



December 10, 2022

To whom it may concern,

I am writing in support of the continuation of, and growth of, behavioral analyst services within the Florida juvenile justice system. I have been interacting closely with the behavior analysts at Tampa Residential Facility, Les Peters Academy and other facilities since October 2016.

When child and adolescent psychiatric trainees rotate with me through the juvenile justice system, I often remark that for many difficult cases, the behavior analyst is the most important person on the treatment team. This is in large part because youth in the juvenile justice system typically have limited and inconsistent motivation for traditional psychotherapies and mental health approaches, yet show maladaptive, dangerous and self-defeating patterns of behavior.

Skilled behavior analyst services are especially helpful in reducing or eliminating self-injurious behavior and aggressive behavior. These are two of our most important clinical challenges. The behavior analyst communicate well, define proper boundaries and show dedication to helping troubled youth. They do an excellent job of training frontline staff how to help reduce and eliminate disruptive and maladaptive behaviors. They are truly an essential part of the treatment team.

Please do not hesitate to contact me by phone or email if you have any questions.

Respectfully Submitted,

A handwritten signature in black ink that reads "Kristopher Kaliebe MD". The signature is written in a cursive style.

Kristopher Kaliebe, MD  
Cell 504 7829070

Associate Professor, Psychiatry  
USF Health

Diplomate, American Board of Psychiatry and Neurology:

Board Certification in General Psychiatry, awarded 2004, active

Specialty Board Certification Child and Adolescent Psychiatry, awarded 2005, active

Specialty Board Certification Forensic Psychiatry, awarded 2007, active

**KRISTOPHER KALIEBE, M.D.**

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To Whom it May Concern:

Working in leadership positions in DJJ Residential Treatment Programs for the past 22 years I faced a new dilemma working as a Facility Administrator at Tampa Residential. A significant amount of resources were primarily allocated to a robust layer of mental health services; a large number of mental health professionals within residential programs provided "Comprehensive Treatment needs". Despite the availability of mental health services, there was no immediate or lasting impact on the program culture or the youth we worked with. After a month of lack of progress, we conducted a series of meetings with the on-staff behavior analyst, a new position in the department at the time. With the behavior analyst, who provided applied behavior analysis (ABA) services, we devised a plan looking at different perspectives of programming that had yet to be addressed in my 22 years of experience.

Long-term employees did not initially embrace the concepts of ABA. New interventions and ways of looking at youth and staff behavior did not fit the mold of what had previously been done. As the leader, I embraced the change and utilized the recommendations of the behavior analysts, and the results were almost immediate as well as long-lasting. The program culture, as well as youth behavior, began to make significant shifts. The results also led to buy-in from employees who were previously resistant to the change.

I was fortunate enough to have a full-time Board Certified Behavior Analysts (BCBA) on staff. However, I can only imagine the benefits, and efficiency of interventions recommended, if the resources allocated to the mental health professionals were similarly afforded to the behavior analysts working within our programs. As a corporate leader, I continue to utilize the insight and consultation of BCBAs to assist us in stabilizing programs with deteriorating cultures or high occurrences of youth problem behavior. Interventions at this level use the same behavior science principles but primarily focus on changing the staff's behaviors.

It is my expert opinion that ABA interventions are exceptionally well suited for this environment and, in most cases, are the most effective services that can be offered to youth adjudicated by the court system for criminal behaviors, histories of problematic behavior, and trauma. The practice focuses on determining why the child learned to survive using complex behaviors and teaches adults in the youth's environment how to teach *and* promote more appropriate prosocial and safe behavior.

Respectfully,

A handwritten signature in black ink, appearing to read "T Bennett". The signature is stylized with a large, sweeping initial "T" and a cursive "Bennett".

Torris Bennett, Director of Operations

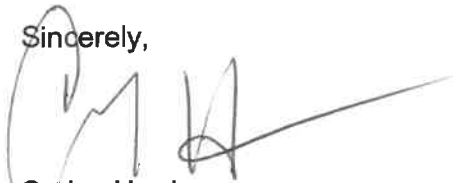
TrueCore Behavioral Solutions, Inc.

December 12, 2022

To whom it may concern,

My name is Carlos Harris and I have worked as a Facility Administrator in Florida's Juvenile Justice settings for 10 years. As the Facility Administrator I am responsible for running our facility's programming which includes overseeing mental health programs, youth services, individual case management, and managing staff. I was introduced to Applied Behavior Analysis (ABA) in 2018 after the intake of a child requiring intensive services. The team of Behavior Analysts worked with facility staff and the youth's entire treatment team including mental health, medical, and case management services. Behavior Analysts were able to train the facility staff to help implement the student's individual behavior plan. I was very impressed with the effectiveness of the treatment. Youth receiving ABA services were able to complete our required programming successfully and in a timely manner. After working with BCBA's I started to recommend ABA for those youth who struggle to complete the program and cause major destruction. The addition of ABA services helped youth who were struggling within our facility by providing training and support for facility staff, and integrated their services with facility programming and other service teams.

