

Rachel Avner Torrance, M.Ed., BCBA, COBA

Solon, Ohio

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AREAS OF EXPERTISE

Autism, Intellectual and Developmental Disabilities, Emotional Disturbance, Anxiety, ADHD, Trauma, Complex Medical Needs, Applied Behavior Analysis (ABA), Special Education, School Law, Systems of Care, Parent/Professional Training

EDUCATION

| | | |
|---------------------|--|-----------|
| BACB Coursework | Florida Institute of Technology | 2013-2014 |
| Master of Education | The Ohio State University, Special Education, Columbus, Ohio | 1997-1998 |
| Bachelor of Science | The Ohio State University, Special Education, Columbus, Ohio | 1993-1997 |

HONORS AND AWARDS

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|---------------------|------------------------------|------|
| Exceptional Service | Milestones Autism Resources | 2024 |
| Honored Listee | Marquis Who's Who in America | 2024 |

CERTIFICATION/LICENSURE

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|---|--------------|
| Board Certified Behavior Analyst (BCBA) | 2015-Present |
| Certified Ohio Behavior Analyst (COBA) | 2015-Present |
| Intervention Specialist, K-12, Mild/Moderate and Moderate/Intensive, Ohio | 2005-Present |
| Special Education, K-12, Mentally and/or Physically Handicapped, Pennsylvania | 1998-2005 |

PROFESSIONAL EXPERIENCE

| | |
|--|--|
| Behavioral and Educational Expert Services LLC, Solon, Ohio President/Owner; BCBA Consultant, Advocate, Mentor, Trainer, Expert Witness | 2021-Present |
| Supervision Academy, Solon, Ohio (a division of Behavioral and Educational Expert Services, LLC, since 2025) BCBA Supervisor Co-Founder and BCBA Supervisor (as Supervision Academy, LLC) | 2019-Present 2019-2025 |
| Accessing Abilities, LLC (Acquired by Cultivate Behavioral Health and Education), Solon, Ohio Assistant Regional Vice-President, Cultivate BHE, Round Rock, Texas Owner and Executive Director, Solon, Ohio | 2021-2022 2015-2021 |
| Cuyahoga County Board of Developmental Disabilities, Cleveland, Ohio Behavior and Curriculum Intervention Specialist (Behavior Specialist) | 2011-2017 |
| Cuyahoga County Board of Developmental Disabilities, Multi-Handicapped Teacher, Gr. 7-12 | 2010-2011 |
| School Districts, Greater Cleveland, Ohio and Philadelphia, Pennsylvania Solon City Schools, Intensive Instruction Resource Room Teacher, Gr. K-4 Berea City Schools, Resource Room Teacher, Gr. K-2 Cleveland Heights-University Heights City School District, Cognitive Disabilities Teacher, Gr. 6-8 Lower Merion School District, Resource Room Teacher, Gr. 6 Tredyffrin-Easttown School District, Resource Room Teacher Gr. 4-6 Ridley School District, Resource Room Teacher, Grade 7 | 2007-2010 2006-2007 2005-2006 2004-2005 2002-2004 1998-2002 |

BOARD OF DIRECTORS/LEADERSHIP ROLES

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|---|--------------|
| Milestones Autism Resources | |
| Board of Directors | 2015-Present |
| Authorized Continuing Education Coordinator | 2018-2022 |
| National Autism Conference Chair/Executive/Steering Committee | 2013-2022 |
| ABA Professionals Group Chair | 2014-2020 |
| Ohio Association of Behavior Analysis, Education Committee | 2015-2023 |

CONSULTANT FOR ADAPTED/SENSORY PERFORMANCES

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|-------------------------------------|-----------|
| Beck Center for the Performing Arts | 2015-2016 |
| Playhouse Square | 2013-2017 |
| Great Lakes Theater | 2012-2017 |

