



Association for Positive Behavior Support Annual Report

Presented on March 6, 2024

Organization of this Report

This report serves two purposes. First, this report provides an historical snapshot of APBS from inception in March 2003 up through March 2023. The second purpose of this report is to provide an Executive Summary of the status of APBS during this past year (March 2023 to March 2024). The following narrative is organized in a chronological manner given these two purposes. Additional information concerning many of the highlights in this report may be obtained by visiting the APBS website at www.apbs.org.

Part One: Brief Highlights of APBS from March 2003– March 2023

The Association for Positive Behavior Support was originally envisioned and designed by a core group of leaders in the field of Positive Behavior Support as a professional organization different from 1) professional guild organizations and 2) traditional advocacy organizations. In addition, APBS was designed as a virtual organization that was dedicated exclusively to further development and dissemination of positive behavior support across various contexts and systems.

The Association for Positive Behavior Support initially filed for Non-profit Organization status as a 501 (c) (3) on March 18, 2003. APBS successfully completed the Advanced Ruling Period between March 18, 2003 and December 31, 2007. Subsequent By-Laws were also published (and posted on our website at www.apbs.org) since 2003. These By-Laws have been updated three times since the initial establishment of the organization with the most

recent update occurring in 2023. Membership trends in the organization are depicted in Table 1.1. Table 1.1 and Figure 1.2 (see Appendices) in a manner that provides a snapshot of membership using January 31st of each calendar year as a common point of reference.

The Board of Directors of APBS has convened consistently on a quarterly basis over the years (one time annually face to face at the annual conference in addition to three other meetings during any given year virtually). The Executive Committee (which is elected on an annual basis by the Board of Directors) met during this same time frame on a four to six week-about basis through virtual means in alignment with the General Operating Committee (GOC). Meeting notes for both the Board of Directors and Executive Committee are posted on the website. In addition, various committee and work group meetings have occurred to varying degrees within these same time periods.

A series of twenty annual conferences were sponsored by APBS between 2003 and 2023. The 2020 conference was canceled due to the timing of the pandemic. The initial conference was held in Orlando, Florida with subsequent conferences as denoted in Table 1.2. Total participant counts are provided for each respective conference during this same period.

Table 1.1
APBS Annual conferences 2003-2023

Year	Location	Registered Participants
2003	Orlando, Florida	1,283
2004	No Event	-
2005	Tampa, Florida	1,017
2006	Reno, Nevada	1,060
2007	Boston, Massachusetts	1,247
2008	Chicago, Illinois	1,263
2009	Jacksonville, Florida	1,100
2010	St. Louis, Missouri	1,300
2011	Denver, Colorado	1,358
2012	Atlanta, Georgia	1,041
2013	San Diego, California	1,250
2014	Chicago, Illinois	1,238
2015	Boston, Massachusetts	1,442
2016	San Francisco, California	1,550
2017	Denver, Colorado	1,700
2018	San Diego, California	1,712
2019	Washington, DC	1,528
2020	Miami, FL – Canceled	-
2021	Virtual	1,099
2022	San Diego, California	1,000
2023	Jacksonville, Florida	1,234
Total		24,442

APBS also began hosting webinars on various topics of interest in 2012. APBS conducted a total of 57 webinars up through March of 2023. A complete list is presented in the Appendix of this report.

The primary sources of revenue that have supported the growth of APBS during this time frame have historically been 1) membership fees in tandem with 2) conference revenues. An insurance claim was successfully processed in 2020 associated with the conference cancellation due to the pandemic. Table 1.2 reflects APBS membership during these initial years.

Table 1.2
APBS Membership on January 31, 2003 – 2023

Year	Total Membership
2004	403
2005	417
2006	603
2007	574
2008	665
2009	744
2010	783
2011	808
2012	711
2013	760
2014	887
2015	973
2016	1172
2017	1353
2018	1425
2019	1554
2020	1343
2021	1131
2022	1411
2023	1434

In addition to these two primary sources of revenue, APBS also benefited from a small number of financial contributions from private sources over these years (e.g., personal endowments and donation of speaker fees). APBS also began to conservatively invest in one twelve-month Certificate of Deposit with M&T Bank in 2011. This initial twelve-month CD (\$100,000.00) has been reinvested (rolled over) numerous times since this initial investment. In 2013, APBS also established an initial \$25,000 investment in a market-linked Certificate of Deposit through M&T Bank. In 2014 APBS invested in an additional \$50,000.00

market-linked Certificate of Deposit through M&T Bank. An additional \$100,000.00 twelve-month CD was also invested in 2016. During 2022 APBS shifted its investment portfolio away from CDs into two Architect Portfolio accounts through M & T Bank Brokerage (Capital Growth Investment Portfolio and a Diversified Fixed Income Portfolio). The initial combined portfolio on October 6, 2022 was valued at \$582, 190.77. An additional investment of \$40,000.00 was made to these investments during 2023. Beyond these investments, the organization's checking account has grown from an initial checking account balance in the APBS account of \$27,150 on January 1, 2004, to checking account assets in the amount of \$222,322.00 as of January 1, 2023 (see Figure 1.1 in appendices).

APBS continued to grow its infrastructure during this time frame up through 2023 through a variety of investments in technology (e.g., website), and consultant functions in tandem with volunteer activities. These investments in combination with volunteer time in various forms (e.g., time investment of Board members, as well as Committee and Work Group members) have served as the primary human resources for APBS. A variety of resources were also leveraged across various entities in tandem with purchased products and services. As was noted previously, APBS was initially established (and continues to operate) as a virtual professional inter-disciplinary organization.

In 2003, APBS initially launched a website through the University of South Florida which was subsequently moved to the University of Kansas in 2005. During the time frame from 2003 through 2018 the contracted website further evolved in terms of interactivity, size, and utility for the organization. Website operations were subsequently moved in 2019 to University of Minnesota. In 2023 the website vendor was changed to Old Dominion University Research Foundation (Center for Implementation and Evaluation of Education Systems - CIEES). The "Report for APBS Website" reflects some of the basic history of website activity (see Appendices).

In 2007 APBS launched an initiative to support members in establishing APBS Networks to support both geographic and/or thematic endeavors in positive behavior support in a manner supportive to growing the international organization. These APBS Networks have operated as loosely coupled communities of positive behavior support practice. West Virginia was the first APBS (regional) Network established with a total of forty (40) networks (in total over the years) established between January 2007 and March 2023. During 2014 APBS further engaged in an extensive analysis of network functioning with special emphasis on identifying supports/resources needed by networks to flourish and support growth of APBS. Table 1.3 provides a listing of the established APBS Networks between 2007-2023.

Table 1.3
APBS Networks Established January 2007 – March 2023

Network
Alabama PBIS Network
Arizona
Positive Behaviour Support Academy Asia
APBS Australia
UK PBS Alliance
California PBIS Coalition
Canada
Colorado
Delaware
Europe
Florida
Georgia APBS
High School PBIS
Home and Community PBS Network
Illinois
Japan
Kansas
Maine PBIS
Mid-Atlantic PBIS Network
Midwest-Illinois PBIS Network
Minnesota PBS Network
Missouri School-wide PBS
SWPBS Nederland
Nevada
New Jersey
New York
Northeast PBIS
Northwest PBIS
Ohio
Oregon
Pennsylvania PBS Network
South Carolina APBS Network
PBIS State Leaders
Student network
APBS Taiwan Network
Tennessee
Texas
SWPBS Training Network
Virginia APBS Network
West Virginia APBS Network

APBS published its initial Standards for Practice (Individual Level) in 2008. Further, this publication served as the foundation of Individual Positive Behavior Support: A Standards based Guide to Practices in School and Community Settings (Brown, Anderson, & De Pry, 2014). This set of standards provided guidance to the field in terms of the necessary components/elements of Individual Intensive Positive Behavior Support to support individuals who have a history of problem behavior (children through adult populations). It is noteworthy that these standards were in the process of being updated in 2023.

Part Two: Highlights of APBS from March 2023 – March 2024

Board Functioning and Board Membership

The Board of Directors, as well as the Executive Committee, has continued to meet this past year on a regularly scheduled basis as described in the previous section. During 2023, APBS continued to take an array of actions across committees as denoted in the strategic plan. The strategic plan can be found on the APBS Website. This strategic plan in concert with our Bylaws serves as the primary navigational device for all operations of APBS.

In addition, a few major actions occurred during this most recent twelve-month period of time. The changes reflected both structural as well as operational components.

One of these significant changes was that APBS finalized its revision of Bylaws in tandem with changing the nature of its non-profit (501 c 3 status) under Pennsylvania law from a membership type to a non-membership type non-profit organization. As such, APBS continues to have “memberships” however is able to operate more efficiently as a virtual organization. As a result of these changes, it is projected that finalization of the APBS Operation Manual will occur in the upcoming year.

A second major action was the launch migration of the APBS website with a new vendor (Old Dominion University Research Foundation - Center for Implementation and Evaluation of Education Systems - CIEES). The award of this multi-year contract is currently in its initial year and will run through June 30, 2026. Currently the website is entering a redesign phase through the activities of the Public Awareness and Dissemination (PAD) Committee.

The third major action taken this current year was the onboarding of our new Executive Director as of January 8, 2024. The new Executive Director (Cheretta Clerkley) will work in collaboration with the original Executive Director (Tim Knoster) through June 30, 2024, to facilitate the transition process of current operations in concert with exploration of restructuring (as relevant) and expanded revenue streams that support the operations of APBS.

During this past year numerous virtual meetings on relevant APBS business matters occurred in alignment the Executive and Full Board Meeting process. The Board of Directors appointed thirteen Ex-Officio members during this past year (representing the following

stakeholder groups: one student, one parent, three international representatives, one representing outreach to the behavioral health community, one newsletter editor, one representative from the IDD and Mental Health Community, one equity seat, one representative from early childhood, in addition to the co-editors of JPBI and the Executive Director of APBS). Moving forward the Board of Directors will be exploring the migration of the current ex-officio functions (and subsequent appointments) to an APBS Advisory Committee.

Additionally, the current Board of Directors is composed of nineteen representatives elected by the membership on an annual basis. The Board of Directors, Executive Committee, as well as APBS Committees (and subsequent workgroups) have also been greatly aided by the strategic plan and the further enhancements of the apbs.org website.

Table 2.0<A> depicts the Organizational Structure of APBS. A list of current members of the Board of Directors is provided in Table 2.0.

Table 2.0<A>
APBS Organizational Structure

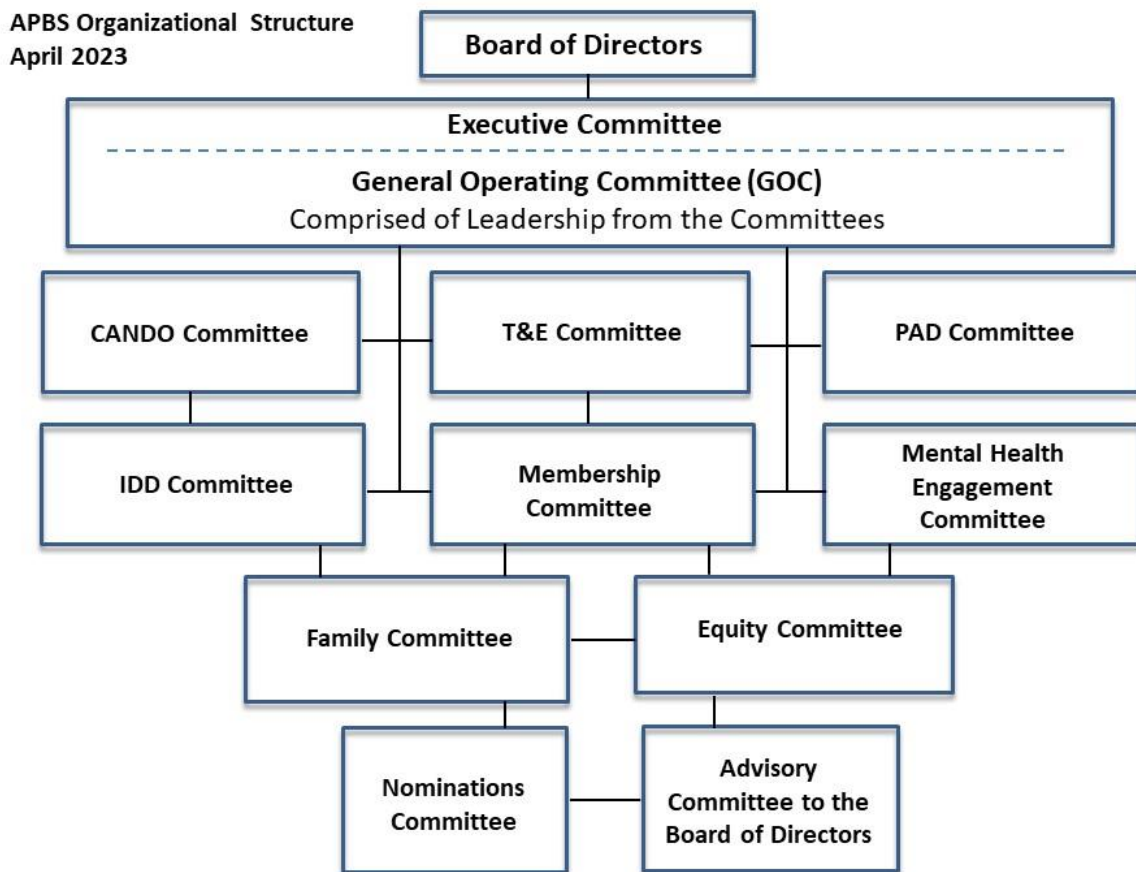


Table 2.0
APBS Board of Directors (January 1, 2024)

Name	Elected Term	Current Office
Kaci Ellis	March 2023-2024	
Kaci Fleetwood	March 2022-2025	President
Rachel Freeman	March 2021-2024	
Karen Gifford	March 2023-2026	
Nicolette Grasley-Boy	March 2023-2026	
Rose Iovannone	March 2021-2024	Treasurer
Tammy Jackson	March 2023-2026	
Jennifer Jeffrey-Pearsall	March 2022-2025	Vice President
Muna Khalif	March 2022-2025	
Stephanie Martinez	March 2022-2025	
Erika McDowell	March 2021-2024	
Satish Moorthy	March 2022-2025	
Bob Putnam	March 2023-2026	
Scott Ross	March 2021-2024	
Jodie Soracco	March 2023-2024	
Jessica Swain-Bradway	March 2022-2025	
Sarah Wilkinson	March 2021-2024	Secretary
Dianna Yip	March 2023-2026	
Imad Zaheer	March 2023-2026	
* Tim Knoster	March 2003-Present	Executive Director
* Wendy Machalicek	March 2021-Present	Co-Editor JPBI
* Mandy Rispoli	March 2021-Present	Co-Editor JPBI
* Randall De Pry	March 2023-2024	
* Pei-Yu Chen	March 2023-2024	
* Alejandra Gallego	March 2023-2024	
* Cristina House	March 2023-2024	
* Laura Kern	March 2023-2024	
* Michael Paal	March 2023-2024	
* Shiralee Poed	March 2023-2024	
* Marney Pollack	March 2023-2024	
* Stewart Shear	March 2023-2024	

*Denotes Ex-Officio status on Board of Directors

APBS has continued to further refine its management structure this past year to efficiently and transparently facilitate the flow of both work and information sharing among various groups including the Executive Committee, Board of Directors, various Committees and their subsequent working groups, as well as the membership. APBS has continued to operate a General Operating Committee (GOC) chaired by the Vice President of APBS which serves 1) to provide a scheduled forum for exchange of information and collaborative problem-solving and planning among committees and subcommittee work groups, and 2) to manage

workflow to the Executive Committee and Board of Directors. To enhance efficiency APBS has continued to integrate the GOC meetings in alignment with Executive Committee meetings this past year. All committees and workgroups have continued to be required to align their particular endeavors with the priorities of APBS reflected in our strategic plan. The organizational structure and resource investment associated with work/endeavors of APBS continue to be consistent with our organization's top two priorities of 1) scientific endeavors related to positive behavior support and 2) networking activities in the field.

Communication in the Field

Communication in the field has continued to occur through various means this past year. The most significant of these methods has continued to be the website. Website statistics for this past year can be located in "The Report for APBS Website" (see Appendices).

Finance and Revenue

Consistent with previous years, the two primary sources of revenue for APBS this past year have continued to be 1) memberships and 2) conference proceeds. This past year APBS has continued to plan for expanded revenue generation concepts for the future. Enhanced and/or expanded revenue streams will be a priority of the new Executive Director and the Board of Directors prospectively.

