual convention of the Association for Behavior Analysis International, virtual conference (the conference was moved online due to the COVID-19 pandemic)

1. Hotchkiss, R., **Bajwa, T.,** Wong, K. K., & Fienup, D. M. (2020, May). *A parametric analysis of auditory match-to-sample protocol on inducing accurate echoics.* Poster presented at the 46th annual convention of the Association for Behavior Analysis International, virtual conference (the conference was moved online due to the COVID-19 pandemic)

Research Positions

2018-2023

Comprehensive Application of Behavior Analysis to Schooling (CABAS) Schools
Hillcrest School. Morristown, NJ (2019-2022)
Researcher/Special Education Teacher: Designed and conducted seven data collection projects to measure the effectiveness of learning and behavioral interventions across reading, math, self-management, and verbal operants within a special education classroom location in a public elementary school. Operationalized and measured behavior of students using event recording and time sampling. Collected reliability and treatment fidelity data.

Rockland BOCES. Rockland, NY (2018-2019)
Teaching/Research Assistant: Assisted in designing and conducting six data collection projects to measure the effective of learning interventions in verbal behavior

(Bidirectional Naming, echoic behavior, read-do correspondence, and multiple exemplar instruction)

University Service

Teachers College, Columbia University

2021-2023	Mentor/BCBA Supervisor of 7 master's students in applied behavior analysis coursework and initial teaching certification

Membership in Professional Organizations

2018-Present	Association for Behavior Analysis International

Work Experience

August 2024-Present
Neuropedia Children's Neuroscience Center, Dubai, UAE
Behavior Analyst
Provide direct supervision and conduct regular competency evaluations for RBTs to ensure high-quality implementation of ABA interventions. Train staff on ABA principles, behavior intervention strategies, data collection, and program implementation. Conduct comprehensive assessments, including the VB-MAPP to evaluate clients' developmental and behavioral needs. Develop individualized treatment plans based on assessment results, incorporating evidence-based strategies. Coordinate care with OTs, SLTs, pediatric neurologists, and developmental pediatricians to ensure integrated, holistic, and cohesive intervention approaches. Provide individualized parent training sessions to teach strategies for managing behavior, fostering skill development, and generalizing learned behaviors across settings. Offer ongoing support and consultation to empower families and caregivers in their role as key contributors to their child's progress.

October 2023-March 2024
McCarton Foundation, Bronx, NY
Director of Education and ABA
Provide hands-on support and oversight for ABA and education departments for the foundation. Act as the direct supervisor for 165 classroom staff (including behavior analysts, RBTs, teachers, and paraprofessionals) and oversees the implementation of evidenced-based practices for 200 students. Focus on the strategic planning and development of the McCarton Center Bronx's center-based educational program, addressing challenges such as staff training, professionalism, and recruitment strategies for classroom staff. Develop and implement staff training programs to ensure that all staff members are up-to-date on recent ABA techniques and procedures. Set and maintain educational standards and goals and help establish policies, procedures, and programs to carry them out. Attend weekly leadership meetings with the CEO, CFO, Director of HR, Director of Speech and OT, and Early Intervention Program Director. Research, review, and evaluate new and current programs to determine their efficiency,

effectiveness, and compliance with state, local, and federal regulations and recommend any necessary modifications. Provide BCBA and RBT supervision.

July 2023-October 2023
McCarton Foundation, Bronx, NY
ABA Supervisor
Provided guidance and support to a team of professionals to promote the delivery of effective and ethically sound ABA services. Implemented staff training programs to ensure that all staff members are up-to-date on recent ABA techniques and procedures. Provided classroom coverage as needed and hands-on support to staff members, including modeling techniques and providing feedback on their performance. Analyzed curricula to ensure that they were evidence-based and appropriate for children with ASD. Recorded and analyzed data to monitor progress and make data-driven decisions about curricula and individualized treatment plans. Provided BCBA and RBT supervision.

2022-2023
Hillcrest Elementary School, Morristown, NJ
RBT Trainer and Supervisor
Provided 40-hour training for 15 individuals who were working toward the RBT certification. Provided supervision for 15 individuals who were providing behavior-analytic services for Kindergarten through middle school students.

2020-2023
Hillcrest Elementary School, Morristown, NJ
K-2 Special Education Teacher
Implemented Applied Behavior Analysis based instruction for verbal and nonverbal students with autism and other developmental disabilities ages five to eight. Conducted academic and behavioral assessments and analyze data to design academic programs and curricula and behavioral interventions. Collected and analyzed data for designing programs for verbal behavior development and the acquisition of behavioral cusps. Created and implemented IEP goals for all students and attended IEP meetings. Worked collaboratively with case managers, speech therapists, OTs, and PTs to ensure IEP goals were being met. Supervised and trained 7 Master's students of Teachers College, Columbia University. Supervised and trained 11 school district employed Assistant Behavior Specialists in the principles of Applied Behavior Analysis. Attended weekly grade-level meetings and attended teacher trainings.

2019-2020
Hillcrest Elementary School, Morristown, NJ
Assistant Behavior Specialist
Implemented Applied Behavior Analysis based instruction for preschool students with autism and other developmental disabilities under the supervision of BCBAs and Ph.D students. Instructional subjects included reading, math, spelling, writing, social skills, and developing verbal behavior milestones. Collected, graphed, and analyzed student data for future target behavior and instructional or behavioral tactics.

2018-2019

Rockland BOCES, Rockland, NY
Teaching Assistant
Implemented Applied Behavior Analysis based instruction for verbal and nonverbal students with autism and other developmental disabilities ages three to five under the supervision of BCBAs and Ph.D students. Instructional subjects included reading, math, spelling, social skills, and developing verbal behavior milestones. Collected, graphed, and analyzed student data for future target behavior and instructional or behavioral tactics.

2017-2018
Steps to Success Consultants, Lexington, MA
Associate
Provided in-home ABA therapy for children with autism by implementing BCBA created programs, discrete trial training, behavior intervention plans, and activities of daily living. Collected, graphed, and analyzed client data for future target behaviors and interventions. Completed 40+ hours of online and in vivo Registered Behavior Technician Training.

2016
Steps to Success Consultants, Lexington, MA
Intern
Assisted in and observed the implementation of behavior plans for children with autism. Assisted in supervising daily summer camp activities and observed activities of daily living programs. Recorded and organized data for future target behaviors for clients.

2014-2016
Private Tutor, Saratoga Springs, NY
Tutor
Provided educational support for one teenager with dyslexia for math, English, and history homework assignments. Created educational activities with visual aids and other accommodations to support learning and understanding of content.

2014-2015
Skidmore College Residential Life, Saratoga Springs, NY
Resident Assistant
Provided support and served as a resource for a floor of 14 residents to connect residents with the rest of campus life. Created and implemented educational, social, and community engagement activities. Conducted rounds throughout the building to ensure the safety of resident and enforcement of college policies.

References

Reference #1
Dawn Rici
ABA Supervisor
McCarton Foundation
1909 Longfellow Ave, Bronx, NY, USA, 10460
917-553-3597
dawn.ricci.@mccarton.org

Reference #2
Dr. Daniel Fienup
Associate Professor of Psychology and Education
Health & Behavior Studies, Teachers College, Columbia University
Building 528
525 W 120th St. New York, NY 10027
212-678-3213
fienup@tc.columbia.edu

Reference #3
Dr. Jennifer Weber
Supervisor/Behavior Consultant at Morris School District
Adjunct Assistant Professor
Health & Behavior Studies, Teachers College, Columbia University
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