

Nikia Rae Dower, MS, CCC-SLP/L, BCBA

Speech and Language Pathologist

(VA License 1282)

Board Certified Behavior Analyst

(BACB Certificate # 1-05-2204)

EDUCATION

Master's of Science – August 1986

Speech and Language Pathology
James Madison University
Harrisonburg, VA

Bachelor's of Science – December 1984

Speech and Language Pathology
James Madison University
Harrisonburg, VA

WORK EXPERIENCE

July 1993 – present President/Director, Dower and Associates, Inc.

Manassas, VA

Speech/Language Pathologist (July 1993 - present)

Board Certified Behavior Analyst (June 2005 - present)

- Diagnosis and treat speech/language delays/disorders and learning disabilities in pediatrics and adolescents in the areas of receptive language, expressive language, reading and written language difficulties, phonemic awareness, hearing impairment, apraxia, phonology/articulation, word finding/retrieval and augmentative communication (specifically: American Sign Language, PECS, and voice output devices).
- Consult with families and school staff as well as treat children with global communication deficits and behavioral challenges due to autism spectrum disorder and other related developmental disabilities utilizing Applied Behavior Analysis (ABA).
- Assess, design, implement and monitor individualized home and public school programs, behavioral intervention/reduction plans, use of intervention and data collection.
- Conduct a yearly minimum of 10 training seminars for families, parent support/advocacy groups, local public and private schools, local special education facilities/schools and other private speech/language pathology practices related to ABA, Verbal Behavior, Natural Environment Teaching, managing problem behavior, effective teaching procedures utilizing the principles of ABA, shadowing/facilitating children in play settings and language based learning disabilities.
- Conduct team meetings for ABA/VB home programs.
- Attend eligibility and IEP meetings.
- Provide annual speech, language and hearing screenings to local daycare, preschool and private academic schools.
- Consult and draft IEP annual goals and benchmarks for parents, local public schools and private special education facilities.
- Follow up on referrals from organizations such as Virginia Autism Resource Center (VARC), Parents for Autistic Children's Education (PACE™), Families For Intensive Autism Treatment (FIAT) and Commonwealth Autism Services (formerly The Autism Program of Virginia – TAP-VA).

- Conducted speech/language assessment portion of several comprehensive evaluations for Virginia Autism Resource Center (VARC) and provided written results and recommendations.
- Comprehensive Service Act (CSA) of Virginia provider for speech/language evaluations/therapy, ABA/VB Instruction and tutoring.
- Developmental Disability Waiver provider for the Commonwealth of Virginia in the areas of Speech/Language Therapeutic Consultations and Family/Care Giver Training.
- Practicum supervisor for speech/language graduate students attending James Madison University.
- Clinical Fellowship Year (CFY) Supervisor for master's level speech/language pathologists in pursuit of American Speech-Language-Hearing Association (ASHA) certification.
- Supervise candidates to become eligible to sit for the exam in order to become a Board Certified Behavior Analyst.
- Manage the day to day and long-term operation of a small business including semi-monthly payroll, semi-monthly federal taxes, monthly state taxes, quarterly reports, press releases and advertisements.
- Manage an average of 12 employees, their schedules and billing of approximately 200 clients.
- Manage a personal caseload of 48 clients with a myriad of diagnoses including but not limited to: Autism, Asperger's Syndrome, Pervasive Developmental Delay, Nonverbal Learning Disorder, Charge Syndrome, Rett's Syndrome, Traumatic Brain Injury, Sensory Integration Dysfunction, Fragile X, Behavior Disorder, Conduct Disorder, Down's Syndrome, Emotional Disturbance, mild/moderate/severe/profound mental retardation, ADD/ADHD, Reattachment Disorder, Learning Disabilities, Developmental Delays, receptive/expressive language delays, reading and written language difficulties, hearing impairment, apraxia, and phonology/articulation disorder.
- Secure contracts to provide speech/language therapy, tutoring, and/or ABA/VB training/instruction/consultation with local public school systems, private special education facilities, and private academic schools, such as: Loudoun, Manassas City, Clarke and Page County public school systems, Grafton School, Matthew's Center for Visual Learning, The Aurora School, Our Lady of Grace School, Graydon Manor, Loudoun Country Day School, The Hill School, and The Montessori School of Middleburg.

**January 1989 to
June 1994**

President/Co-Director, Phoenix Center, Inc.