A breakdown of APBS membership is provided in the Appendices. It is important to acknowledge that the most significant portion of membership continues to come from a combination of one- and three-year Professional Memberships (e.g., in December 2023, 992 memberships equal to 72% of total membership). This is followed by Student Memberships (e.g., in December 2023, 211 memberships equal to 15% of total memberships), Agency Memberships (e.g., in December 2023, 102 memberships equal to 7% of total membership), and Family Memberships (e.g., in December 2023, 59 memberships equal to 4% of total memberships). Table 2.1 and Figure 2.1a – 2.1d (see Appendices) depict the past two years of membership data for comparative purposes.

Table 2.1
End-Month Membership Counts 2022 and 2023

Date	Total	Foun- drs	Prof 1 yr	Prof 3 yr	Agency	Student	Trans	Family/ Fam/Prof	Comp
2022									
31-Jan	1411	10	679	276	160	221	4	60	5
28-Feb	1378	10	656	276	161	213	4	57	5
31-Mar	1332	10	631	273	147	222	4	44	5
30-Apr	1379	10	651	273	159	230	4	47	5
31-May	1369	10	648	269	160	220	8	49	5
30-Jun	1376	10	645	277	166	226	9	48	5
31-Jul	1366	10	638	275	166	213	9	50	5
31-Aug	1371	10	651	276	162	207	8	51	5
30-Sep	1372	10	654	275	155	214	9	50	5
31-Oct	1353	10	642	278	154	209	9	46	5
30-Nov	1339	10	637	276	147	220	9	45	5
31-Dec	1322	10	608	277	140	216	9	46	5
2023									
31-Jan	1434	10	706	276	150	227	6	50	5
28-Feb	1422	11	702	271	135	234	7	55	5
31-Mar	1427	11	714	278	124	228	8	57	5
30-Apr	1383	11	693	276	118	221	8	49	5
31-May	1382	11	688	277	118	227	6	48	5
30-Jun	1374	11	687	276	110	230	6	47	5
31-Jul	1379	11	690	275	113	232	6	46	4
31-Aug	1368	11	686	274	111	227	5	48	4
30-Sep	1374	11	689	279	113	219	6	50	5
31-Oct	1375	11	693	281	109	217	5	52	5
30-Nov	1367	11	692	283	104	221	4	55	5
31-Dec	1387	11	735	257	102	211	4	59	6

The fiscal health of APBS continues to be stable. The operating budget through June 30, 2024 is provided in Table 2.2. It is projected that as APBS will become further positioned further achieve targeted objectives reflected in the Strategic Plan as the organization expands and further diversifies its revenue base.

The current cash balance in the APBS checking account (liquid assets) as of January 1, 2024 was \$243,188.00 (see Figure 2.2 in Appendices for 2004-2023 comparisons). Table 2.3 provides details on Investments (valued at approximately \$670,140.00 as of the start of 2024). Further, Tables 2.4, 2.5, and 2.6 denote the APBS a) Balance Sheet b) Statement of Financial Income and Expense for January 1 through December 31, 2023, and c) 2023 Cash Activity Summary.

Table 2.2
APBS Annual Budget July 1, 2023 – June 30, 2024

Income	
43300 – Donations	\$1,000
43305 – Donations – General APBS Support	
43310 – Donations – Family Support	
43315 – Donations – Student Research Support	
43320 – Donations – Network Supports	
44300 – Conference Registration	
44301 – Conference Registration Fees	\$514,000
44305 – Conference Registration – Exhibitors	
44400 – Webinars	
45300 – Membership Dues	
45310 – Agency Membership Dues	
45320 – Family Membership Dues	
45322 – Family/Professional Membership Dues	
45325 – Founders Membership Dues	
45330 – Professional Membership Dues	
45340 – Student Membership Dues	
45350 – Transitional Membership Dues	
45360 – 10 Month Trial Membership Dues	
Total 45300 – Membership Dues	\$113,400
46300 – BCBA Processing Fee	\$7,500
46302 – NASP Processing Fee	\$3,750
46350 – Conference CEUs	
Total Income	\$639,650
Expense	
60900 – Business Expense	\$660
60920 – Business Registration Fees	
Total 60900 – Business Expense	\$660
61000 – Personnel Fees	12 Month

61100 – Executive Director – Knoster	\$0
Executive Director TBD	\$150,000
61150 – Executive Director Search	\$250
61200 – Membership Database Consultant – Andrezze	\$21,560
61250 – Communications/Social Media – TBD	\$7,280
61300 – Bookkeeper – Ramos	\$7,050
61350 – Consultant/Conference Coord Hub – Hess	\$53,040
61355 – Consultant/Network Development – MacSuga-Gage	\$8,000
61356 – Cons – Exe Func & PAD – D. Empson-Schultz	\$0
61357 – Consultant – Hartman	\$3,850
61362 – Consultant – Family Engagement – McGough	\$9,300
61402 – Consultant – IDD Engagement – UMN	\$7,500
61415 – Consultant – MH – Cashman	\$8,000
61490 – Misc. Consultant/Personnel	
Consultant – Conference Volunteer Management	\$3,000
Consultant – Membership Recruitment/Retention	\$6,000
Total 61000 – Personnel Fees	\$284,830
62100 – Contract Services	
62110 – Accounting Fees	\$8,000
62140 – Legal Fees	\$4,000
62155 – Credit Card Processing Fees	
62156 – Refund Fees	
Payroll Processing Fees/Keystone	\$850
Total 62100 – Contract Services	\$12,000
62800 – Facilities and Equipment	
62840 – Equipment Rental and Maintenance	
Total 62800 – Facilities and Equipment	

63000 – Conference Expenses	
63010 – Conference Hotel	
63011 – Hotel Food & Beverage	\$60,000
63012 – Hotel AV	\$45,000
63013 – Hotel Wi-Fi	\$10,000
63014 – Hotel Misc	\$2,000
63015 – Conference Flight/Travel	\$4,500
63018 – Conference Meals— Staff, Board, etc	\$300
63020 – Conference Workshops/Speaker fees	\$6,000
63030 – Conference Present. & Agenda (Pro Copy)	\$3,000
63031 – Oxford – Abstract Management	\$1,500
63055 – Conference Graphic Design/Social Media	\$1,500
63070 – Conference Insurance – Lawton	\$2,428
63060 – Conference Signs & Badges	
63072 – Conference Interpreters	
63073 – Conference Cvent	
63073 – Registration/Membership System	\$22,000
63073A – Crowd Compass Mobile App	\$5,400
63073B – Attendee Hub – Virtual Platform	\$8,500
63073C – On Arrival 360 – Check in System	\$11,000
NASP CPD processing evaluations	\$950
63075 – Mobile App	
63076 – Vcube Session Conference Recording	\$21,600
63077 – Conference Office Supplies/Misc Copying	
63078 – Posters— Directional, Etc	\$500
63079 – Posters – Session Boards	\$500
63100 – Conference CEUs	
BCBA	\$600
NASP Renewal	\$150
63104 – Conference International Site Visit Supports	\$1,500
63105 – APBS Promotional Items	

63106 – Conference Student Support Events	\$1,500
63107 – Conf. Family Support	
63108 – Conference Shipping Supplies To/From	\$1,000
63110 – Misc. Conference Expenses	
Ted Carr Awards (2 @ 500)	\$1,000
Poster Awards (2 @ 250)	\$500
Total 63000 – Conference Expenses	\$212,928
64000 – JPBI for Members	\$7,000
65000 – Operations	
65010 – Books, Subscriptions, Reference	\$100
65020 – PO Box & Postage	\$600
65025 – Shipping	
65030 – Printing and Copying	
65040 – Supplies/Business	\$2500
65050 – Telephone/Telcommunications	\$3,550
65055 – Software	\$500
65060 – APBS Website and E-Mail Boxes	\$50,000
Total 65000 – Operations	\$57,250
65100 – Other Types of Expenses	
65112 – APBS Network Supports	\$10,000
65120 – Insurance board liability	\$1,839
Cyberliability	\$1,245
65130 – Student Member Supports – Research Grants	\$5,200
65157 – Strategic Planning	
Equity Community of Practice facilitator contract	\$5,000
Travel costs to attend March board meeting	\$1,000
Family marketing materials	\$1,000
CANDO – Global Repository	\$1,000
Total 65100 – Other Types of Expenses	\$26,285
66000 – Payroll Expenses	

66100 – State Withholding Taxes	\$3,500
66900 – Taxes, Penalties & Interest	
Total 6600 – Payroll Expenses	\$3,600
68300 – Travel and Meetings	
68318 – Misc BOD Meeting Expense	\$3,000
68320 – Travel	\$4,000
Total 68300 – Travel and Meetings	\$7,000
69300 – Bank Fees	\$15,000
Renewal Fees Non-Profit Status in States	\$300
Total 69300 – Bank Fees	\$15,300
Total Expense	\$626,753
NET INCOME	\$12,897

Table 2.3
Synopsis of APBS Investments with M & T Bank Brokerage Account
(January 1, 2024)

Investment	Maturity Date	Accrued Interest	Estimated Yield
Capital Growth Investment: Portfolio Architect (CORE) 8YC086464 Account # 1493-6140 Current Value \$282,410.41 Note: Has annual broker fees around .057%	Not Applicable	TBD upon liquidation	TBD upon liquidation
Diversified Fixed Income: Portfolio Architect AYC108953 Account # 1716-8007 Current Value \$387,729.95 Note: Has annual broker fees around .057%	Not Applicable	TBD upon liquidation	TBD upon liquidation

Total Estimated Value of Investments: \$670,140.36

Table 2.4 – Balance Sheet

Association for Positive Behavior Support
Balance Sheet
 As of December 31, 2023

Cash Basis

	Mar 31, 23	Jun 30, 23	Sep 30, 23	Dec 31, 23
ASSETS				
Current Assets				
Checking/Savings M & T Bank	333,464.01	211,940.82	191,099.83	233,763.57
Total Checking/Savings	333,464.01	211,940.82	191,099.83	233,763.57
Other Current Assets				
12000 · Undeposited Funds	53,550.00	400.00	750.00	1,355.00
Total Other Current Assets	53,550.00	400.00	750.00	1,355.00
Total Current Assets	387,014.01	212,340.82	191,849.83	235,118.57
Other Assets				
18600 · Other Assets				
18605 · Diversified Investments	40,000.00	40,000.00	40,000.00	40,000.00
18610 · Certificates of Deposit--M & T	298,994.30	298,994.30	298,994.30	298,994.30
18615 · Cert. of Deposit--Barclays Bank	50,000.00	50,000.00	50,000.00	50,000.00
18618 · CD Investments--Pershing LLC	200,000.00	200,000.00	200,000.00	200,000.00
18620 · Investments	25,000.00	25,000.00	25,000.00	25,000.00
Total 18600 · Other Assets	613,994.30	613,994.30	613,994.30	613,994.30
Total Other Assets	613,994.30	613,994.30	613,994.30	613,994.30
TOTAL ASSETS	1,001,008.31	826,335.12	805,844.13	849,112.87
LIABILITIES & EQUITY				
Equity				
30000 · Opening Balance Equity	310,908.41	310,908.41	310,908.41	310,908.41
32000 · Unrestricted Net Assets	347,245.73	347,245.73	347,245.73	347,245.73
Net Income	342,854.17	168,180.98	147,689.99	190,958.73
Total Equity	1,001,008.31	826,335.12	805,844.13	849,112.87
TOTAL LIABILITIES & EQUITY	1,001,008.31	826,335.12	805,844.13	849,112.87

Table 2.5 – I & E Summary

**Association for Positive Behavior Support
Statement of Financial Income and Expense
January through December 2023**

	TOTAL
Ordinary Income/Expense	
Income	
43300 - Donations	
43305 - Donations--General APBS Support	170.00
43310 - Donations--Family Support	230.00
43315 - Donations--Student Research Sup	40.00
43320 - Donations--Network Supports	90.00
	90.00
Total 43300 - Donations	530.00
44300 - Conference Registrations	
44301 - Conf. Registration Fees	479,430.00
44305 - Conference Reg--Exhibitors	12,385.00
	12,385.00
Total 44300 - Conference Registrations	491,815.00
45300 - Membership Dues	
45310 - Agency Membership Dues	16,625.00
45320 - Family Membership Dues	550.00
45322 - Family/Professional Membership	3,080.00
45323 - Fam/Prof 10 Mth Trial Memb Dues	180.00
45325 - Founders Membership Dues	500.00
45330 - Professional Membership Dues	72,560.00
45340 - Student Membership Dues	7,035.00
45350 - Transitional Membership Dues	185.00
	185.00
Total 45300 - Membership Dues	100,675.00
46300 - BCBA Processing Fee	7,525.00
46302 - NASP Processing Fee	1,525.00
	1,525.00
Total Income	602,070.00
Gross Profit	602,070.00
Expense	
60900 - Business Expenses	
60920 - Business Registration Fees	718.00
	718.00
Total 60900 - Business Expenses	718.00
61000 - Personnel Fees	
61150 - Executive Director Search Exp.	489.73
61200 - Memb. Database Cons.--Andrezze	16,298.00
61250 - Social Media--Jules Almedia	2,798.71
61255 - Comm Consultant--Alyssa Andress	1,952.98
61300 - Bookkeeper--Ramos	6,184.50
61350 - Consultant--Gretchen Hess	33,482.00
61355 - Consultant--Ashley Mac Suga-Gage	6,355.30
61357 - Consultant--Deb Hartman	2,814.00
61362 - Consultant--Family Sup--McGough	8,667.00
61402 - Consultant--IDD Engagement--UMN	2,407.50
61415 - Consult--Mental Health--Cashman	5,875.00
	5,875.00
Total 61000 - Personnel Fees	87,302.70
62100 - Contract Services	
62110 - Accounting Fees	11,025.00
62140 - Legal Fees	7,688.00
62153 - Cvent Fees	
62153A - Registration/Membership System	23,452.78
	23,452.78
Total 62153 - Cvent Fees	23,452.78
Total 62100 - Contract Services	42,143.78
63000 - Conference Expenses	
63010 - Conference Hotel	
63011 - Hotel--Food & Beverage	35,915.51

Table 2.5 – I & E Summary (Continued)

**Association for Positive Behavior Support
Statement of Financial Income and Expense
January through December 2023**

	TOTAL
63012 - Hotel--AV	45,022.88
63014 - Hotel--Misc.	150.00
Total 63010 - Conference Hotel	81,088.39
63015 - Conference Flight/Travel	5,265.27
63018 - Conf. Meals--Staff, Board, etc.	1,989.58
63020 - Conf. Workshops/Speaker Fees	4,250.00
63025 - Conf. Planning Consultation Srv	25,388.35
63030 - Conference Present. & Agenda	1,500.00
63050 - Conference Advertising	14.78
63055 - Conf Graphic Design/Soc. Media	60.00
63060 - Conference Lanyards & Badges	1,791.88
63070 - Conference Insurance	3,200.13
63072 - Conference Interpreters	2,000.00
63073 - Conference--Cvent Expenses	
63073A - Crowd Compass Mobile App	727.27
63073B - Attendee Hub/Virtual Platform	15,741.00
63073C - On Arrival 360/Check In System	11,961.85
Total 63073 - Conference--Cvent Expenses	28,430.12
63076 - Conf. Audio/Video Rec., Etc.	15,254.40
63077 - Conf Office Supp/Misc Copying	366.91
63078 - Conf--Posters--Directional/Etc.	614.00
63079 - Conf--Posters--Session Boards	489.58
63080 - Conference Reimb. Non-attended	800.00
63100 - Conference CEUs	
63100A - BCBA	44.40
63100B - NASP	44.40
Total 63100 - Conference CEUs	88.80
63101 - Conf.--Plaques for Awards	982.29
63102 - Ted Carr Awards (Monetary)	
63102A - Student Poster Awards	500.00
63102B - Early Research Award	1,000.00
63102C - Practitioner Award	1,000.00
63102D - Research Mini-Grants	2,959.88
Total 63102 - Ted Carr Awards (Monetary)	5,459.88
63106 - Conf. Student Support	510.00
63108 - Conference Shipping/Postage	184.55
63110 - Misc. Conference Expenses	406.21
Total 63000 - Conference Expenses	180,115.12
64000 - JPBI for Members	5,273.75
65000 - Operations	
65010 - Books, Subscriptions, Reference	156.00
65020 - P.O. Box & Postage	572.27
65040 - Supplies/Business Expense	5,749.33
65050 - Telephone, Telecommunications	2,934.34
65055 - Software	332.59
65060 - APBS Website and E-mail Boxes	51,352.61
Total 65000 - Operations	61,097.14
65100 - Other Types of Expenses	
65110 - APBS Network Awards	5,000.00
65120 - Insurance--Board Liability	4,481.50
65122 - Insurance--Cyber Liability Ins.	1,306.00
Total 65100 - Other Types of Expenses	10,787.50
66000 - Payroll Expenses	

