

Fojan Taheri

M.S, BCBA, LBA

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Experience

Brighter Strides ABA – Regional Director of Clinical Services, VA – June 2021 to Current

- Managed daily clinical operations across multiple centers in Virginia, ensuring delivery of high-quality ABA therapy services for children with autism spectrum disorder (ASD).
- Supervised a team of 65 Board Certified Behavior Analysts (BCBAs) and over 200 Behavior Technicians (RBTs); Conducting performance evaluations, provide constructive feedback, and implement targeted training programs to improve clinical competencies.
- Conducted regular wellness checks to families, to monitor client progress and address family concerns, to increase overall satisfaction and therapy outcomes.
- Ensured BCBAs maintained and adhered to requires supervisory requirements per the BACB; providing support and resources to ensure consistency and improve outcomes clinically and operationally.
- Led the development and launch of new centers across Virginia, contributing to the organization’s growth and increased access to ABA services in the region
- Oversee and establish training programs that enhanced staff competencies, maintaining employee retention and ensuring the growth and clinical excellence of our services
- Managed client caseloads, developing treatment plans, family trainings, IEP meetings, and care coordination

Alternative Paths Training School- Regional Behavior Director – March 2019 – June 2021

- Directed clinical services for all enrolled students, ensuring the smooth delivery of individualized treatment programs aligned with each student’s IEP and clinical goals.
- Maintained high standard of care by constantly monitoring clinical protocols and ensuring adherence to best practices.
- Supervised a team of BCBAs, overseeing their development and ensuring that each staff member administered treatment plans correctly.
- Conducted regular reviews and audits of treatment plans to ensure compliance with clinical guidelines.
- Designed and led ongoing training programs for all clinical and support staff, enhancing staff competencies and protocol adherence.
- Collaborated with educational and operational teams to tailor interventions for each new student, contributing to improved student outcomes.
- Implemented standardized protocols across all clinical programs, ensuring consistency of service delivery.
- Provided continuous feedback and mentorship to clinical staff, driving improvements in performance, and ensuring that all treatment protocols are up-to-date and effective.

Manassas City Public Schools- County BCBA Consult & Director – January 2019 to March 2019

- Oversee all clinical services for the school district, ensuring alignment with state and federal regulations and standards.

- Develop, implement, and monitor clinical policies and procedures to maintain high-quality patient care and student health services
- Lead and mentor a multidisciplinary team of clinicians, nurses, counselors, and support staff, providing regular supervision and professional growth opportunities.
- Conduct performance evaluations, provide constructive feedback, and implement targeted training programs to improve clinical competencies.
- Design and execute strategic plans to enhance the clinical services provided across district schools.
- Utilize data-driven approaches to evaluate program effectiveness, resulting in a [X%] improvement in patient outcomes and compliance rates.
- Coordinate with school administrators to integrate clinical services with overall educational goals.
- Manage annual clinical department budgets, negotiating with vendors and ensuring cost-effective allocation of resources while maintaining service quality.
- Collaborate with human resources and external stakeholders to secure funding and support for new clinical initiatives.

Alternative Paths Training School – BCBA – March 2017 to December 2018

- Oversight of 20 clients treatment plans and progress
- Creating behavior plans, conducting assessments, and training staff on appropriate interventions per treatment plans
- Conduct parent meetings and IEP meetings
- Collaboration with case managers, client related services providers and teachers
- Provide supervision to staff and ensure safety of students and therapists

Aurora School & Family Priority- RBT - December 2014 to March 2017

- Working closely to deliver ABA therapy to clients ages 5 to 20 years of age
- Implementation of behavior plans, data collection, progress monitoring, IEP adherence and treatment plans
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Education and Certifications

George Mason University, 2013

BA in Psychology

University of Maryland, 2016

M.S Clinical Psychological Science

Florida Institute of Technology 2017

Certification in Applied Behavior Analysis

Certification in Organizational Behavior Management

Certifications

Licensed Behavior Analyst (LBA)

Board Certifier Behavior Analyst (BCBA)

PCM Certified

First AID and CPR Certified

MAT trained

Organizational Behavior Management

Skills & abilities

Strategic Planning and Execution

- Team Leadership and Development
- Financial Management
- Client Relations
- Performance Analysis
- Process Improvement
- Regulatory Compliance
- Expansion and Development

Client supervisions, assessments, treatment planning

Professional Affiliations

- Member, Virginia Association for Behavior Analysis

References available upon request