MEDIA ACTIVITIES AND WRITTEN PUBLICATIONS

- Torrance, R.A. (In production). Title to be determined. [Podcast]. *The Executive's Lounge: Sharing Stories of Amazing Women in Leadership*.
- Torrance, R.A. (2024, May). Your child's support team: keys to success. *Autism Advocate Parenting Magazine*.
- Torrance, R.A. (Guest). (2022, November 15). How to become a BCBA (No. 98) [Podcast]. In *the autism outreach podcast*. ABA Speech. <https://abaspeech.org/autism-outreach-podcast/>
- Torrance, R.A. (Guest). (2022, January 25). The ABA Forum (No. 31) [Podcast]. In *How to ABA*. How to ABA Podcast. <https://howtoaba.com/podcast/>
- Torrance, R.A. (Guest). (2020, May 4). *2020 Milestones national autism conference*. [Video]. Youtube. https://youtu.be/ZLh_pU2obXc?si=pDe4M1CCvoHddxmK
- Torrance, R.A. (Author). (2020, March 24). *Managing behaviors at home during the virus pandemic*. [Blog]. Milestones Autism Resources. <https://www.milestones.org/resources/blog/2020/03/24/managing-behaviors-at-home-during-the-virus-pandemic>
- Torrance, R.A. (Contributing Author) (n.d.). Milestones Autism Resources. *Challenging behaviors toolkit*.
- Torrance, R.A. (Guest). (2018, January 3). *2018 Milestones national autism conference*. [Video]. Youtube. https://youtu.be/eDMAPcG9NKA?si=UQD5r_1ItsTf6vea
- Torrance, R.A. (Author and Guest). (2017, September 11). *Playhouse square social story for families* [Video]. Youtube. <https://youtu.be/etsjJFSPrYk?si=9DLXDZz2LDL9KczO>
- Torrance, R.A. (Guest). (2015, March 17). *Sensory-friendly performance at playhouse square* [Video]. Youtube. https://youtu.be/Jz7dvZJTCik?si=xT_QBL1AxE3q35NO
- Koeth, D. & Torrance, R.A. (Contributing Author). (2016). Top 5 apps for kids with special needs. *LiveSpecial.com, 2016 Northeast Ohio Edition, pages 14-15*.
- Torrance, R.A. (Author). (n.d.). *Cuts n curls for boys and girls*. <https://cutsncurls.net/social-story>

PRESENTATIONS/TRAINING *listed in chronological order2024

Torrance, R.A. (2024, February). *Practical and effective tools for the BCBA in the school-based setting* [Continuing education event session]. Innovation in Education Conference, Online.

Torrance, R.A. (2024, June). *Newly diagnosed: Supporting your child and the whole family* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2024, June). *Quick, easy, and useful data collection to implement in your practice* [Webinar and Continuing education event session]. ABA Speech, Online.

2023

Torrance, R.A. (2023, January). *OPEN discussion on how to support siblings of children with special needs* [Speaker]. Solon Organized Parent Education Network, Solon City Schools, Solon, OH.

Torrance, R.A. (2023, June). *Building your team: identifying roles and key potential players in your child's Multidisciplinary team* [Conference session]. The Milestones Autism National Conference, Online.

2022

Torrance, R.A. (2022, February). *Antecedent interventions and other considerations for ABA in school-based settings* [Continuing education event]. Cultivate Behavioral Health and Education, Online.

Torrance, R.A., & Thompson, J. (2022, February). *It's not the drink of water, it's my life! Maintaining health, safety and ethical ABA across settings* [Conference session]. The Ohio Association for Behavior Analysts, Online.

Torrance, R.A., Griffin, R. & Thompson, J. (2022, February). *Supervision in action* [Continuing education event]. The ABA Forum, Online.

McCoy, D.M., Torrance, R.A., Loudon, J., Jones, K., & Gerrard, M. (2022, March). *Making the most of your supervision* [Panel speaker]. OHABA Connect & Learn Event Making the most of your supervision, The Ohio Association for Behavior Analysts, Online.

Torrance, R.A. (2022, April). *Incorporating evidence-based strategies for students with autism* [Speaker]. The Educational Service Center of Lake Erie West, Online.

Torrance, R.A. (2022, June). *Practical strategies for meeting student needs* [Conference session]. The Milestones Autism National Conference, Online.