Table 2.5 – I & E Summary (Continued)

**Association for Positive Behavior Support
Statement of Financial Income and Expense
January through December 2023**

	TOTAL
66100 - State Withholding Taxes	3,148.59
Total 66000 - Payroll Expenses	3,148.59
68300 - Travel and Meetings (BOD)	
68310 - Conv.& Meetings Lodging Exp.	100.00
68320 - Travel--BOD to Meetings	6,322.92
Total 68300 - Travel and Meetings (BOD)	6,422.92
69300 - Bank Fees	14,103.77
Total Expense	411,111.27
Net Ordinary Income	190,958.73
Net Income	190,958.73

Table 2.6 – Cash Activity

2023 Cash Activity Summary

<u>Beginning Date</u>	<u>Beginning Balance</u>	<u>Deposits</u>	<u>Disbursements</u>	<u>Ending Balance</u>	<u>Ending Date</u>
12/31/2022	\$ 34,194.84	\$ 166,920.00	\$ (17,617.56)	\$ 183,497.28	1/31/2023
1/31/2023	\$ 183,497.28	\$ 113,235.00	\$ (23,293.60)	\$ 273,438.68	2/28/2023
2/28/2023	\$ 273,438.68	\$ 124,800.00	\$ (64,774.67)	\$ 333,464.01	3/31/2023
3/31/2023	\$ 333,464.01	\$ 81,565.00	\$ (68,216.67)	\$ 346,812.34	4/31/2023
4/31/2023	\$ 346,812.34	\$ 7,985.00	\$ (115,423.39)	\$ 239,373.95	5/31/2023
5/31/2023	\$ 239,373.95	\$ 9,885.00	\$ (30,520.72)	\$ 218,738.23	6/30/2023
6/30/2023	\$ 218,738.23	\$ 2,840.00	\$ (26,303.75)	\$ 195,274.48	7/31/2023
7/31/2023	\$ 195,274.48	\$ 5,290.00	\$ (7,105.97)	\$ 193,458.51	8/31/2023
8/31/2023	\$ 193,458.51	\$ 12,855.00	\$ (15,213.68)	\$ 191,099.83	9/30/2023
9/30/2023	\$ 191,099.83	\$ 9,420.12	\$ (17,328.69)	\$ 183,191.26	10/31/2023
10/31/2023	\$ 183,191.26	\$ 25,740.00	\$ (8,193.69)	\$ 200,737.57	11/30/2023
11/30/2023	\$ 200,737.57	\$ 51,490.00	\$ (18,464.00)	\$ 233,763.57	12/31/2023
TOTALS		\$ 612,025.12	\$ (412,456.39)		
12/31/2022	<u>\$ 34,194.84</u>				
2023 Deposits	<u>\$ 612,025.12</u>				
2023 Disbursements	<u>\$ (412,456.39)</u>				
Balance 12/31/23	<u>\$ 233,763.57</u>				

Conference Planning

The Conference Planning Work Group within the Training and Education Committee has continued to meet on a frequent, scheduled basis to plan conference activities for 2024. We are currently in a multi-year contract with Hyatt for our annual conference operations through 2027. This has been a significant undertaking for the conference planning group.

Increasingly, APBS has continued to actively recruit an increasingly diverse array of members to participate in conference planning functions throughout the year in preparation for the annual conference. Priority has continued to be on families, equity, along with both the Intellectual and Developmental Disabilities and Mental Health communities. Information regarding the conference planning process may be obtained via the Conference Home Page on the website.

A total of 210 proposals were submitted for review for the 2024 conference with 160 proposals accepted for the 131 In-Person oral presentation opportunities and the 40 poster presentations for the 2024 conference. In addition, a total of 18 workshops will occur at the 2024 conference. All In-Person and On Demand attendees will also have access to 1 Recorded Workshop and 24 Recorded Breakout Sessions. Overall, the program includes 17 invited presentations and will again feature identification of recipients of annual awards in memory of Dr. Edward (Ted) Carr. The first of these annual awards honoring Dr. Carr's legacy is for the Outstanding Poster Session(s) at the conference. In addition, the Initial Researcher and Practitioner Awards as well as Leadership award in Positive Behavior Support will be announced at the 2024 conference. The 2023 recipient of the Practitioner Awards were Drs. Ashley Greenwald and Kristy Ritvasky respectively. Recipients of the Initial Researcher Awards in 2023 were Drs. Angus Kittelman and Nicolette Grasley-Boy respectively. The winner of the Leadership Award in Positive Behavior Support in 2023 was Dr. Don Kincaid with the Poster Award winners from 2023 being Mya Kelley and Sage Pickren.

Projected figures on the 2024 conference are presented in Table 2.7. These figures will be finalized following close-out of the 2024 conference by June of 2024.

Table 2.7
Projected Data for 2024 Conference

Year	Location	Projected Registered Participants
2024	Virtual	250
2024	In-Person	1550

Summary of APBS Webinar Development

A continuing goal of the Training and Education Committee (TEC) has been to further build APBS webinar capacity to increase membership and to provide an additional format to disseminate information to participants beyond the annual conference. Webinars occurring this past year are presented in Table 2.8.

Table 2.8
2023-2024 Webinars

Date	Presenter(s)	Title of Webinar	Participants
August 10, 2023	Kincaid	Unraveling the Past, Shaping the Future: Exploring the History of Positive Behavior Support and the Association for Positive Behavior Support	57
August 30, 2023	McGough	Thriving Together: Creating a Positive School-Year Experience for Your Family	32
September 26, 2023	Greenwald	Sustainability of PBS Initiatives Through Diversification in Funding	30
October 11, 2023	Grasley-Boy	Supporting Teachers' Classroom Management Needs	55
November 3, 2023	Cashman, Freeman, McGough, Moore, St. Joseph, Zaheer,	Facilitating Dialogue on Comprehensive Systems of School Mental Health	35
December 20, 2023	Ritvasky	Integrating Positive Behavioral Interventions and Supports (PBIS) with Comprehensive School Mental Health (CSMH): Steps towards achieving success!	54
January 11, 2024	Hirsch, McDaniel	Introducing the 2023 APBS Practice Guidelines	30
February 20, 2024	Kittelman, Horner	Implementing PBIS at Tiers 2 and 3: Combining Effective Practices and Key Organizational Systems	85

Membership

Membership data was presented in Part I, Section III under "Finance and Revenue" of this report (see Table 2.1). The Community and Network Development Opportunities Committee (CANDO) as well as the Membership Committee has continued to implement activities to support networks and the membership.

Specifically, the average monthly membership during 2023 was one thousand three hundred eighty-nine (1389) members as compared to one thousand three hundred sixty-three (1363) the prior year (see Figures 2.1a – d in Appendices). APBS continued its certificate of recognition program for extra-ordinary volunteer endeavors by current APBS members who are not currently an elected member of the Board of Directors. This acknowledgement program continued to be well received and it is projected that additional APBS members will be nominated for such recognition prospectively.

Beyond nurturing membership, during this past year APBS has continued to invest increasing degrees of both time and other resources to 1) further defining roles and relationships with existent APBS Networks, 2) investing resources to support network endeavors, and 3) create a monitoring process with these networks (communities of PBS practice).

Networks

Over the past year APBS has created and sustained multiple initiatives designed to meet the needs/desires for support expressed by networks.

Table 2.9A provides a comprehensive listing of APBS Networks that have been established between 2007 to present and reflects 41 (in total) – also see Figure 2.3 in Appendices. Table 2.9B depicts current operating networks as of January 1, 2024. It is a primary goal of APBS to expand network activities to facilitate structured collaboration among the membership as well as to further grow APBS membership. Additional information on the various activities of APBS Networks can be found on the APBS website.

Table 2.9A
APBS Networks 2007 to Present

Network
Alabama PBIS Network
Arizona
Positive Behaviour Support Academy Asia
APBS Australia
UK PBS Alliance
California PBIS Coalition
Canada
Colorado
Delaware
Europe
Florida
Georgia APBS
High School PBIS
Home & Community PBS Network
Illinois
Japan
Kansas
Korea APBS Network
Maine PBIS
Mid-Atlantic PBIS Network
Midwest-Illinois PBIS Network
Minnesota PBS Network
Missouri Schoolwide PBS
SWPBS Nederland
Nevada
New Jersey
New York
Northeast PBIS
Norwest PBIS
Ohio
Oregon
Pennsylvania PBS Network
South Carolina APBS Network
PBIS State Leaders
Student Network
APBS Taiwan Network
Tennessee
Texas
SWPBS Training Network
Virginia APBS Network
West Virginia APBS Network

Table 2.9B
Current Operating Networks

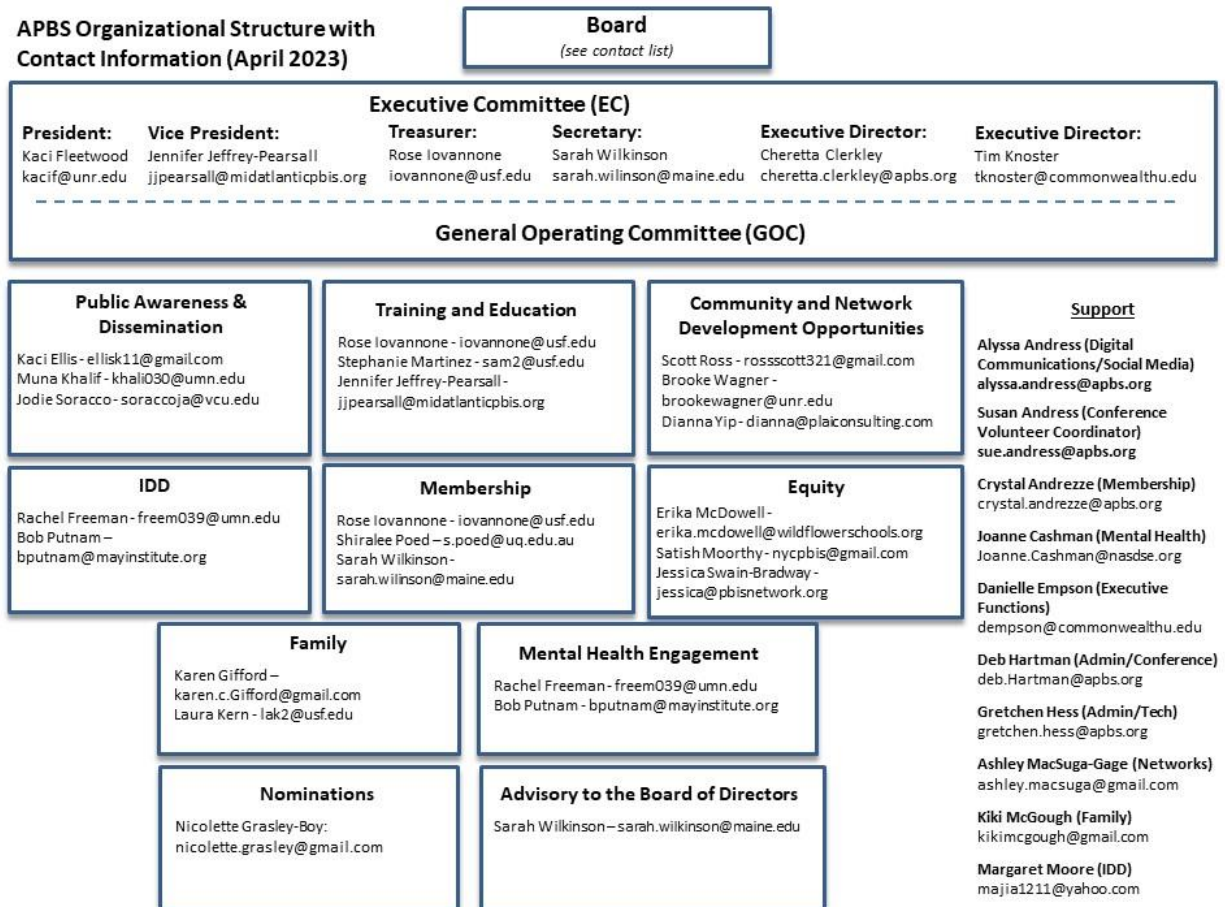
Network
Arizona
Positive Behaviour Support Academy Asia
APBS Australia
UK PBS Alliance
California PBIS Coalition
Canada
Europe
Georgia ABPS
APBS High School Network
Home and Community Network
APBS Network Japan
Kansas
Korea APBS Network
Maine PBIS
Mid-Atlantic PBIS Network
Midwest PBIS Network
Minnesota PBS Network
Missouri School-wide PBS
SWPBS Nederland
Nevada APBS Network
New Jersey PBIS Network
Northeast PBIS Network
Northwest PBIS Network
Pennsylvania PBS Network
South Carolina APBS Network
PBIS State Leaders' Network
APBS Taiwan Network
Virginia APBS Network
West Virginia APBS Network

Committee Structures

APBS, as per its By-Laws, establishes working committees on an annual basis. The establishment of committees continues to be directly linked with the APBS Strategic Plan. Acknowledging the dynamic nature of the strategic plan, the formation of committees prospectively will be informed by the strategic planning process.

This past year APBS continued its efforts to efficiently organize and process its work. Table 2.10 depicts the current management structure. Table 2.10 is followed by a narrative that: 1) provides highlights from our primary committees reflecting activities associated with the APBS Strategic Plan, 2) describes the nature of APBS as well as 3) provides an overview of our continued systems of checks and balances regarding fiscal matters.

Table 2.10
Current Management Structure



The Nature of APBS

APBS continues to be a virtual, inter-disciplinary non-profit organization that engages in varied activities and endeavors related to positive behavior support. Beyond expanding the science of positive behavior support through research and outreach endeavors, APBS further invests its resources in supporting networking related to the design and implementation of positive behavior support across varied contexts (including but not limited to, school contexts). As such, APBS is primarily a scientifically oriented organization that is also heavily invested in networking. APBS also supports (on a more limited basis) policy related endeavors associated with positive behavior support. APBS members have access to all association materials through various sources including the organization's website (www.apbs.org). Further, members of the organization elect members to its governing board on an annual basis and may access those elected board members through a variety of methods including the website.

Checks and Balances on APBS Fiscal Matters

The Board of Directors (elected by the membership) continues to be directly accountable for all activities of the association. This includes conducting fiscal operations in a manner consistent with its Bylaws as an incorporated non-profit entity. A variety of means are used by the association to operate in a fiscally responsible manner including: 1) use of an external bookkeeper (through consultant contract) to both monitor all fiscal matters in tandem with generating financial reports throughout the year, 2) annual external reviews (through contract) of fiscal operations of the organization, 3) various communication structures between the Executive Director of APBS and the elected Treasurer of APBS, 4) documented financial updates and reports provided within the context of both meetings of the Executive Committee and the Full Board of Directors of APBS (which is posted on the APBS website) and 5) externally provided fraud protection services on all APBS accounts with M & T Bank.

Strategic Plan Implementation Highlights by Committees

The following represents highlights associated with Strategic Plan Implementation provided by APBS Committees this past year. The following is not intended to be exhaustive of all activities associated with the strategic plan, rather this information provides general highlights.

Goal 1: The board of directors and members view the Association as their primary reliable resource on positive behavior support.

Strategic Plan Objective		Lead Committee	Status/Update
1.1	Develop a transition plan to engage students entering their early career	CANDO	Achieved (11/17/23) - Set up the Early Career PLC

Strategic Plan Objective		Lead Committee	Status/Update
			- Recruiting international Members (Australia, Philippines to date)
1.2	Develop and implement a clear international strategy	CANDO	Working on it - Regular international meetings (quarterly) - Access to APBS conference (2022 Virtual–though none in 2023) - APBS Newsletter featuring international networks–now featured regularly - Increase in participation of international members in APBS Board election–still inconsistent/work in progress - Develop international PBS content page for APBS website (work in progress)
1.3	Develop an online repository of relevant articles (e.g., OSEP-funded PBIS Center, other externally funded initiatives, definitions of positive behavior support and PBIS)	PAD	Not Started
1.4	Update conference agenda to include venues for increasing membership engagement	TEC	Working on it - Activities planned for 2024 Conference: Student Networking Meet and Greet, HCPBS/Family/IDD Lunch Session, Trivia Nights following Poster Session
1.4.a	Start conference with presentation on who we are	TEC	Working on it - Though original activity achieved, this is an ongoing process that needs to be included in Operations Manual
1.4.b	Include slides on APBS mission, vision, core values, and difference between positive behavior support and PBIS for international networks	TEC	Achieved (2/22/2022) - Outlined content for overview presentation, developed slide deck, solicited feedback from APBS stakeholders, and recorded and published presentation–needs to be operationalized to it is updated regularly

Strategic Plan Objective		Lead Committee	Status/Update
1.4.c	Conduct a forum for two-way communication with members	TEC	Working on it - No status to report
1.4.d	Consider ambassadors or mentors at conference	TEC	Working on it - Working with membership committee to support the creation of the Student PLC mentor program
1.5	Explore dedicated seats on the board for different topics	Equity Committee	Working on it - Utilizing demographic and identity data to support seats
1.6	Build consensus paper on APBS identity and disseminate widely	Equity Committee	Working on it - Identify timeline and collaborator committees for this paper. - Gather information/presentation on the History of APBS from the 2022 conf. - Gather demographic data on board members, conf. attendees, and networks.
1.6.a	Determine who we are and who we are not	Equity Committee	Not started The committee suggests that this item be paused until there is an established rationale and goal for the activity.
1.6.b	Capture history	Equity Committee	Working on it The committee has not been able to address the action item due to lack of time and other activities being managed by other committees. As with 1.6a, the committee seeks a rationale and goal related to the activity.