Sincerely,



Carlos Harris

To Whom It May Concern:

We came across Applied Behavior Analysis (ABA) services for one of our 17 year old boys whom we as child welfare like to refer to as “high risk”. He was placed in his third DJJ commitment program and when he wasn’t in detention he was bouncing in foster care. He had been open to case management for years to include watching both of his siblings “age out of foster care.” He struggled with the plethora of adverse childhood experiences (death of parent, incarcerated parent, substance abuse household, foster care, DJJ charges, anxiety, conduct disorder, intellectual disability, APD eligible, and the list only continued. As a system, we did not know how to help him. We felt as if we “tried everything but nothing was really working.” On top of all of these things, he had developed an usual coping mechanism in attempts to control himself from becoming overwhelmed which continuously resulted in hospitalizations. He refused to engage beyond surface level rapport with all types of providers and he was not always consistent with medication management. As we see with many of our children, he struggled with being able to develop healthy relationships which inadvertently resulted in many disruptions in placements. Then, he was referred for ABA services in his residential program. He was working on his third DJJ program as ordered by the judge. He was doing okay but wasn’t making much therapeutic progress and continued to be hospitalized. With the first month of providing intense ABA services with this child, the analysts were able to assist him in focusing on personal development and life goals for when he turned 18. He was engaged in his education and was able to advocate for things that he needed to avoid hospitalizations. Most importantly, he was able to build great rapport and finally trust with his treatment team that he personally requested to stay in a county almost 2 hours away from his house so he could continue working with and receiving ABA services once he was released from DJJ. This child was not autistic and although had some challenges, was absolutely high functioning. ABA provided him both emotional and physical support which promoted high life style and development!

Appreciatively,

Mary Johnson,

*Mary Johnson* 12/20/2022

Florida Certification Board - Child Welfare Case Manager  
TBRI Practitioner  
MultiDisciplinary Staffing Coordinator  
Kids Central Inc

December 10, 2022

To Whom It May Concern:

My Name is Joseph Nixon, and I am a Vice President of Florida Operations for one the Residential Providers in the state of Florida. I have worked in Residential Treatment Programs for Juvenile Delinquency over the past 20 years. I have worked with multidisciplinary teams of treatment providers throughout the years and in my experience the addition of Board-Certified Behavior Analysts (BCBAs) to those teams has been extraordinarily helpful for both the youth we serve and the staff members working with them.

Being able to access the expertise and consultation of a BCBA, which includes training as well as in-the-moment-assistance provided during times of crisis, has been extremely beneficial for our staff and assisted us in making progress with some of our most vulnerable youth. We currently contract ABA services in many of our facilities however, the number of services available are few and we currently have waiting lists at most facilities for youth in need of these services. The feedback I have received from my administration teams working directly with the analysts has been positive and we frequently receive requests to increase access to behavior services in programs. Behavior analyst's use of data driven methods to manage highly problematic behavior while increasing new skills in a measurable way is something that has been needed. Moreover, the practice employed by the analysts is to not only deliver these teaching methods themselves, but to train our staff who work most closely with our youth how to deliver these services to the youth throughout the day and by constantly creating opportunities for learning new skills.

I fully support the continued and increasing use of behavior analysis service within our treatment programs.

Respectfully,

A handwritten signature in blue ink, appearing to read 'J. Nixon', is written over a faint, light blue circular stamp or watermark.

Joseph Nixon  
Vice President of Florida Operations



November 28, 2022

Please allow this to serve as a letter of support for Adapt & Transform Behavior LLC.

I recently became the CEO at Brooksville Youth Academy in Brooksville, FL. The Academy has a rich history and recently was awarded a PRTF contract. For several years the Academy was contracted with the Department of Juvenile Justice and recently began the transformation into a PRTF.

My first two weeks at the facility I participated in the new hire orientation which included a representative from Adapt & Transform Behavior LLC. The training was an introduction to ABA and their function at Brooksville Youth Academy. This was my first experience with ABA and Adapt & Transform Behavior LLC.

Since the new hire training I've had the opportunity to observe the staff from Adapt & Transform LLC and the benefits of their services on the youth we serve. I can honestly say that there are several youths at our facility who we would not have been or are being successful with, without the services of Adapt & Transform Behavior LLC or ABA.

Without hesitation or reservation, I highly recommend the services of Adapt & Transform Behavior LLC. I appreciate what they have been able to accomplish at Brooksville Youth Academy and look forward to an ongoing relationship.

If you have any questions regarding this recommendation, please don't hesitate to contact me at 352-799-5621.

Sincerely,

A handwritten signature in black ink that reads "Paul J. Kirkham". The signature is written in a cursive style with a large, sweeping flourish at the end.