Torrance, R.A., & Droesch, B. (2022, August). *Disseminating work as practitioners of ABA and applying/presenting at professional conferences* [Speaker]. OHABA Connect and Learn Event, The Ohio Association for Behavior Analysts, Online.

Torrance, R.A. (2022, August). *Parenting tips for the 2022-2023 school year* [Writer and Speaker]. Solon Organized Parent Education Network, Solon City Schools, Online.

2021

Torrance, R.A. (2021, March). *Let's talk supervision 2* [Continuing education event]. The ABA Forum, Online.

McCoy, D., Torrance, R.A., et al. (2021, March). *Tips to jumpstart your career* [Speaker]. OHABA Coffee Chat, The Ohio Association for Behavior Analysts, Online.

Torrance, R.A. (2021, April). *ABA 101*, [Speaker]. Parent Training, Cultivate Behavioral Health and Education, Online.

- Torrance, R.A., & Griffin, R. (2021, April). *How to survive puberty (this time as a parent)* [Speaker]. Autism Society of Greater Akron, Online.
- Torrance, R.A. (2021, June). *Why behaviors occur and what parents can do about them* [Conference session]. The Milestones Autism National Conference, Online.
- Torrance, R.A., Griffin, R., & Masterson, T. (2021, June). *The behavior analyst's guide to conducting more effective record reviews* [Conference session]. The Milestones Autism National Conference, Online.
- McCoy, D.M., Torrance, R.A, Kasun, A., & Anderson, K. (2021, June). *The do's and don'ts of professional relationships* [Conference session]. The Milestones Autism National Conference, Online.
- McCoy, D.M., Torrance, R.A, et al. (2021, July). *Dual relationships* [Panel speaker and continuing education event]. The Ohio Association for Behavior Analysts, Online.
- Torrance, R.A. (2021, November). *An introduction to school-based services for the behavior analyst* [Continuing education event]. Cultivate Behavioral Health and Education, Online.

2020

- Torrance, R.A. & Griffin, R. (2020, January). *The supervisor survival guide: new BACB changes and an update of valuable resources for the supervisor* [Continuing education event], ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.
- Torrance, R.A. & Srivorakiat, L. (2020, May). *Promoting positive behaviors at home during COVID-19* [Speaker]. Ohio Family to Family, Online.
- Torrance, R.A. (2020, June). *How to tackle the test* [Continuing education event]. Supervision Academy, Online.
- Torrance, R.A. (2020, June). *A practical review of evidence-based practices in autism* [Conference session]. The Milestones Autism National Conference, Online.
- Torrance, R.A. & Griffin, R. (2020, June). *Let's Talk Supervision* [Conference session]. The Milestones Autism National Conference, Online.
- Torrance, R.A. (2020, August). *Increasing learning outcomes and student engagement across remote and in-person Settings* [Speaker], The Catholic Diocese of Toledo, Online.
- Torrance, R.A. (2020, September). *Parenting with success: the COVID edition* [Speaker], Milestones Autism Resources and Ohio Family Network event Online.
- Torrance, R.A. (2020, October). *Better together: achieving goals and maximizing instruction across all learning platforms* [Speaker]. The Catholic Diocese of Cleveland, Online.
- Torrance, R.A. (2020, December) *2022 changes to the fieldwork standards for those pursuing BCBA certification* [Continuing education event]. Supervision Academy, Online.

2019

- Torrance, R.A (2019, February). *Implementing functional analyses: a review of research and behavior skills training* [Continuing education event]. The ABA Professionals Group Milestones Autism Resources, Warrensville Heights, Ohio.
- Fisher, M., Shaefer, J. & Torrance, R.A. (2019, April). *Bring your own ethics* [Continuing education event]. The ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2019, June). *Key considerations for BCBA supervisors* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2019, June). *ABA and Lowe syndrome: meeting individual needs with the science of human behavior (parts 1 and 2)* [Speaker]. The Lowe Syndrome International Conference, San Diego, California.