Goal 2: Members are meaningfully engaged with the Association and find their engagement personally and professionally beneficial.

Strategic Plan Objective		Lead Committee	Status/Update
2.1	Strengthen virtual engagement opportunities for national and international members outside the conference	CANDO	Working on it The committees continues with efforts to develop a systematic way to recruit

Strategic Plan Objective		Lead Committee	Status/Update
			and retain APBS members as volunteer and to support networks to engage APBS members
2.2	Revisit and clarify definition of thematic networks (e.g., special interest groups or communities of practice)	CANDO	Achieved (December 2012) Clear definition of thematic networks developed
2.3	Bring in diversity expertise to develop diversity strategies into engagement	Equity	Working on it - Increase membership of Equity Ad Hoc by adding members with expertise (research, scholarship, teaching, leadership, etc.) in equity and equity related issues in education. - Implement "bring a friend" strategy: bring a colleague with expertise in equity to the equity meeting
2.4	Identify access barriers (e.g., information access, economic barriers, . . .) and reduce them as feasible to ensure an increasingly diverse membership	Equity	Working on it Developing and Periodically sending out Surveys to board members, and networks to request feedback on perceived barriers to access, participation, and/or representation; Added demographic information to conference registration; Gathering demographic information from Networks; Gathering identity/demographics from board members.
2.4.a	Survey members on engagement barriers and desired engagement	Equity	Achieved (January 2021)
2.5	Conduct focus groups to obtain diverse perspectives around different topics to increase member engagement	Equity	Not Started - As a result of the demographic data collected, identify focus groups
2.6	Communicate about benefits of membership	PAD	Achieved (8/23/2022) - Facebook posts communicating the benefits of member - Podcast episodes share information about the benefits of membership

Strategic Plan Objective		Lead Committee	Status/Update
			- Website graphics include benefits of membership
2.7	Clarify the process for becoming a committee volunteer	PAD	Achieved (11/17/2023) <ul style="list-style-type: none"> - Define the role of a committee member - Create a podcast spotlight/mini-episode about becoming an APBS volunteer - Create website pages for each committee along with information about volunteering
2.8	Develop a formal process for disseminating committee work to the membership	PAD	Achieved (11/17/2023) <ul style="list-style-type: none"> - Create a google form to gather data on the committees - Add information about each committee to the website - Use the IDD's committees sample structure for the website,
2.9	Identify audience, scope, and goal for the following: JPBI, newsletter, and exploring a practitioner journal and consider disconnecting the newsletter from the journal (e.g., online)	PAD	Not Started <ul style="list-style-type: none"> - Connect with JPBI editors to discuss how we can help market JPBI through social media and other outlets - Discuss how the various platforms can reach a broader audience
2.10	Use conference to better engage membership	TEC	Working on it Identified that there will be 3 "pop up" events; asking those hosting a "pop up event" for feedback from participants and attendance. Survey members post-conference regarding their experience with the pop-up events and how useful the events were; Track the number of new memberships or trial memberships post-conference
2.10.a	Live-stream and record conference sessions	TEC	Working on it <ul style="list-style-type: none"> - Continue to contract with V-Cube for recording (2023/2024); Recordings

Strategic Plan Objective		Lead Committee	Status/Update
			hosted on Vimeo (at a later post-polish date)
2.10.b	Set up input/feedback stations at the conference	TEC	Working on it Plans underway for the 2024 Conference; Hotel Set up will allow for a station to get the feedback;
2.10.c	Reformat the conference to accommodate special interest groups so they have time for face-to-face meetings	TEC	Working on it Tell Us What You Think - Ask Questions: QR code/linked to survey -for general feedback, also provide through FB/social media
2.10.d	Develop cohort learning (one-year groups between conferences)	TEC	Not Started
2.10.e	Conduct a networking session with the board outside the required annual membership meeting	TEC	Not Stated
2.10.f	Develop a member recognition program (e.g., length of membership)	TEC	Not Started - Need to collaborate with Membership Committee

Goal 3: New members join the Association

Strategic Plan Objective		Lead Committee	Status/Update
3.1	Specialized outreach to student members with the goal to convert them to full members after graduation	CANDO	Achieved (2/14/2023) - Established an Early Career Network
3.2	Revise membership information and website to reflect the new mission, vision, and core values	Membership	Working on it Continue to develop out membership side of the website to offer more membership specific information
3.3	Develop a plan for using technology beyond the conference and webinars	TEC	Not Started
3.4	Develop an outreach plan targeting families and community members (e.g., establish networks, special interest groups, foundations)	Family & IDD	Achieved (7/12/2022) - Family Group: Establish quarterly meetings with key stakeholders who represent different perspectives (both geographic and cultural)

Strategic Plan Objective		Lead Committee	Status/Update
3.5	Enhance current marketing efforts	PAD	Achieved (11/17/2023) - Develop a marketing plan to share on the website. - Review the social media from 2020 and determine whether we met the goals - Evaluate the various video platforms to determine which platforms are underutilized (i.e., YouTube). - Develop a targeted marketing campaign to help drive membership (look when membership dips).
3.5.a	Consider bringing in expertise on marketing	PAD	Achieved (11/17/2023) - Post on IG and facebook on a regular basis to attract new members
3.5.b	Strengthen social media outreach	PAD	Working on it - No status to report
3.6	Survey non-members on why they are not members	Membership	Not Started
3.7	Explore shared memberships with other organizations	Family & Membership	Working on it Contacted PTIs to collaborate in creation of workshop; Met with PTI Region D (representing 11 states and 29 PTI's) on areas for collaboration and subsequently have been written into Colorado's PTI as a pilot for 2023-2024; need to determine what that looks like with the PTIs (e.g., series of workshops) based on their needs and what we can deliver. Working with agencies in and around Chicago for March 2024 conference.

Goal 4: Infrastructure enables effective and efficient communications and decision-making

Strategic Plan Objective		Lead Committee	Status/Update
4.1	Enhance current orientation process for new board	Nominations	Not Started

Strategic Plan Objective		Lead Committee	Status/Update
	members, executive committee, committee chairs, and committee members		
4.2	Revisit organizational structure to accomplish and sustain long-term organizational goals	SPSC	Working on it Bylaw were revised; Work on the Operations Manual is on hold
4.2.a	Bring in a nonprofit consultant	SPSC	Not Started
4.2.b	Explore all viable options (e.g., moving to full-time staff, use FTE salaries more strategically)	SPSC	Not Started
4.2.c	Develop a transition and/or succession plan	SPSC	Working on it Transition is underway
4.2.d	Clarify the roles of paid staff, volunteers, board members, ex-officio members, chairs of special interest groups	SPSC	Working on it - Initial discussions of all "titles" and how to address in bylaws and operations manual
4.3	Establish an organizational dashboard	SPSC	Not Started
4.4	Create and maintain the implementation schedule	SPSC	Working on it

Goal 5: APBS operates in an ethically and fiscally responsible manner

Strategic Plan Objective		Lead Committee	Status/Update
5.1	Explore new services and products that result in revenue directly or indirectly	Membership	Working on it Implemented a plan to raise additional revenue with new Exhibitor types at the conference.
5.2	Review all activities to determine return on investment and re-allocate funds as feasible	GOC/EC	Not Started
5.3	Develop a plan for enhancing and sustaining revenue	SPSC	Not Started
5.3.a	Increase membership	Membership	Working on it Engage in data mining strategies for the purpose of retaining members 1. Increase the utility of current data collected. 2. Identify new data sources needed (surveys, etc) 3. Progress monitor ongoing data for membership trends with respect to interventions and identify the variables

Strategic Plan Objective		Lead Committee	Status/Update
			that are impacting membership 4. Identify correlation between events and membership rates.
5.3.b	Consider increasing all fees	EC	Achieved (5/24/22) 3 workgroups formed (Conference and registration fees, Sponsors and vendors, and Fund drives) with mission to report out at April Board Meeting. Board passed membership and conference fee motions at the Board meeting.
5.3.c	Consider differentiating membership fees for international members	EC & CANDO	Not Started
5.3.d	Explore new sources of revenue (e.g., grants, CEUs for BACB, psychology – at conference and online; conference sponsors and exhibitors, philanthropy)	EC	Working on it Three workgroups formed (Conference and registration fees, Sponsors and vendors, and Fund drives); Reported out at April 2022 Board Meeting; Ideas have been generated but only minor activities initiated (CEUS for SP) have been initiated
5.3.e	Increase conference attendance	TEC	Working on it Added NASP credits to increase number of school psychologists attending the conference and working to identify a way to collect data; Will be Adding a question to registration asking if this is your first conference
5.4	Build capacity for exhibitors and sponsors to grow	TEC	Working on it
5.5	Revise the site selection and setup processes to enhance conference attendance	TEC	Not Started
5.6	Work with local organizations at each year’s conference location so they can be included before and during the conference	TEC	Working on it

Summary of the State of Affairs of APBS (2003-Present)

The capacity and outreach/impact of APBS has continued to grow since its inception back in 2003. In particular, the organization has continued to be increasingly transparent, dynamic, and responsive to the needs in the field pertaining to Positive Behavior Support.

This APBS Annual Report highlights APBS activities since the organization's inception as well as during this past year with emphasis on the current strategic plan reflecting both challenges and opportunities. One of the primary catalysts to the development of APBS in 2003 was the acknowledgement that emergent needs will always be present in the field. As can be seen in the APBS membership numbers, the organization continues to reflect its original intent of being a virtual, professional inter-disciplinary organization exclusively dedicated to the development and dissemination of positive behavior support. While a significant portion of membership is directly engaged in school-wide applications, APBS continues to grow its support and outreach in association with applications in community settings across the life-span with emphasis on issues associated with equity. Additional attention to both meaningful engagement and growth in membership will be prioritized in the upcoming years. Further, APBS has been successful in further enhancing the virtual nature of operations that proved to be even more valuable during the pandemic a few years ago. This virtual platform has contributed greatly to the fiscal health of our organization and has positioned us to be able to navigate current fiscal needs without curtailing outreach.

While much has been accomplished by our organization since its inception, larger and greater challenges and opportunities await. One of the goals of the organization's strategic plan continues to be to further develop our infrastructure while also growing and supporting our membership to include individuals from increasingly diverse constituencies as well as agencies with a vested interest in positive behavior support (e.g., school and community agency personnel, student and family members, university-based faculty as well as increasing international networks). This type of growth will require investment of resources, which will need to be addressed in a fiscally sustainable manner. This will require APBS to generate additional revenue prospectively, in part through increased membership, in order to further increase its degree of influence on the field.

Specifically related to infrastructure, APBS has continued to incrementally (and conservatively) expand investment into contracted services as well as technology-based platforms for activities to support the Association's priorities and activities. Re-structuring (as relevant) and expansion of outreach will increasingly be prioritized moving forward given that APBS has employed its first full-time Executive Director effective January 8, 2024. In addition, a significant goal continues to be exploring methods to provide increasing degrees of opportunities for all members of APBS to become increasingly engaged in the various endeavors of our association as well as through our APBS Networks, Committees, Work Groups, conference activities and website. Along these lines, emerging opportunities for organizational growth should continue to emerge as a result of increased investment in networking. Increased investment in APBS Networks as well as international outreach should 1) facilitate each network's endeavors, 2) continue to grow networking as well as the number of active networks and 3) further grow APBS membership in alignment with goals reflected within the organization's strategic plan. A growing (and increasingly diverse) membership in tandem with increasing degrees of engagement provides the pathway to continued organizational growth and success.

Appendices

Report for APBS Website

Network Updates

Mental Health Committee Report

IDD Committee Report

Webinar Listing (through February 2024)

Figure 1.1

Figure 1.2

Figure 2.1a – 2.1d

Figure 2.2

Figure 2.3

2023-2024 Board Motions

Report for the APBS Website



Website Performance (Universal Analytics)

January 1, 2023 – May 5, 2023



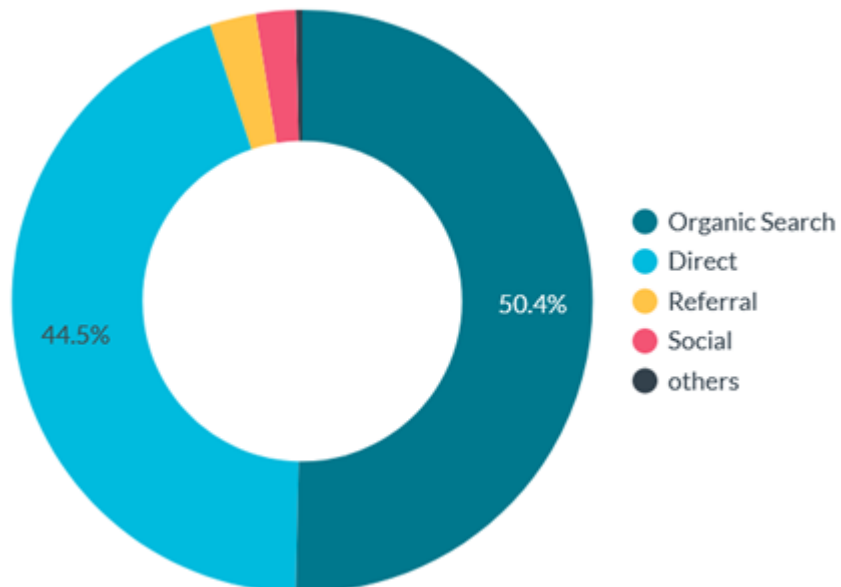
Top 5 Channels by Conversions

This chart breaks down the "channels" or sources of traffic and sorts them by the best converters. These "sources" are where people start their sessions.

	Default Channel Grouping	Users	Sessions	Bounce Rate
1.	Organic Search	8,610	15,000	47.39%
2.	Direct	6,095	9,425	54.92%
3.	Referral	610	1,148	44.16%
4.	Social	556	601	72.71%
5.	Email	98	100	93%
	Grand total	15,404	26,275	50.71%

% of Sessions by Channel

This graph breaks down the sessions data from the chart on the left as a % of your overall site traffic.



Website Performance (Universal Analytics)

May 6, 2023 – December 31, 2023



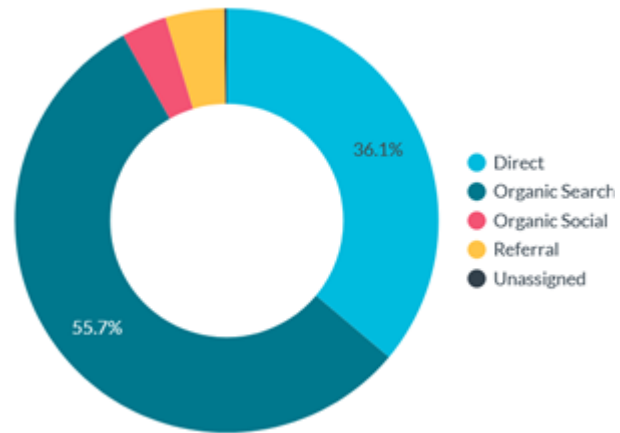
Top 5 Channels by Conversions

This chart breaks down the "channels" or sources of traffic and sorts them by the best converters. These "sources" are where people start their sessions.