Leesburg and Sterling, VA

Speech/Language Pathologist

Preschool/Prekindergarten/Private Kindergarten Instructor

- Diagnosed and treated speech/language delays/disorders and learning disabilities in pediatrics and adolescents in the areas of receptive language, expressive language, reading and written language difficulties, phonemic awareness, hearing impairment, apraxia, phonology/articulation, word finding/retrieval and augmentative communication (American Sign Language, PECS, and voice output devices.)
- Treated a diverse caseload of clients including those with reading

difficulties, receptive/expressive language disorder/delay, articulation/phonological impairment, behavioral difficulties, Soto's Syndrome, William's Syndrome, Rett's Syndrome, Down's Syndrome, ADD/ADHD, autism and mental retardation.

- Managed a personal caseload of 40 clients.
- Managed the day to day operations of a small business with 5-10 employees with the assistance of a partner in the business.
- Provide academic, classroom based instruction to preschoolers, prekindergarteners, and private kindergarteners enrolled in the Center's programs.
- Developed and maintained curriculums used in the Center's early childhood classrooms.

**September 1986 to
December 1988**

**Adult Children Rehabilitation and Education Center, Inc.
(ACRE Center, Inc.)**

Leesburg, VA

Contract Speech/Language Pathologist

- Managed and average caseload of 30 children including children with autism, mild/moderate/severe/profound mental retardation, Down's syndrome, developmental delays and articulation disorders.
- Diagnosed and treated speech/language delays/disorders and learning disabilities in pediatrics and adolescents in the areas of receptive language, expressive language, reading and written language difficulties, phonemic awareness, hearing impairment, apraxia, phonology/articulation, word finding/retrieval and augmentative communication (American Sign Language, Blissymbolics, and voice output devices.)
- Provided academic, classroom based instruction to preschoolers, prekindergarteners, and private kindergarteners enrolled in the Center's programs.
- Developed and maintained curriculums used in the Center's early childhood classrooms.
- Provided 1:1 instruction to an adult with TBI at ECHO Inc., a sheltered workshop setting.

CONTINUING EDUCATION

February 4-5, 2006 *Verbal Behavior: New Findings in the Field (12 BCBA CEs):* Dr. Mark Sundberg, BCBA

Herndon, VA

November 18, 2005 *Maryland Association for Behavior Analysis Annual Conference (5 BCBA CEs):* Dr. Jack Michael, BCBA, Dr. Timothy Vollmer, BCBA and Dr. Mark Lewis, BCBA

Baltimore, MD

August 25-26, 2005 *Managing Problem Behaviors:* Tom Caffrey, M.Ed., BCBA

Reston, VA

July 14-15, 2005 *Teaching Verbal Behavior in the Natural Environment:* Holly Kibbe, MS, BCABA and Cherish Twigg, MS, BCABA

Arlington, VA

May 20, 2005 *Teaching Verbal Behavior in the Classroom:* Tom Caffrey, M.Ed., BCBA