Torrance, R.A. (2019, June). *Siblings workshop* [Speaker]. The Lowe Syndrome International Conference, San Diego, California.

Torrance, R.A. & Griffin, R. (2019, June). *Implementing ABA and positive supports in the school setting* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2019, August). *From tantrums to triumphs* [Speaker]. Solon Early Childhood Parent and Teacher Organization, Solon, Ohio.

Fisher, M., Shaefer, J. & Torrance, R.A. (2019, October). *Recent research in treatment of challenging behaviors* [Continuing education event]. The ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2019, November). *Developing a positive behavior support plan with ABA* [Speaker], Hickman and Lowder Co., L.P.A., Cleveland, Ohio.

Torrance, R.A., & Thompson, J. (2019, November). *How to get your preschooler to listen* [Speaker], Connecting for Kids Speaker Series, Solon, Ohio.

2018

Torrance, R.A. (2018, June). *Analyze this: the importance of the antecedent analysis in FBAs* [Conference session], The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A., et al. (2018, September). *Ethics panel discussion* [Panel speaker and continuing education event]. Cleveland Town Hall, The Ohio Association for Behavior Analysis, Twinsburg, Ohio.

Torrance, R.A. (2018, October). *FBA, BIP and the formula for success* [Speaker]. The Lorain County Educational Service Center, Lorain, Ohio.

2017

Torrance, R.A. (2017, January). *Working with individuals with DD, parts 1 and 2* [Speaker]. Ru-Claire Adult Day Center, Beachwood, Ohio.

Sinoff, A. & Torrance, R.A. (2017, April). *Ethical scenarios: sharing your experience* [Continuing education event]. The ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2017, April). *Going against the grain: an update on the research and proposed solutions to achieve a more efficient and individualized approach to behavior analysis* [Conference session]. The Ohio Association for Behavior Analysis Conference, Cleveland, Ohio.

Torrance, R.A., (2017, May). *IDEA and school law: The rules, regulations, recent changes and proposed opportunities for behavior analysis with special education* [Continuing education event]. Accessing Abilities, Online.

Torrance, R.A. & Glass, S. (2017, June). *Bridging the gap: Using behavior analysis to enrich employment for individuals with autism and developmental disabilities* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

- Torrance, R.A., et al. (2017, June). *Super supervision: tips, tricks and barriers to providing effective BCBA Supervision* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.
- Torrance, R.A., et al. (2017, June). *Get your ethics here! A facilitated discussion on real-world ethical scenarios, version 2.0* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.
- Torrance, R.A. (2017, September). *Boosting your morale Part 2: How to handle real-world ethical scenarios* [Continuing Education event]. Accessing Abilities, Online.
- Torrance, R.A. (2017, September). *Boosting your morale: How to handle real-world ethical scenarios* [Continuing Education event]. Accessing Abilities, Online.
- Torrance, R.A. (2017, September). *The icing on the cake, adding visuals as part of your intervention package to create a more individualized, successful and longer lasting behavior change program* [Continuing education Event]. Accessing Abilities, Online.
- Torrance, R.A. (2017, September). *What's the big idea: Federal law, public schools and behavior analysis* [Continuing education event]. Accessing Abilities, Online.
- Torrance, R.A. (2017, October). *The ABCs of learning, behavior, and reinforcement* [Speaker]. Cleveland State University, Cleveland, Ohio.
- Torrance, R.A. (2017, October). *Maximizing instruction to meet individual needs* [Speaker]. Westlake City Schools, Westlake, Ohio.
- Sinoff, A., Fisher, M., & Torrance, R.A. (2017, October). *Closing the gaps* [Continuing education event]. The ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.
- Torrance, R.A. (2017, November). *Evidence-based practices: The long and the short of it* [Speaker]. LiveSpecial.com and National Council for Jewish Women, Beachwood, Ohio.
- Torrance, R.A. & Fleming, S. (2017, December). *Real-world ethical scenarios* [Continuing education event]. The ABA Professionals Group Milestones Autism Resources, Warrensville Heights, Ohio.