	Channel	Total users	Active users	Sessions	Engaged sessions
1.	Organic Search	10,488	10,454	18,048	11,800
2.	Direct	7,806	7,794	11,699	5,852
3.	Referral	1,006	997	1,453	851
4.	Organic Social	900	897	1,121	679
5.	Unassigned	84	84	64	4
	Grand total	19,852	19,828	32,306	19,124

% of Sessions by Channel

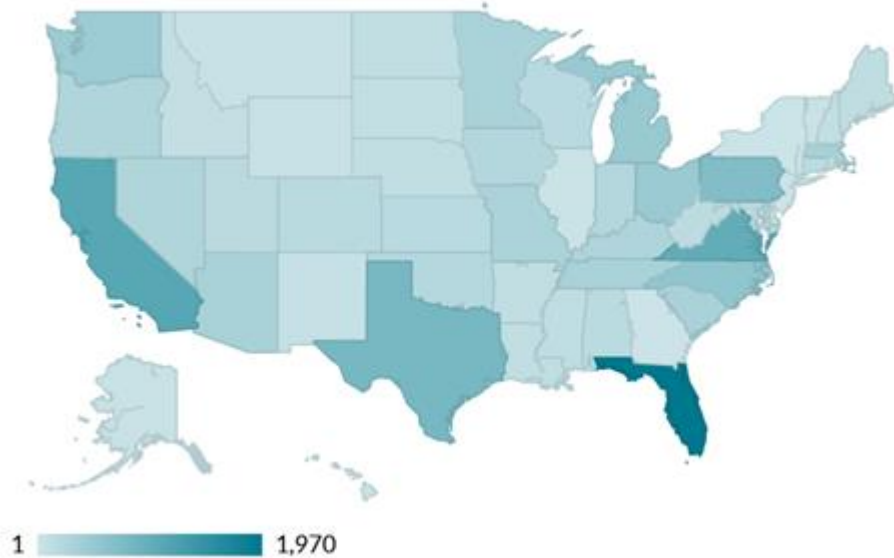
This graph breaks down the sessions data from the chart on the left as a % of your overall site traffic.



Top Locations (Universal Analytics)

January 1, 2023 – May 5, 2023

📍 Users by State



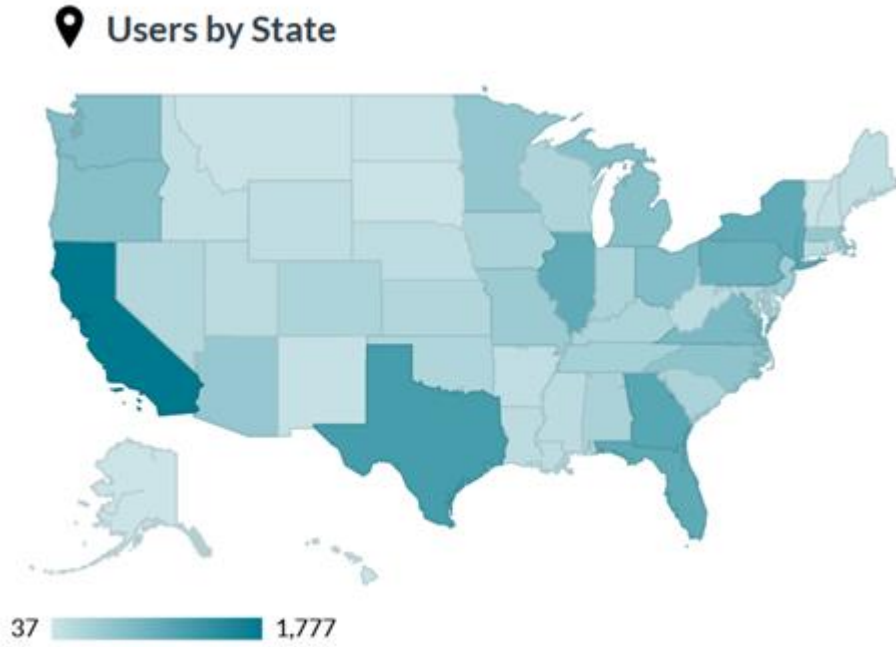
	Region	Users ▾	Sessions	Bounce Rate
1.	Florida	1,914	3,832	38.78%
2.	California	1,079	1,536	55.99%
3.	Georgia	1,048	1,736	47.29%
4.	Virginia	985	1,308	61.09%
5.	Texas	775	1,039	56.88%

Top Cities By Users

	City	Users ▾	Sessions	Bounce Rate
1.	Jacksonville	728	1,487	29.93%
2.	Atlanta	506	680	53.97%
3.	Ashburn	428	460	84.57%
4.	New York	341	438	61.19%
5.	Chicago	287	360	50%
6.	Orlando	282	478	46.65%
7.	Los Angeles	204	255	61.57%
8.	Phoenix	162	222	52.7%
9.	Columbus	146	237	57.38%
10.	Seattle	146	208	41.83%
11.	Dallas	137	150	56.67%
12.	Tampa	125	242	36.78%
13.	Philadelphia	123	148	64.86%
14.	Gainesville	111	241	36.1%
15.	Miami	109	144	51.39%
16.	Las Vegas	109	144	55.56%

Top Locations (GA4)

May 6, 2023 – December 31, 2023



📍 Top Cities By Users



	City	State	Users ▾	Active users	Sessions	Engagement rate
1.	New York	New York	511	500	642	51.87%
2.	Chicago	Illinois	450	423	610	59.51%
3.	Los Angeles	California	317	311	401	54.11%
4.	Atlanta	Georgia	292	286	379	64.38%
5.	Boardman	Oregon	262	262	262	0.76%
6.	Phoenix	Arizona	232	223	358	55.03%
7.	Columbus	Ohio	227	226	248	18.15%
8.	Dallas	Texas	206	195	267	59.55%
9.	Seattle	Washington	187	180	259	58.3%
10.	San Jose	California	176	168	222	49.55%
11.	San Antonio	Texas	156	156	191	28.8%
12.	Minneapolis	Minnesota	144	138	272	63.24%
13.	Philadelphia	Pennsylvania	138	134	171	58.48%
14.	Boston	Massachusetts	127	122	146	54.79%
15.	Charlotte	North Carolina	126	126	203	62.56%
16.	Bloomsburg	Pennsylvania	109	108	198	71.72%
17.	Houston	Texas	108	106	173	54.91%

Website Traffic from Organic Search (UA)

January 1, 2023 – May 5, 2023

Top Organic Landing Pages

When people search for you on Google, these are the top pages they see first.

	Landing Page	Sessions ▾	% Δ
1.	/wp-content/uploads/Individual-pbis-tutorial/...	4	300.0% ↑
2.	/	1	-100.0% ↓

Grand total

5

-100.0% ↓

Users from Organic Search

Displayed as a percentage and as raw numbers.

% of Users from Search

3%

↓ -52.35%

Users

5

↓ -14,485

Sessions from Organic Search

Displayed as a percentage and as raw numbers.

% Sessions from Search

2%

↓ -54.41%

Sessions

5

↓ -23,925

Organic Sessions

This chart shows the growth in your organic sessions over time.



Website Traffic from Organic Search (GA4)

May 6, 2023 – December 31, 2023

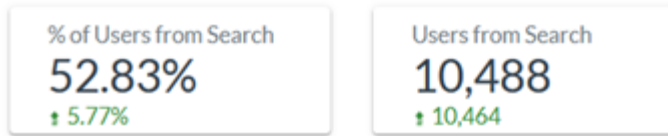
Top Organic Landing Pages

When people search for you on Google, these are the top pages they see first.

	Landing page	Sessions ▾	% Δ
1.	/pbs	4,566	26,758.8% ↑
2.	/conference	4,314	71,800.0% ↑
3.	/	2,922	-
4.	(not set)	2,215	110,650.0...
5.		537	26,750.0% ↑
6.	/conference/2023-conference-presentations	427	-
7.	/conference/overview	385	-
8.	/membership	267	-
9.	/conference/registration	266	-
10.	/conference/call-for-papers	262	-
	Grand total	18,048	66,744.4%...

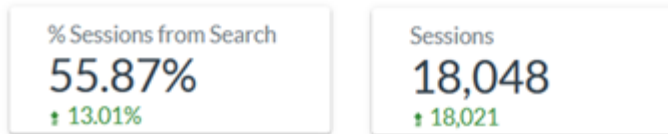
Users from Organic Search

Displayed as a percentage and as raw numbers.



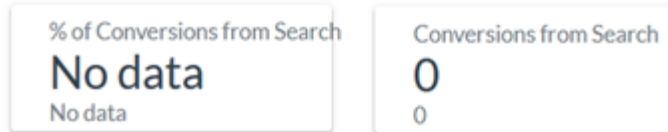
Sessions from Organic Search

Displayed as a percentage and as raw numbers.



Conversions from Organic Search

Displayed as a percentage and as raw numbers.



Organic Sessions

This chart shows the growth in your organic sessions over time.



Overall Organic Search Presence

January 1, 2023 – December 31, 2023

Overall Website Search Presence (US)

These metrics measure your overall search presence across the country.



How many times your pages showed up in search results

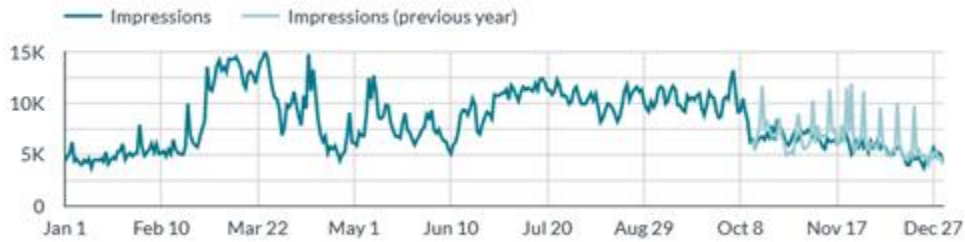


How many times people clicked on one of your results.



Clicks / Impressions, expressed as a percentage

Organic Search Presence Over Time



Network Updates

2023 Network Updates

1. **Current Networks:** APBS currently has 28 total networks. The Korean APBS Network was formed this year adding to our international representation.

2. **Network Reporting:** As of February 9, 2024 all network annual reports were submitted. The annual report includes 27 networks (instead of 28) as the newly formed Korean network did not need to submit a report as they submitted their initial petition this year. Additionally, the membership audit indicated that almost all networks were in compliance with the required APBS membership number (i.e., 5 members per network holding current membership) in order to maintain active network status. Exceptions were made for Kansas and South Carolina as both networks had the majority of the requirements met (4 members) but were currently undergoing significant transitions. To that end, those networks remain active and the APBS president approved these exceptions.

3. **Network Requests for Domestic, Thematic, and International Support** - The RFP returned this year! A call for proposals was sent to all primary and secondary network contacts in fall 2023. As was shared in the previous year's report, available funds were dedicated to conference or event support for domestic/thematic and international networks respectively. In this iteration of the grant funding, there was a single set of funds available for ALL networks to apply to utilize (no distinction between international, thematic, etc.). Further, the funds were no longer limited to conference or event support only. Funds could be utilized for the following network endeavors related to work focused on PBS:

- (1) conference/event support
- (2) mentorship
- (3) expert advice on specific topics, and
- (4) dissemination of network information

Applications were submitted and reviewed by a panel of APBS leadership representing each standing committee including the executive committee. In total, APBS funded \$10,000 across 3 accepted proposals. The committee (CANDO) decided not to allocate a specific limit that a group could write for (i.e., groups could only write for up to \$2500 per network), however, it would be highly unlikely that all \$10,000 in funding would be awarded to one group. Thus, CANDO encouraged networks to write for what they needed within reason. Award recipients were notified by the APBS president in February of 2024.

4. **Network Visibility and Participation in the 2024 Conference:** Invitations to participate in our network ignite session was sent out in early fall 2024. The presentation opportunity included space for 5-8 networks to be profiled in the ignite session. This year the session will focus on assessing and addressing underrepresented groups within PBS

work across contexts. Specifically, networks agreeing to present were sent the following information:

Description: *In this moderated panel discussion, eight national, international, and thematic APBS Networks (Japan, MNPBS, High School, Home & Community, CAPBIS, PaPBIS, Taiwan, & UK PBS) will come together to discuss needs, challenges, and common areas of interest related to including typically under and non-represented stakeholders within their individual PBS spheres of influence. The goal of this session is to better understand our PBS community and to identify ways to collaboratively address challenges identified. All networks and conference attendees are welcome during this session!*

Session Structure & Format:

Our hope is that this session will provide a forum to discuss our work across contexts, regions, and the international landscape. To that end, we would like Networks that are a part of this panel to come prepared to speak to the following three questions. We ask that you answer #1 via reply to this email in advance of the conference. This will allow Dianna and I to compile answers and present them in the introduction to the session. Questions #2 and #3 will be discussed for approximately 2 minutes per network during the session. Below the questions is the agenda for the session:

- 1. Who are the individuals or groups who are not or are limited in their involvement within your PBS context? Who are the partners missing at the table? **Please submit this information via reply to this email PRIOR to the conference (by February 23rd at the latest)**. We will plan to summarize this information and have it set for a brief introduction that will occur at the start of the session.*
- 2. Based on your answers to question #1, what are the challenges preventing those individuals from participating and how are you addressing these challenges? Where are you stuck?/ What are the barriers when addressing these challenges? **We will discuss this during the session. We plan to spend approximately 20 minutes on this question which allows approximately 2 minutes per network.***
- 3. How can the PBS community collaboratively come together to unite to work on the issues identified during this discussion? What can we do to facilitate this community to flourish? **We will discuss this during the session. We plan to spend approximately 20 minutes on this question which allows approximately 2 minutes per network.***

Agenda:

Welcome & Introduction (Dianna, Ashley, & Rachel) - 10 minutes (utilizing information submitted in advance by networks)

Question #2 - 20 minutes - approximately 2 minutes per network

Question #3 - 20 minutes - approximately 2 minutes per network

Audience Q&A from Google Form (moderator & all networks) - 10 minutes

Additionally, a meeting for international network leads has been set for Friday March 8, 2024 at lunch time (during the conference). Further, all networks were offered the opportunity to reserve private meeting space during the conference and all requests for space were met.

5. Continued Targeted Efforts to Support International Network Collaboration:

CANDO has worked to select and build a platform to hold a repository of PBS resources that can integrate with the APBS website but does not need to be maintained by the website contract.

6. APBS International Site Visit (National Visitors Welcome Too): In response to international interest and request for site visits, APBS will be hosting site visits in two Chicago area schools on Monday March 4, 2024. Site visits were planned in conjunction with local PBS practitioners and will include van transportation and lunch. Additionally, site visitors were charged a non-refundable \$75 fee to ensure participation. This fee will be utilized to provide a stipend to the school-based implementation sites and, if necessary, to help cover fees associated with the visit.

Registration for this event was limited to 20 attendees. International visitors received priority and was then opened to US attendees. Currently, 13 individuals are registered for this event. CANDO committee members and APBS Network consultant staff will accompany the visitors to the school sites and assist in the facilitation of this event.

Please note that additional detailed information regarding Networks is provided in the annual network report.

Report of the Mental Health Committee

The purpose of the Mental Health Committee is to develop opportunities to contribute, connect and collaborate with national and international community mental health leaders. This effort will enable our APBS to work across positive behavioral support and mental health frameworks.

Goals of the APBS Mental Health Committee:

- To find our place in the landscape of people and groups doing related work.
- To understand what we can bring to other efforts and what we must learn from other people's work.
- To seek coherence across various frameworks and practices and define differences where it is important.

Our work continues to unfold within three phases.

- Phase I Exploration: This is a continuing effort conducted formally and informally to surface issues and opportunities for interaction. Phase 1 is characterized by intentional outreach; learning who is in this landscape with us, who has legitimacy as a potential partner and in what ways.
- Phase 2: Identify Activities: In phase 2, an array of potential collaborations is identified and prioritized for their value in supporting the APBS mission.
 - Criteria for entering a collaboration is determined by the extent it represents a high leverage opportunity at reasonably low cost. The work will be actionable, measurable and provide opportunities for the advisory and the membership to engage.
 - The emphasis will be on co-created and co-branded products that convey the shared focus of APBS and its partner.
 - An *Activity Description* will convey the shared interest of APBS and its partners, the scope of the project and timeline for completion using SMART goals.
 - Given the activity, the ad hoc group may suggest/develop some new metrics around collaboration that will be important in describing and/replicating the work and assessing impact.
- Phase 3: Develop collaborations with relevant MH partners an APBS Committees.
 - When the MH Ad Hoc Committee senses an opportunity to engage MH partners, we reach out to relevant to seek collaboration and/ or engagement.

- The MH committee lead will facilitate a dialogue around the value of the activity and the contribution that the activity makes to the issue and the relationship with the potential partner.

Status of Current Activity in the Phases

Since the March 2023 Board meeting and Conference, the MH Ad Hoc Committee has continued to identify activities that align with the Strategic Plan. In regular committee calls, the team pursues current opportunities while proposing activities and potential partnerships with MH partners and other APBS committees.