Paul J. Kirkham, CEO  
Brooksville Youth Academy

XXXXXXXXXX  
02/07/19

# Project Bridge Leadership Speech

Good afternoon everyone, my name is XXXXXXXXXXXX I am 19 years old and I am a student at Hillsborough Community College. My plan is to get my Associates of Arts in Psychology so I can transfer to the University of South Florida and get my degree in Applied Behavior Analysis. Once I earn my Bachelors of Science and my ABA certification, I will become a Behavior Analyst whose job it is to work with adolescents that are either developmentally disabled or have serious behavioral issues. It is my dream to work with these youths because I can relate to them, and I know that with the right help and support that they too can make huge accomplishments just as I have.

A little bit about my past. I was an ordinary kid who was placed in a tough situation. I made poor decisions that led me to be committed to a level 8 Juvenile Detention Program, Tampa Residential Facility. When I think about why I was able to make such drastic changes I often compare parts of my story to that of Malcom X. Like Malcom X, I went to jail with a criminal mindset and had little plans to change. During Malcom X's incarceration, he learned of a man named Elijah Muhammad. This man helped Malcom X turn his life around and taught him what it meant to be a leader. He taught him how to be ambitious and how to achieve his goals without giving up. I too, like Malcom X, found a mentor while incarcerated, a Behavior Analyst, who not only helped me change my ways, but who also motivated me and taught me how to go about achieving my dreams. I actually began my college career while incarcerated. I completed my entire first semester with a 4.0 GPA while at my commitment program.

Upon my release to the community I was introduced to Project Bridge through my JPO Ms. Bates. I had goals in mind, but I had barriers in my way preventing me from making any progress. It should be mentioned, that I had made the decision to leave my old life and start over in an entirely new city, I knew no one. Since joining Project Bridge, we have come up with ways to achieve my goals and have worked on adding additional goals that will help benefit me in the community. My most passionate

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02/07/19

goal that I have right now is to make positive changes in the community through public activism. Mr. Carlo has helped me with this goal by finding me places to volunteer at and by teaching me how to both, create and give speeches. Another goal that I've been making progress on is getting my Driver's License. I have taken my Alcohol & Drug course and I am now preparing to take the written exam. I have also been working on employment as it is one of the biggest goals I have and has been a primary focus since joining Project Bridge. I have learned how to complete job applications, I have done mock interviews, and I am in the process of applying to two different jobs.

Throughout life I have learned what it means to be a leader. Leadership is the ability to guide people in times of need. Leadership is the ear that listens when someone is in need. Leadership is standing and advocating for what you believe in. Most of all, leadership is not giving up when you are knocked down, it is getting back up and facing whatever kinds of barriers stand in your way. Project Bridge has also done a lot to motivate me in becoming a leader. Someone else I consider to be a leader happens to be my JPO (Ms. Bates). She is unlike any JPO I have ever had. In the past, when on probation it had always been my top priority to evade my JPO. Many youth, myself included, often view probation as a set-up, always feeling like they are only there to catch you when you screw up or waiting for you to fail. However, my experience with probation and project bridge this time couldn't be further from what I just described. Ms. Bates is a leader, not just to me but to many others in her field because she takes the time to work with her youth and provides them with support when they are in need. Rather than evading my JPO I often seek her out for support when I need it.

This is the first time I have been selected to be a leader for something of worth. My whole life I have felt like the problem, but this experience has taught me that I am a leader and that by experiencing what I have and using it to help others that I am in essence the solution. I know that if I can be a leader and achieve the things that I have, that with the right kind of support many others can as well.





02/07/19

In closing and in the words of a true motivator, leader and infamous Behaviorist - "A failure is not always a mistake, it may simply be the best one can do under the circumstances. The real mistake is to stop trying." - B.F. Skinner

December 14, 2022

To whom it may concern.

I am an Assistant Facility Administrator at a girls residential program and I have been working in juvenile justice residential programs for 10 years. I was first introduced to Applied Behavior Analysis (ABA) as a shift supervisor. During that time, we had many girls with severe behavioral concerns. After working with the Board Certified Behavior Analysts (BCBAs), I saw how the girls' behaviors changed and as staff we were trained on the behavior plans and therefore able to handle the behaviors in the moment.

Later in my career, I had transferred jobs to work in a different program and facility where they had just removed ABA services and replaced the BCBA with a psychologist. The psychologist provided little input to help staff with problem behaviors and quit shortly after starting. I noticed the difference between the kinds of services provided by the BCBAs compared to the psychologist and really helped convince me how effective ABA can be, especially with this population. If you have any questions please feel free to contact me.

***Best regards,***

***Quashai L. McClain***

***Assistant Facility Administrator***

***TrueCore Behavioral Solutions, LLC***

***Lake Academy***

***9504 E Columbus Dr.***

***Tampa, FL 33619***

***Direct: 786.290.4103 and Cell: 305.904.6973***

***Email Address: [Quashai.McClain@truecorebehavioral.com](mailto:Quashai.McClain@truecorebehavioral.com)***