2016

- Torrance, R.A. (2016, February). *What's new: A review of the professional and ethical compliance code for behavior analysts* [Continuing education event]. The ABA Professionals Group, Milestones Autism Resources, Warrensville Heights, Ohio.
- Torrance, R.A. (2016, April). *The keys to the castle: Practical and effective evidence-based methods for individuals with SD* [Speaker]. Southwest General Hospital, Middleburg Heights, Ohio.
- Torrance, R.A. (2016, June). *A non-linear ABA approach: IABA's multi-element model for the assessment and intervention of severe behaviors* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.
- Torrance, R.A. (2016, June). *The top ten essentials: creating a quality program for campers with special needs* [Speaker]. The Catholic Charities in Cleveland, Camp Happiness, Cleveland, Ohio.
- Torrance, R.A., et al. (2016, June). *Get your ethics here! A facilitated discussion on real-world ethical scenarios* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2016, September). *Taking ethics into account when developing a multicultural ABA treatment model* [Continuing education event]. The ABA Professionals Group Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2016, October). *CCBDD's role in your child's team: How we help individuals live, learn, work and play* [Speaker]. Orange Parent Network with Orange City Schools, Pepper Pike, Ohio.

2015

Torrance, R.A. (2015, February). *The importance of choice: creating more opportunities for choices and teaching a life-long skill* [Speaker]. The Upside of Downs, University Heights, Ohio.

Torrance, R.A. (2015, May). *Technological resources* [Speaker]. Cuyahoga County Board of Developmental Disabilities, Parma, Ohio.

Torrance, R.A. (2015, June). Trials and tribulations of functional analysis: *Integrating practical alternatives to alternatives to everyday practice* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2015, June). Visual supports to infinity and beyond: *Integrating effective individualized visual supports across settings* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2015, June). *Camp survival tools: setting up the environment for success* [Speaker]. Catholic Charities of Cleveland, Camp Happiness Staff Training, Cleveland, Ohio.

Sinoff, A. & Torrance, R.A. (2015, September). *Sharing assessment tools and questionnaires*. [Continuing education event]. The ABA Professionals Group Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2015, October). *Challenging behaviors: setting up the environment for success* [Speaker]. The Milestones Autism Resources, Beachwood, Ohio.

Torrance, R.A., et al. (2015, October). *Ethics panel* [Panel presenter]. Cleveland Town Hall Meeting, The Ohio Association for Behavior Analysis, Twinsburg, Ohio.

Torrance, R.A., et al. (2015, October). *Group panel discussion* [Panel presenter]. Milestones Autism Resources MPEN Parent Group, Milestones Autism Resources, Warrensville Heights, Ohio.

Torrance, R.A. (2015, November). *Teaching listener responding with joint control* [Continuing education event]. The ABA Professionals Group Milestones Autism Resources, Beachwood, Ohio.

2014

Torrance, R.A. (2014, February). CCBDD [Speaker]. The Friendship Circle Mother's Group, Pepper Pike, Ohio.

Torrance, R.A., & Miclau, C. (2014, June). *Differentiated instruction: Maximizing student learning across the school setting* [Conference session]. The Milestones Autism National Conference, Cleveland, Ohio.

Torrance, R.A. (2014, June). *Visual supports and strategies to meet camper/student needs* [Speaker]. Catholic Charities of Cleveland, Camp Happiness Staff Training, Cleveland, Ohio.

Torrance, R.A. (2014, July). *Behavior and curriculum intervention specialist department* [Speaker]. Cuyahoga County Board of Developmental Disabilities, Parma, Ohio.

Torrance, R.A. (2014, December). *Understanding and addressing challenging behaviors* [Speaker]. Mayfield City Schools, Mayfield Heights, Ohio.

2012

Torrance, R.A., & Ambrose, J. (2012, August). *Strategies to meet the needs of students with special needs* [Speaker]. The School of Dancing Wheels, Cleveland, Ohio.

Torrance, R.A. (2012, October and November). *Best practices in the inclusion classroom (parts 1 and 2)* [Speaker]. Richmond Heights Local Schools, Richmond Heights, Ohio.