Phase 1- Exploration	Phase 2- Identifying Activities	Phase 3- Developing Collaborations
Current Work and Plan for Future Work		
Continuing with the activity begun in 2021, when MH Ad Hoc Committee participated in co-creating <i>Dialogue Guides (DGs) on Comprehensive School MH Systems</i> with an array of other stakeholders.	Building on the 2022 the MH Committee collaboration in webinar hosted by the National Center for School MH (NCSMH) introducing the Dialogue Guide (DG) Process. The Committee developed a webinar targeted to the use of DG in the field. The webinar was deviled to members on Nov 3, 2023.	In developing the webinar to APBS members, the MH Committee collaborated messaging with the IDD Committee and the Family Committee. Members of the MH, IDD and Family Committee chose <i>Dialogue Starters</i> based in SAMHSA’s Core Components of <i>Comprehensive School Mental Health Systems</i> that would resonate with their audience and proposed ways to use the guides in practice.

<p>Continuing to build on initial interviews with MH leaders, School MH projects, System of Care (SOC) projects the other relevant groups to identify topics that could bring APBS and MH colleagues into conversation and learning</p>	<p>The initial interviews continue to inform discussions about potential connections, miscommunications and gaps across individuals who share common work.</p> <p>A 2023 conversations with the PA PBS Project and the PAPBS project continue to show a potential topic of shared interest: <i>Increasing use of Calming Rooms in schools and community settings</i></p>	<p>The MH Committee actively participates with the IDD and Family Committee in cross-committee discussion and planning.</p> <ul style="list-style-type: none"> o Regular calls are scheduled, current work is shared, unique insight and perspectives are expressed, and potential collaborations are explored. <p>The review and selection of the MH Strand in the 2024 Conference reflects the understanding of topics that cross disciplines and bridge roles.</p> <ul style="list-style-type: none"> o Three dedicated calls between MH Committee members with varying perspectives on topics resulted in a strand that is evidence based, data informed and responsive to the array of topics that are relevant in current practice. o Members will attend these sessions and, based on interaction among present and attendees, select topics that will be explored with the membership during 2024 in multiple ways.
<p>Identify resource materials related to MH for the APBS website; develop a list of public materials and a set of materials that are available to members only</p>	<p>MH Committee Consultant, Joane Cashman, serves on with the new APBS Website Committee and offered resources for both the Public and Members pages that have been compiled by the MH Committee.</p>	<p>The committee continues to work with the web contractor to enable access to MH resources. As the MH consultant, Joanne shares drafts with the full MH Committee at each regular committee call and brings their input with the Web Committee.</p> <p>A Draft Home page has been developed including:</p> <ul style="list-style-type: none"> o publicly available material and recommendations for member only access. o A space for promoting APBS work and MH Committee activities <p>The work is currently paused as our new Executive Director becomes actively involved and helps the committee to align the web design with the organizational goals.</p>

<p>As a follow-up to previous activity suggestions, develop activities that reflect what we have learned about shared interests, mis-communication and gaps across individuals doing shared work.</p>	<p>Consider a MH Committee activity to "kick- off" Mental Health Awareness Month (May)</p>	<p>Ensure that the activities align with and support the Strategic Plan Goals 2.1, 2.3 and 2.5.</p> <ul style="list-style-type: none"> o Ensure that the Board is informed of the insights gained through activities and collaborations with MH providers. o Dedicate a portion of Consultant Fee is encumbered to fund new collaborative activities in this budget year. o Focus on bringing MH leaders and practitioners into this work as presenters and co-collaborators.
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<p>Translate member interest into a series of activities (<i>webinars, podcasts, time limited workgroups, tool co-creations, etc.</i>)</p>	<p>Capitalize on the member recommendations following the November 3 APBS Cross- Committee Webinar presenting the work of the MH Committee in the SAMHSA document funded by the <i>Bainum Foundation, National Center for School MH and the Healthy Schools Campaign.</i></p> <p>Using recommendations for more model conversations, etc., host a series of webinars to introduce and promote the <i>Dialogue Guides</i> to APBS members.</p>	<p>Ensure that the activities align with and support the Strategic Plan Goals 2.1, 2.3 and 2.5.</p> <ul style="list-style-type: none"> o Ensure that the Board is informed of the insights gained through activities and collaborations with MH providers. o Dedicate a portion of Consultant Fee is encumbered to fund new collaborative activities in this budget year. o Focus on bringing MH leaders and practitioners into this work as presenters and co-collaborators. <p>Consider including a DG webinar in a tentative MH Awareness Month Plan (May 2024)</p> <ul style="list-style-type: none"> o Throughout 2024, create a series of webinars to encourage and support members in using the Dialogue Guides at the State and local level. o Work with the GOC and the other APBS committees to engage members and apply the Dialogue Guides tools to priority topics for their members. o A complete set of materials on Comprehensive School MH Systems, including the Dialogue Guide tools are available on the NCSMH website: <p>https://www.schoolmentalhealth.org/resources/foundations-of-school-mental-health/advancing-comprehensive-school-mental-health-systems/</p>
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IDD Committee Report

Association for Positive Behavior Support Intellectual and Developmental Disabilities

2024 Summary of Activities

The goal of the IDD Ad Hoc Workgroup is to engage in systems change involving website content, online resources, webinars, conference planning, practitioner involvement, and collaboration with related associations.

IDD Ad Hoc Chair and Committee Members & Collaborators (N=30)

Rachel Freeman and Bob Putnam are the chairs of this committee. The IDD Consultant role shifted to Margaret Moore this year from Tanya Misgen. Regular Committee Members include: Barbara Brent, Eliza Belle, Lauren Brown, Heidi Clark, Patricia Clark, Meg Depasquale, Rhiannon Evans, Georgina Fiorentino, Rachel Freeman, Lakeisha Harris, Carl Hoening, Rose Iovannone, Tammy Jackson, Jenn Jeffrey-Pearsall, Nicole Jones, Rachel Kreifels, Kiki McGough, Margaret Moore, Lauren Neubauer, Alex Newson, Terrence Proctor, Theresa Rodgers, Virginia Walker, Anne Malbica, Bob Putnam, Terrence Proctor, Ben Reiman, David Rotholz, Stewart Shear, Jeanine Zlockie.

Additional White Paper Members (N=16)

Members who primarily work on the White paper as contributors include: Darren Bowring, Erin Farrell, Alinka Fischer, Russ Fox, Brent Hayward, Matt Harrison, Laura Kern, Erin Leif, Sarah Leitch Shiralee Poed, Anthea Naylor, Sarah Ellen Spence, Natalie Swain, Jim Thomas Tom Tutton, Lynn Stansberry-Brushanan, and Dianna Yip.

Overall IDD Ad Hoc Meetings

IDD Ad Hoc Committee meetings were scheduled throughout the year. The IDD Ad Hoc workgroup met on the following dates: April 6, 2023, August 10, 2023, October 4, 2023, December 6, 2023, and February 5, 2024

International White Paper Meetings

International meetings expanded from members representing Australia, United States, and Canada to include representation from the PBS Asia Network. Meetings occurred on May 18, 2023, August 14, 2023, January 15, 2024, and February 5, 2024.

Cross Committee Collaboration

Cross Committee Meetings occurred with the IDD Consultants from Mental Health, IDD, and the Family Committees. Meetings were scheduled on August 21, 2023, September 20, 2023, and November 3, 2023.

Major Committee Activities

The *White Paper on Positive Behavior Support in the Field of Intellectual and Developmental Disabilities* continues to be a major focus of the committee this year. The additional activities included the Community of practice for state leaders, cross committee collaboration meetings, and invited presentations.

Activities included:

- Recommending and recruiting a new Ex-Officio (Stewart Shear),
- Revising the White paper based on expanding number of countries and topics of interest (new design is still in development),
- Continuing work on two (2) briefs that are currently in different stages of development,
- Translating two original briefs into Chinese and Japanese,
- Reviewing with the PAD committee the existing written public and member site content and designs for apbs.org submitted last year,
- Coordinating community of practice events with state leaders with the first meeting including 15 states represented and 39 people attending on September 29, 2023, and 6 states and 12 people attending on December 6, 2023.
- Workshops and invited presentations identified and presenters recruited for 2024,
- Summary brief of all IDD-related presentations for marketing to professionals,
- Consultation provided to a professional who requesting from APBS information about how organization-wide PBS can be applied in

housing and supports for people in the state of Washington and what resources were available; several individual committee members met with the professionals separately as well to provide information,

- Collaborative meetings with the Mental Health and Family Committees and meetings with the Home and Community to consider how to work together more effectively,
- Identification of presentations that are considered “multi-strand” to show unity across community groups and help people find the content that overlaps across groups.

Webinars Presented through February 2024

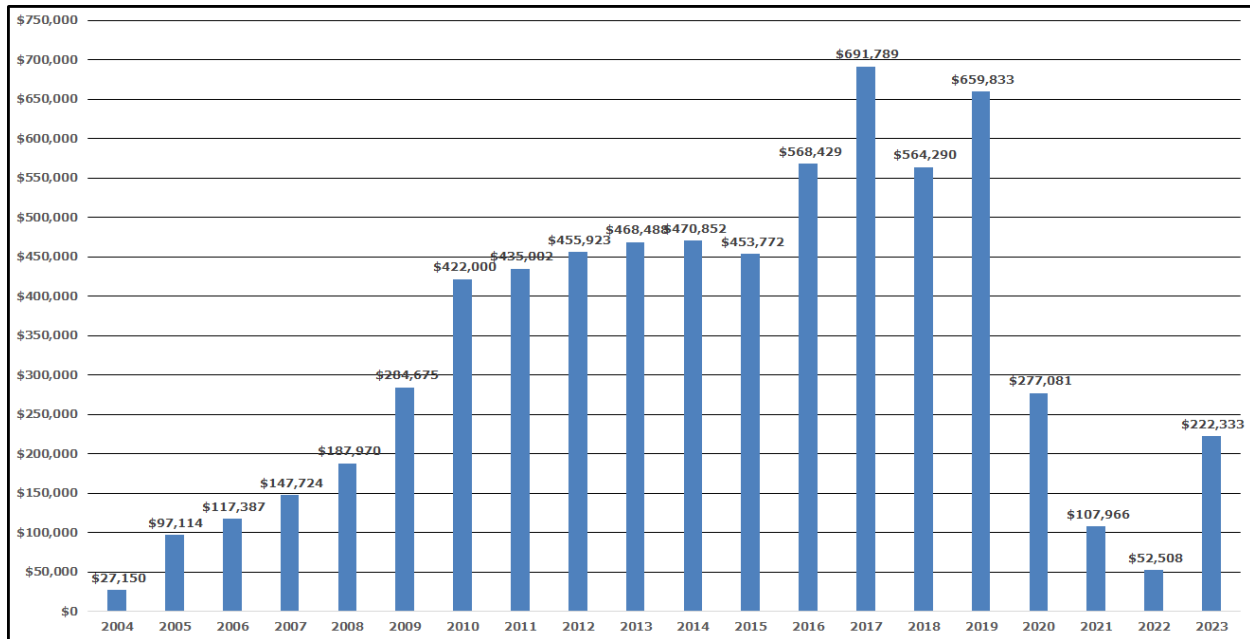
Date	Presenter(s)	Title of Webinar	Participants
November 15, 2012	Durand	Intervention for Autism Spectrum Disorders from the PBS Perspective	43 Participants
February 20, 2013	Horner	Bully Prevention within SWPBS	56 Participants
July 11, 2013	Fox & Binder	Including Preschoolers in SWPBS	50 Participants
Prerecorded for Member Access	Todd	Team Initiated Problem Solving: A Brief Overview	N/A
November 6, 2013	Scott	Managing Student Behavior in the Classroom: Effective Teaching Behavior	56 Participants
Prerecorded for Member Access	Riffel	Top Ten Behavioral Rules	N/A
February 20, 2014	Lane	Using Systemic Screening to Support Students within Tiered Models of Prevention: Data Informed Decision Making	46 Participants
Prerecorded for Member Access	Iovannone	Prevent-Teach-Reinforce (PTR): A Tier 3 Behavior Intervention Process	N/A
July 8, 2014	Eber	Integrating Mental Health & other community partners into the PBIS Framework	67 Participants
Prerecorded for Member Access	Borgmeier	Training and building capacity for Function-Based and Tier 3 Systems in SW-PBIS	N/A
November 19, 2014	Bradshaw, Hardee, & Asuncion-Bates	Double Check: A Cultural Proficiency and Student Engagement Teach Coaching Model	34 Participants
February 8, 2015	McIntosh	Blending Academic RTI and PBIS into Integrated Multi-Tiered Systems of Support: Concepts and First Steps	90 Participants
July 29, 2015	Lucyshyn	Family Centered Positive Behavior Support with Families of Children with Autism and Developmental Disabilities	41 Participants
August 19, 2015	Morris	Using the SW-PBIS Tiered Fidelity Inventory (TFI) to Guide Action Planning	66 Participants
September 16, 2015	Sprague	Integrated Models of prevention and treatment: Positive Behavior Supports and Restorative Practices	69 Participants
November 23, 2015	Hawken	Check-in, Check-out (CICO): A Tier 2 Behavior Intervention for Students at Risk	63 Participants

Date	Presenter(s)	Title of Webinar	Participants
January 28 2016	Barrett, Eber, Perales	Integrating Mental Health & PBIS	56 Participants
February 4, 2016	Martinez	Classroom Coaching Guide: 4 Step Problem Solving	44 Participants
May 18, 2016	Swain-Bradway	Classroom Management and Instructional Engagement for Middle and High School Classrooms	69 Participants
July 14, 2016	Riffel	Proven Reinforcers to Create a Climate of Appreciation in Your School	97 Participants
August 31, 2016	Goodman	District-level Adoption of MTSS: The Engine to Drive Sustainable Change	70 Participants
September 28, 2016	Sandomierski	Root Cause Analysis for Equitable Discipline Outcomes	47 Participants
November 18, 2016	Freeman	Organization-wide Strategies for Implementing Person-Centered Practices and Positive Behavior Support	80 Participants
January 11, 2017	Turnbull	Group Action Planning: "Getting a Whole Life" with Multiple Relationships across Multiple Settings for Individuals who Require Extensive Behavioral Support	89 Participants
July 10, 2017	Preston & Ryan Jackson	Supporting Effective Practices: An overview of Active Implementation Frameworks and the Hexagon Tool	77 Participants
August 9, 2017	Yell	RTI, MTSS, and PBIS: Federal Laws and Guidance	107 Participants
September 14, 2017	Gaunt	Aligning RTI and PBIS: Lessons learned and Opportunities for an Integrated MTSS	114 Participants
October 24, 2017	McIntosh	PBIS and Equity: Neutralizing Implicit Bias in School Discipline Decisions	129 Participants
December 5, 2017	Conroy	BEST in CLASS: A Tier-2 Intervention for Young Children with Chronic Problem Behavior	97 Participants
January 29, 2018	Hieneman	Applying Positive Behavior Support in the Context of Family Lives	96 Participants
February 6, 2018	Benner	The Tacoma Whole Child Initiative: A Roadmap for Sustainable City-Wide Transformation	52 Participants
March 7, 2018	Scott	Effective Responses to Student Escalation: Adult Behaviors as Predictors for Student Success	140 Participants
May 21, 2018	DeSousa	Integrating Trauma-Informed Approaches With PBIS Within an MTSS Framework	185 participants
September 2018	Kincaid, Way, Maynard, Luecking, Meyer	School-wide PBIS: Networks, Website, Tools & Resources	N/A

Date	Presenter(s)	Title of Webinar	Participants
September 11, 2018	Horner	What We Know and What We Need to Know about PBIS	138
October 15, 2018	Lewis	District-wide Systems of Positive Behavior Support	119
November 27, 2018	Bruhn	Critical Issues in Implementing and Evaluating Tier 2 Interventions	152
December 4, 2018	Iovannone	How is Your Tier 3 System Working?	67
January 14, 2019	Sprague	Creating Safe and Healthy Schools: Common Myths About Making Schools Safer And Evidence-Based Strategies	124
March 19, 2019	Splett	Integrating School Mental Health into PBIS' Data, Systems, and Practices	123
May 13, 2019	George	Engaging in Data-Based Decision Making for All: Reflecting on the Current Year to Effectively Plan for the Next School Year	113
October 24, 2019	Flannery, McGrath, Sampson	Implementing Tier 2 in High Schools	108
November 11, 2019	McGough	PBS Strategies to Support Families at Home and in the Community	76
December 17/18, 2019	Goodman	Integrating Academics and Behavior Within a Multi-Tiered System of Supports	91
April 28, 2021	Kern, Putnam	Panel on Autism and PBS in coordination with Autism Awareness Month	34
May 24, 2021	Barrett, Cashman	Panel on Mental Health and PBS in coordination with Mental Health Awareness Month	67
July 21, 2021	Hatch, Hollins-Sims, McDowell	Equity and APBS, Panel Discussion	69
September 27, 2021	House, McGough	Moving Forward: Strategies for a Successful Transition	55
November 17, 2021	Elliott-Groves, Gallo, Galvez	Equity and Mental Health: Voices From the Field	103
May 27, 2022	House	Summer Success Strategies for Your Preschooler	11
June 3, 2022	Putnam, Cashman, Barrett, Freeman	APBS and MH: Crossing Boundaries in Support of Children, Youth and Families	49
July 26, 2022	Freeman, Rotholz	Learn More About the APBS IDD Ad Hoc Committee's White Paper and the New Member Section in Progress	36
August 5, 2022	McGough, Watchorn	One Size Does Not Fit All: Strategies for Successful Family Partnerships	44
August 24, 2022	Robbie, Wilkinson, Kern	You're in the Driver's Seat: A Classroom Roadmap for Supporting ALL Students	72