Fairfax, VA

- March 11, 2005** *Promoting Functional Communication and Interactions in Children with Autism (ASHA CEUs):* Tamara Kasper, MS, BCABA
Charlotte, NC
- March 5, 2005** *Virginia Association for Behavior Analysis (VABA) First Annual Conference*
James Madison University
Harrisonburg, VA
- February 28 - March 1, 2005** *Functional Analysis of Severe Behavior Disorders:* Brian Iwata, PhD., BCBA
Philadelphia, PA
- December 2004** *In Depth/Specialized ABA Training regarding Dower and Associates, Inc. client:* Emily Pearson, MS
Carbone Clinic, LLC
Valley Cottage, NY
- August 2004 (1 week course)** *Penn State Credit Course - ABA IV:* Jack Michael, PhD, BCBA, Jim Johnston, PhD, BCBA, Vincent Carbone, Ed.D., BCBA, Brian Iwata, PhD, BCBA, Cathy Watkins, PhD, BCBA, Jerry Shook, BCBA, and Jose Martinez-Diaz, PhD, BCBA
Pennsylvania State University
State College, PA
- August 2004** *Introduction to Verbal Behavior:* Dr. Vincent Carbone, BCBA
Vienna, VA
- August 2004 to February 2005** *In Depth/Specialized ABA Training regarding Dower and Associates, Inc. clients:* Holly Kibbe, BCABA of Establishing Operations, Inc.
Ashburn, VA and Front Royal, VA
- Spring Quarter 2004** *Penn State Credit Course - ABA III:* Rick Kubina, PhD, BCBA and Jose Martinez-Diaz, PhD, BCBA.
Pennsylvania State University (Distance Learning Program)
- February 2004** *Teaching Verbal Behavior – Hands On Training for Teachers, Tutors and Therapists:* Holly Kibbe, BS, BCABA and Cherish Twigg, BS, BCABA
Dulles, VA
- August 2003 (2 weeks)** *CABA Coursework-Preparatory Course Leading to Certification for the BCABA:* Dr. Vincent Carbone, BCBA
Monmouth, NJ
- June 2003** *Teaching Verbal Behavior in the Classroom:* Gina Zecchin, BCABA and Kelle Wood, BCBA
Albany, NY
- May 2003** *YIA Conference – Teaching Verbal Behavior In The Classroom:* Dr. Vincent Carbone, BCBA
New York, NY
- March 2003** *Teaching Verbal Behavior to Children with Autism and Related Disabilities:* Dr. Vincent Carbone, BCBA
Herndon, VA
- March 2003** *Relationship Development Intervention (RDI):* Dr. Steve Gutstein
Herndon, VA
- February 2003** *Apraxia Workshop and Training (ASHA CEUs):* Nancy Kaufmann, PhD, CCC-SLP
Richmond, VA
- November 2002** *New Diagnoses and Therapies (ASHA CEUs):* Martha Burns, PhD., CCC-SLP
Philadelphia, PA

- October 2002** *Inclusion for Children With Autism:* Sponsored by PEATC
Fairfax, VA
- September 2002** *Wrightslaw Special Education Conference:* Peter Wright, Esq.
Richmond, VA
- June 2002** *Introduction to Verbal Behavior:* Christina Burk, MS
Herndon, VA
- April 2002** *S.A.F.E. Autism Conference:* Mark Sundberg, BCBA and Vincent
Carbone, BCBA
Wilkes Barre, PA
- November 2001** *Teaching Verbal Behavior – Hands On Training for Teachers, Tutors
and Therapists:* Holly Kibbe, BS, BCABA and Cherish Twigg, BS,
BCABA
North Carolina
- November 2001** *Consultant/Advanced Verbal Behavior Training:* Dr. Vincent Carbone,
BCBA
Lakewood, NJ
- October 2001** *Introduction to Verbal Behavior:* Dr Vincent Carbone, BCBA
Tampa, FL
- October 2001** *Managing a Speech and Language Private Practice (ASHA CEUs)*
Dallas, Texas
- October 2000** *Introduction to PECS (ASHA CEUs)* Anthony Castrogiovanni, Ph.D.
Fair Oaks, VA

PRESENTATIONS

- 2004-2005 School Year** *Monthly ABA-Verbal Behavior Trainings (various topics)*
Aurora School
Purcellville, VA
- June 2005** *Introduction to Verbal Behavior*
PACE™
Fairfax, VA
- August 2004** *ABLIS Workshop*
Prince William County Public Schools – Early Childhood
Department
Woodbridge, VA
- 2003-2004 School Year** *Monthly ABA-Verbal Behavior Trainings (various topics)*
Aurora School
Purcellville, VA
- February 2002** *ABLIS Workshop (co-presented with ICAN of Washington,
LLC)*
Loudoun County Public Schools
Leesburg, VA
- October 2001** *Introduction to Verbal Behavior (co-presented with ICAN of
Washington, LLC)*
Loudoun County Public Schools
Leesburg, VA

MEMBERSHIPS

- American Speech Language and Hearing Association, 1988 to present
- Speech and Hearing Association of Virginia, 2000 to present
- Association for Behavior Analysis, 2005 to present
- Virginia Association for Behavior Analysis, 2005 to present
- Maryland Association for Behavior Analysis, 2005 to present
- National Association for the Self-Employed, 1994 to present
- American Academy of Private Practice in Speech Pathology and Audiology, 2005 to present
- Board of Directors Member – Commonwealth Autism Services (formerly The Autism Program of Virginia), 2002 to present

CERTIFICATION/LICENSES

- Certificate of Clinical Competence (CCC) issued by the American Speech Language and Hearing Association, 1988
- Speech/Language Pathologist License issued by the Commonwealth of Virginia's Department of Health Professions, 1986
- Board Certified Behavior Analyst, 2005