Date	Presenter(s)	Title of Webinar	Participants
October 12, 2022	Swain-Bradway, Moorthy, Farrell, Gallo, Scholes	Supporting the LGBTQ Community through Positive Behavior Support Panel Discussion	50
December 8, 2022	Conradi, Walker, Strickland-Cohen, Johnson, McDaid	Involvement of Students with Extensive Support Needs in School-wide Positive Behavioral Interventions and Supports	38
August 10, 2023	Kincaid	Unraveling the Past, Shaping the Future: Exploring the History of Positive Behavior Support and the Association for Positive Behavior Support	57
August 30, 2023	McGough	Thriving Together: Creating a Positive School-Year Experience for Your Family	32
September 26, 2023	Greenwald	Sustainability of PBS Initiatives Through Diversification in Funding	30
October 11, 2023	Grasley-Boy	Supporting Teachers' Classroom Management Needs	55
November 3, 2023	Cashman, Freeman, McGough, Moore, St. Joseph, Zaheer,	Facilitating Dialogue on Comprehensive Systems of School Mental Health	35
December 20, 2023	Ritvasky	Integrating Positive Behavioral Interventions and Supports (PBIS) with Comprehensive School Mental Health (CSMH): Steps towards achieving success!	54
January 11, 2024	Hirsch, McDaniel	Introducing the 2023 APBS Practice Guidelines	30
February 20, 2024	Kittelman, Horner	Implementing PBIS at Tiers 2 and 3: Combining Effective Practices and Key Organizational Systems	85

Figure 1.1
APBS Checking Account Funds as of January 1, 2004-2023



Note: Decreasing revenues depicted in association from 2020-2022 was largely due in part to increasing investments with M&T Bank to minimize cash exposure beyond those covered by FDIC per guidance that emerged through our annual external audit. Additionally, APBS has continued to re-invest resources to support infrastructure and outreach operations to further impact the field on a steady basis this past year while also encountering additional unforeseen expenses associated with the pandemic.

Figure 1.2
APBS Membership on January 31, 2004-2023

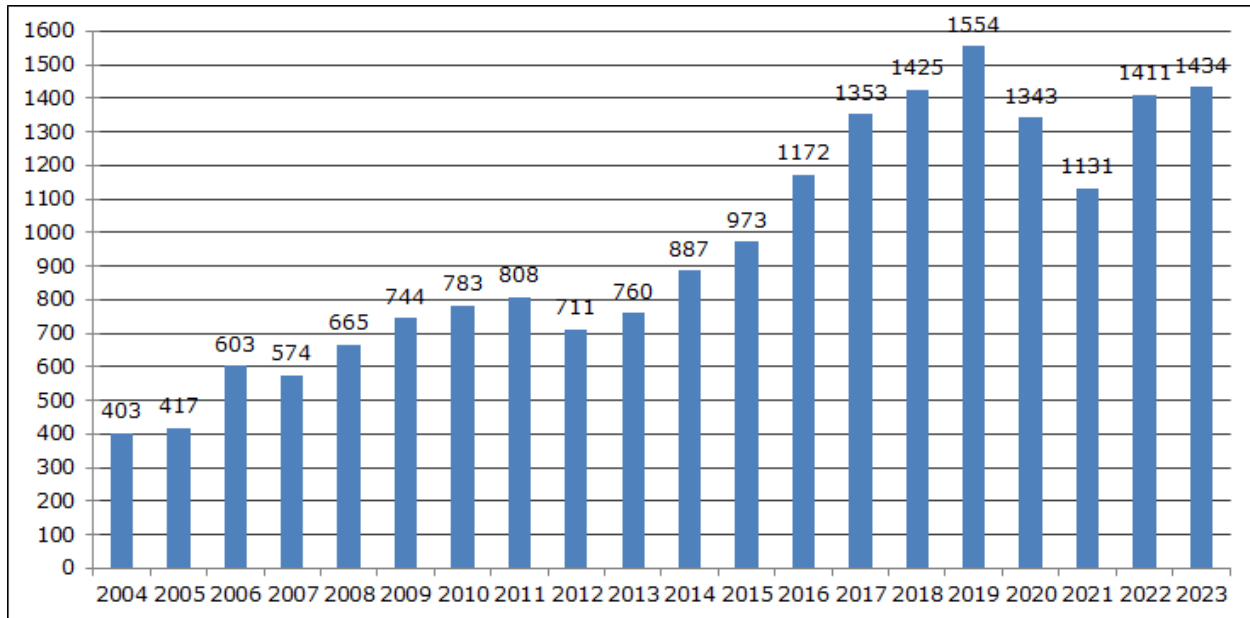


Figure 2.1a
Comparative of Total Membership Growth Between 2022 and 2023

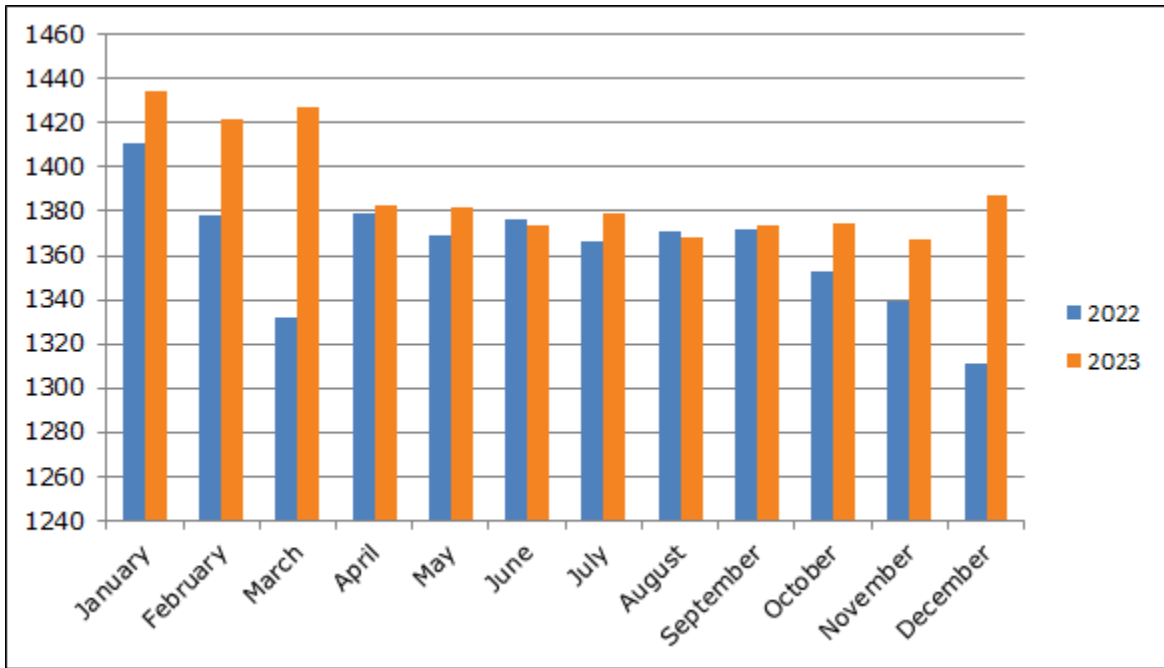


Figure 2.1b
APBS Total Membership Numbers by Month

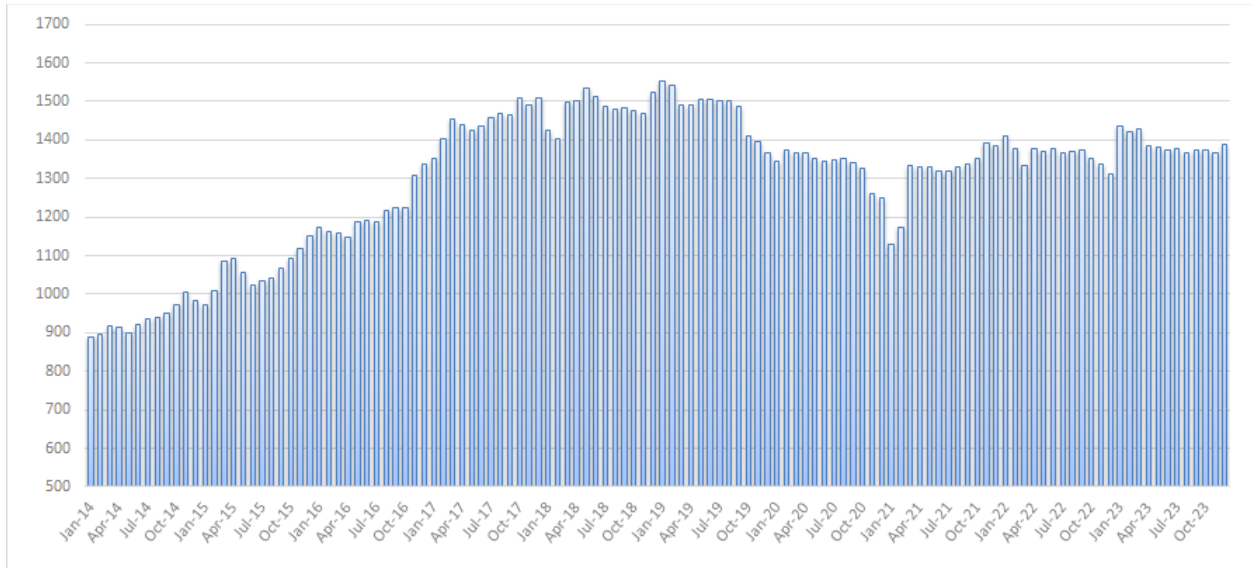
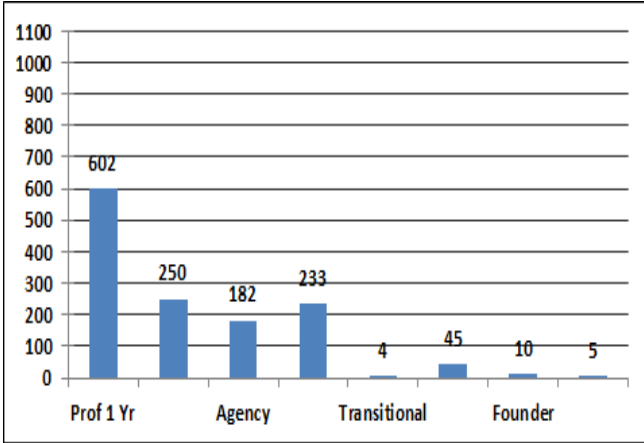
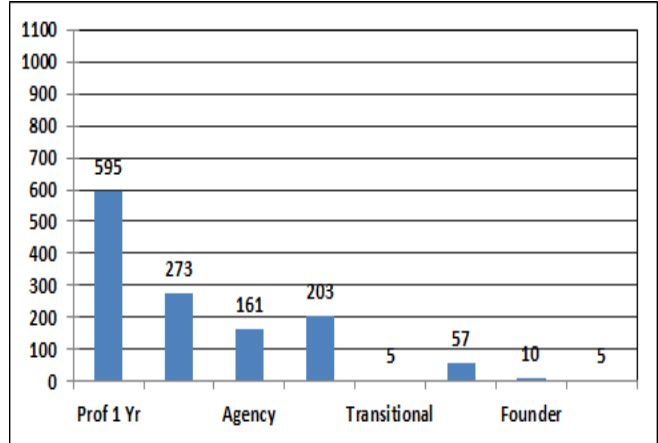


Figure 2.1c

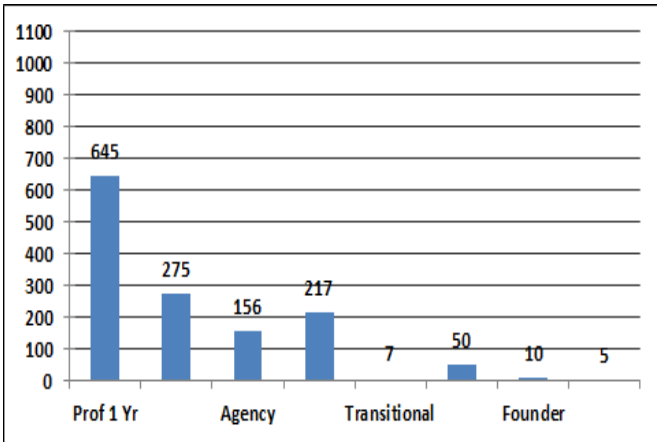
Average Monthly Membership Count by Category
2020



Average Monthly Membership Count by Category
2021



Average Monthly Membership Count by Category
2022



Average Monthly Membership Count by Category
2023

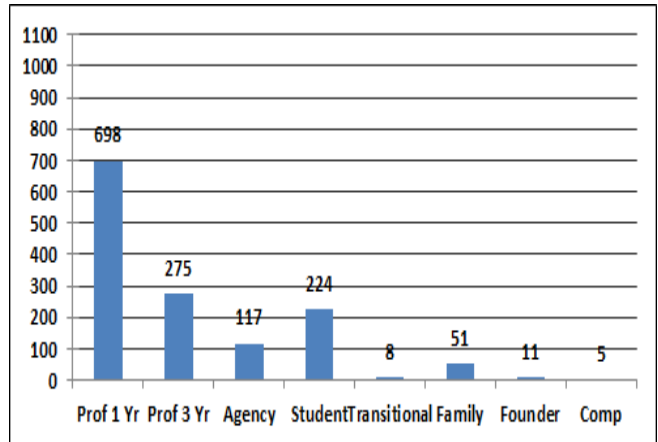
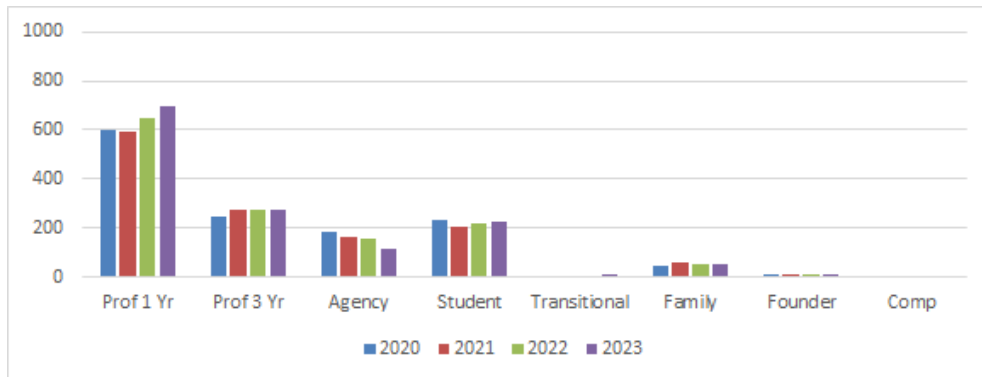


Figure 2.1d



APBS Average Monthly Members by Year – Total of All Types

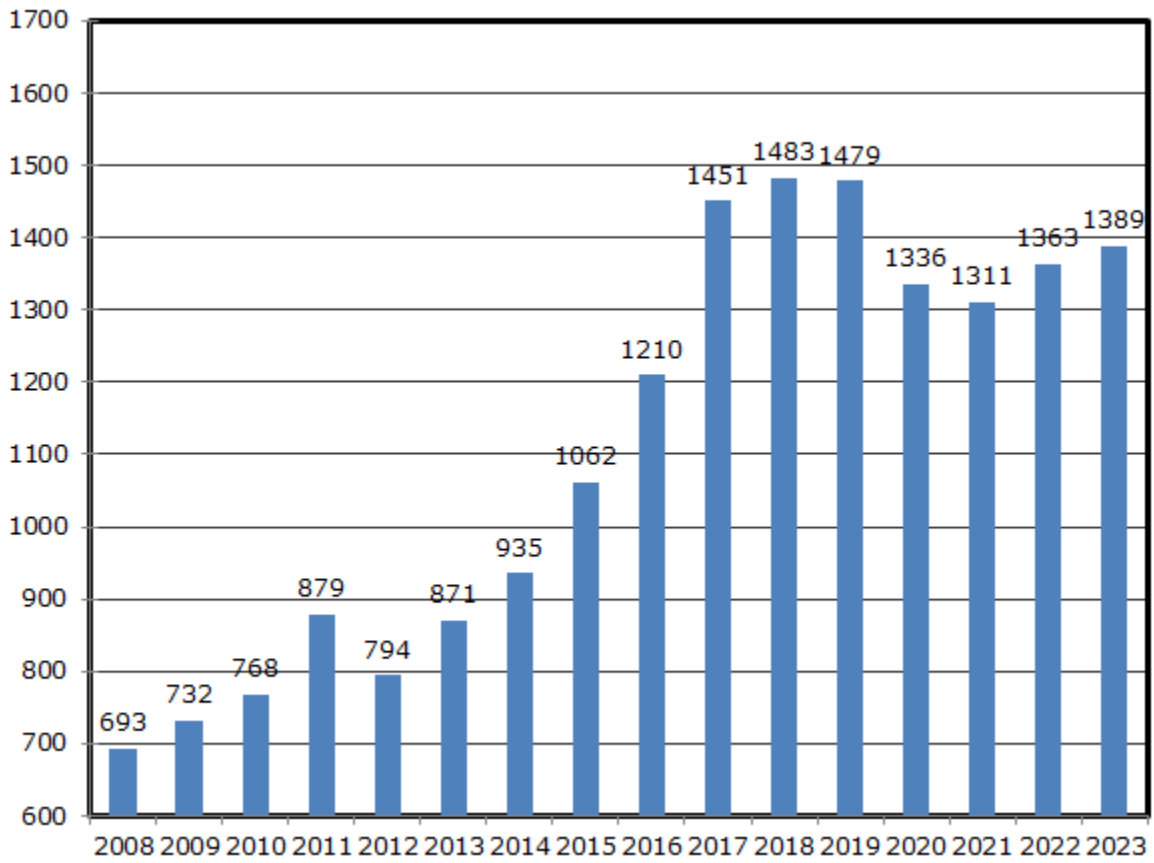
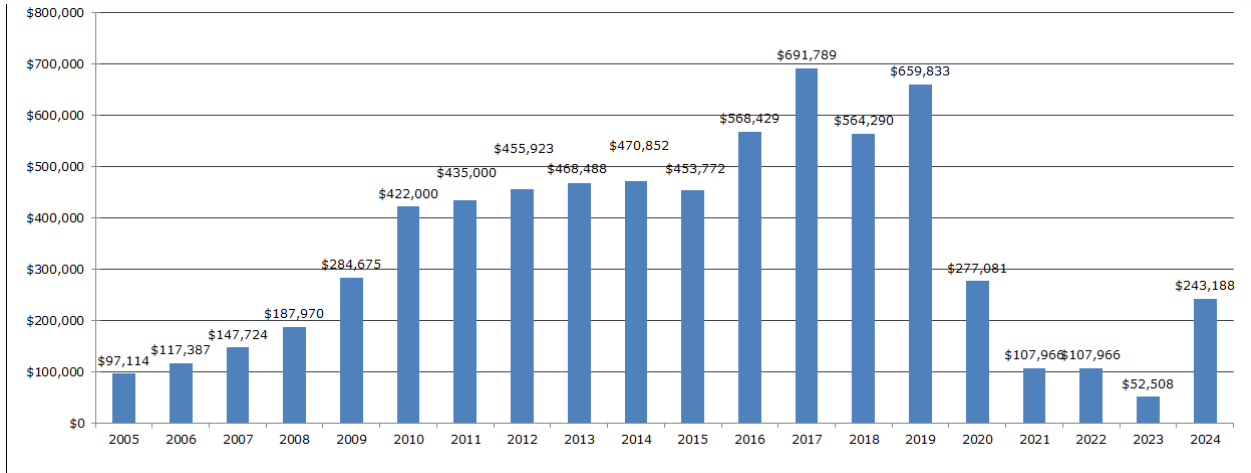
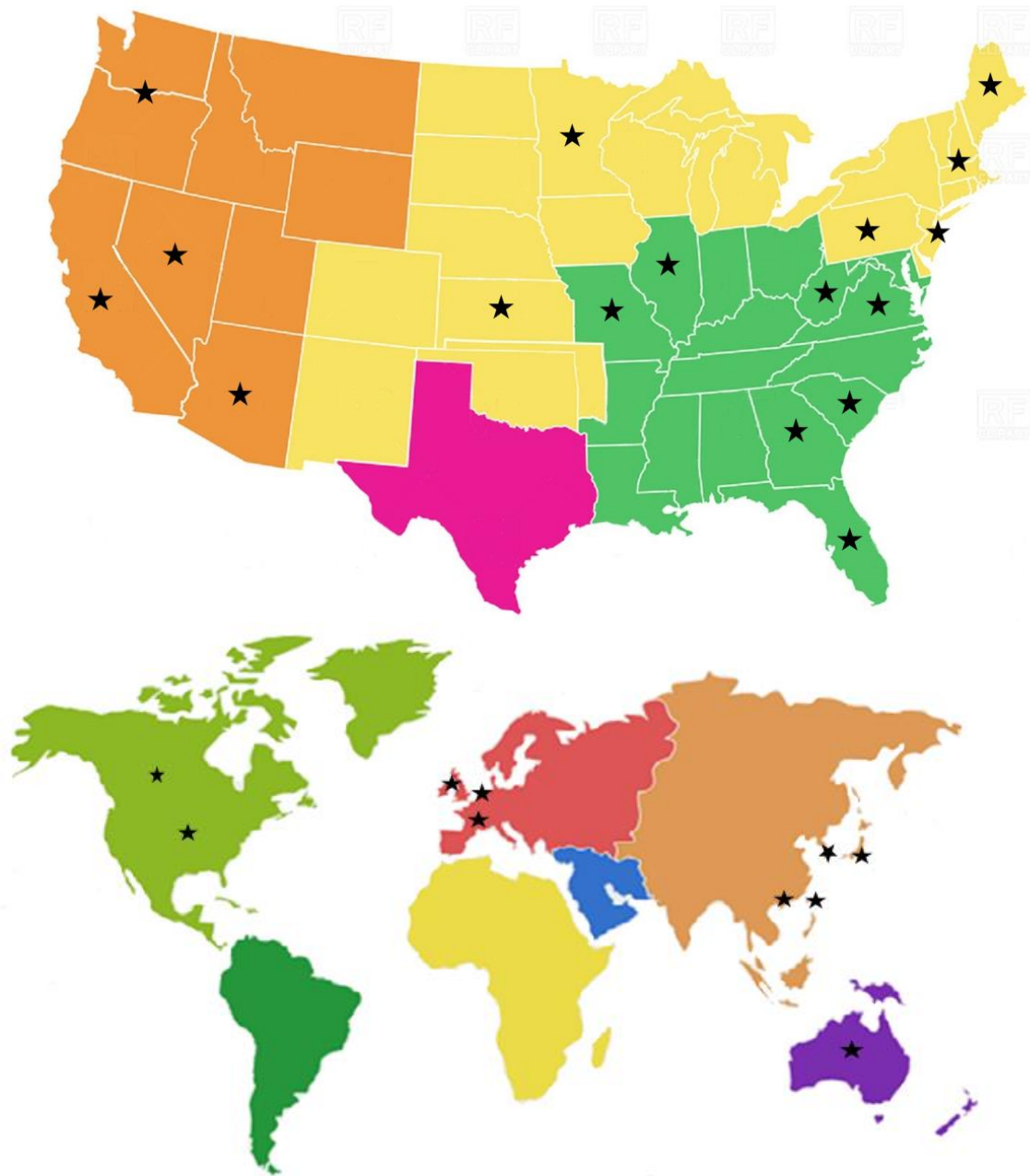


Figure 2.2
APBS Funds in Checking Account as of January 1, 2005-2024



Note: The above figure for 2023 does not reflect 1) APBS investments in the amount of \$670,140. The decrease from 2019 to 2023 is largely due in part to increasing investments with M&T Bank to minimize cash exposure beyond those covered by FDIC per guidance that emerged through our annual external audit. Additionally, APBS has continued to re-invest resources to support infrastructure and outreach operations to further impact the field on a steady basis this past year while also encountering additional unforeseen expenses associated with the pandemic.

Figure 2.3
Current Geographically-based APBS Networks



Special Note: There was also a 1) Home and Community Network, 2) PBIS High School Network, and 3) PBIS State Leaders Network not defined by a geographical area.

2022-2023 Board Motions

3/28/2023	That Kaci Ellis be appointed to complete the term of Kelsey Morris	Don Kincaid	Sarah Wilkinson	None	Unanimous	Motion Carried
	That we accept the minutes from the December 16, 2022 Meeting	Don Kincaid	Erika McDowell	None	Unanimous	Motion Carried
	That we accept the minutes from the February 14, 2023 Special Board Meeting	Don Kincaid	Sarah Wilkinson	None	Unanimous	Motion Carried
	That we approve the Annual Report	Rose Iovannone	Jessica Swain-Bradway	None	Unanimous	Motion Carried
	That we accept the Norms of Board Operation	Jessica Swain-Bradway	Stephanie Martinez	None	Unanimous	Motion Carried
	That the changes [to the strategic plan] recommended by the TEC be accepted.	Sarah Wilkinson	Erika McDowell	None	Unanimous	Motion Carried
	That we accept the slated that was elected (Kaci Fleetwood, President; Jennifer Jeffrey-Pearsall, Vice-President; Rose Iovannone, Treasurer; Sarah	Rachel Freeman	Stephanie Martinez	None	Unanimous	Motion Carried
	That we authorize the Executive Director to off the position to the person based on the recommendation order of the	Jodie Soracco	Rachel Freeman	None	Unanimous	Motion Carried
	That we establish the recommended committees (TEC, PAD, CANDO, Equity, Mental Health, Family, Advisory, and	Don Kincaid	Sarah Wilkinson	None	Unanimous	Motion Carried
	That we approve the committee chairs	Jessica Swain-Bradway	Jodie Soracco	None	Unanimous	Motion Carried
	That we keep the current ex-officio positions	Don Kincaid	Jessica Swain-Bradway	None	Unanimous	Motion Carried
That the meeting be adjourned	Sarah			Unanimous	Motion Carried	
5/11/2023 (Virtual)	That APBS approve the final draft of new Bylaws that will align with APBS also amending its original articles of incorporation to become a non-member type of 501 c 3 under Pennsylvania law, and following approval of this action by majority vote by the Board of Directors, that the final draft be posted in the Members Section of the APBS website for a period of two weeks for final comment as the proposed final draft	Kaci Fleetwood	Rose Iovannone	Laura strongly encouraged everyone to read through the by-laws attorney-approved version. With all of the attorney changes and the shift to the different organizational entity the by-laws should have captured the spirit of the discussions, feedback etc. but we could not legally use the one that all of you directly reviewed. As this document will govern how APBS operates going into the future (and even if you ask	A quorum of board members voted in favor	Motion Carried
5/23/2023	That APBS re-form a search committee for a full-time Executive Director	Stephanie Martinez	Jodie Soracco	Kaci F described the process the committee followed on the original search so that board members would understand the commitment (reviewing and scoring cover letters and resumes of applicants; meeting to triangulate individual scores; selecting candidates for interviews; participating in initial interviews; scoring of initial interviews; participating in open forum with final candidates). Kaci F noted that the search committee learned a lot through the first effort, fine-tuning the process and all tools and protocols are now in place. Rachel asked what Kaci envisioned the ideal number of members to be on the Search Committee. Kaci responded that one additional BoD member would be	Unanimous	Motion Amended
	That APBS reformulate the search committee for a full-time Executive Director and that the Executive Committee would serve as the core	Stephanie Martinez	Jodie Soracco	None	Unanimous	Motion Carried

2022-2023 Board Motions Continued

6/14/2023	That we accept the minutes from the March 28-29, 2023, Board Meeting	Erika McDowell	Kaci Ellis	None	Unanimous	Motion Carried
	That we accept the minutes from the May 23, 2023, Special Board Meeting	Sarah Wilkinson	Stephanie Martinez	None	Unanimous	Motion Carried
	That we accept the budget	Rachel Freeman	Sarah Wilkinson	None	Unanimous	Motion Carried
	That we approve the Korea Network	Kaci Fleetwood	Tammy Jackson	None	Unanimous	Motion Carried
	That we approve the new Ex-Officios	Sarah Wilkinson	Tammy Jackson	None	Unanimous	Motion Carried
	That APBS establish an ad hoc committee to determine the process of filling a permanent equity seat on the	Jennifer Jeffrey-Pearsall	Karen Gifford	None	Unanimous	Motion Carried
	That the meeting be adjourned	Sarah Wilkinson	Tammy Jackson	None	Unanimous	Motion Carried
6/28/2023 (Virtual)	That APBS approve and adopt the new Bylaws that align with APBS amending its original articles of incorporation to become a non-member type of 501 c3 under Pennsylvania law.	Kaci Fleetwood	Tammy Jackson and Jodie Soracco	None	A quorum of board members voted in favor	Motion Carried
9/15/2023	That we accept the minutes from the June 14, 2023, Board Meeting	Sarah Wilkinson	Jennifer Jeffrey-Pearsall	None	Unanimous	Motion Carried
	That the meeting be adjourned	Bob Putnam	Erika McDowell	None	Unanimous	Motion Carried
11/17/2023	That the Board of Directors of APBS acknowledges that three of the four finalists for the Executive Director position (Cheretta Clerkley, Amy Taylor, Svetlana Hutfles,) appear to have sufficient qualifications to be offered	Kaci Fleetwood	Kaci Ellis	None	Unanimous	Motion Carried
	That the Board of Directors of APBS, authorizes the current Executive Director of APBS to 1) offer the position of Executive Director of APBS to the following qualified candidates in sequential order of ranked preference as denoted, and in turn 2) negotiate the terms of said contract until agreement is reached. 1) Cheretta Clerkley 2) Amy Taylor 3) Svetlana Hutfles	Kaci Fleetwood	Sarah Wilkinson	Karen asked about the highest salary APBS could accommodate with the offer. Tim replied that there is a range that is dependent on whether there is a need for health care benefits. He further described the next steps. Tim will call the candidate and have an initial conversation. If the person is interested, he will send a draft offer of employment and then schedule a meeting to talk through what is reflected in the proposed contract and at that time discuss benefits and salary (which could lead to changes). The contract would then be finalized and sent to the candidate, signed by the candidate, then signed by Kaci F and endorsed by Tim. If	Unanimous	Motion Carried
	That the meeting be adjourned	Kaci Fleetwood	Karen Gifford	None	Unanimous	Motion Carried
12/12/2023	That we accept the minutes from the September 15, 2023 and November 17,	Kaci Fleetwood	Rose Iovannone	None	Unanimous	Motion Carried
	That the meeting be adjourned	Jennifer Jeffrey-Pearsall	Jodie Soracco	None	Unanimous	Motion Carried

2022-2023 Board Motions Continued

<p>1/18/2024 (Virtual)</p>	<p>That the Board approve selecting the next highest vote getter from the most recent election cycle to fill the remaining term of the seat vacated by the resignation of Jessica Swain-Bradway effective at the close of the Board of Directors meeting on March 6, 2024. In the event that this next highest vote getter declines to serve, that the next-highest vote getter is approached to fill the seat and that this process be continued as relevant until this particular vacancy is filled.</p>	<p>Kaci Fleetwood</p>	<p>Sarah Wilkinson</p>	<p>Laura shared some information from the bylaws:</p> <p>(c) Resignation. Any Director may resign at any time by giving written notice to the Board of Directors. The resignation shall take effect on the later of: (i) the date the notice is received or (ii) at any other time specified in the notice. Unless otherwise specified in the notice, the resignation need not be accepted to be effective. Any resignation shall be without prejudice to any rights of the Corporation under any contract to which the Director is a party.</p> <p>Section 5.04. VACANCIES. If a vacancy occurs in the office of a Director for any reason, including an increase in the number of Directors, the Board of Directors may select an individual to fill the vacant position. If an individual is selected to fill the vacant position, such Director shall hold office for the unexpired term for which the vacancy occurred, if applicable, and until a successor shall be appointed and shall qualify or until his or her earlier death, resignation or removal.</p>	<p>A quorum of board members voted in favor</p>	<p>Motion Carried</p>
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