

# CURBSIDE CONNECTION

## A NOTE FROM THE PRESIDENT



As I plan for 2026, I can't help but to reflect over the past year. 2025 was a year that pushed us, challenged us, and educated us. But it was also a year that strengthened us, reminded us, and highlighted what makes this organization exceptional. The rapidly changing healthcare landscape and state credentialing initiatives brought new regulations and plenty of hurdles. Yet through every challenge, our mission never wavered.

What stands out most is our resilience and commitment. Despite the complexities, we continued delivering exceptional services to our clients and their families. One thing will always remain certain: Conduct Curb will do whatever is necessary to put our clients first. The development, growth, and well-being of every child we serve will always guide our decisions.

Looking to 2026, we anticipate meaningful change and exciting opportunities. Growth can be daunting, but it also opens the door to transformation—and I believe this next year will elevate Conduct Curb even further. Thank you for your dedication and passion. I am truly excited for what 2026 holds and honored to move forward together.

Conduct Curb is officially  
accredited by the Behavior  
Health Center of Excellence!



BHCOE accreditation signals that an ABA center meets nationally recognized standards for ethical practice, clinical quality, and operational excellence. It reassures families, funders, and staff that services are evidence-based, accountable, and delivered with a strong commitment to continuous improvement.



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### 2025 CLINICAL HIGHLIGHTS

🌟 Celebrating a Year of Big Wins & Even Bigger Growth! 🌟

🎓 89% of our Behavior Technicians passed their exam and are now Registered Behavior Technicians — amazing dedication and hard work!

🏫 11 clients successfully transitioned to full-time school, a huge milestone toward independence.

📋 We are now a **Behavior Analyst Certification Board-Authorized Continuing Education (ACE) Provider**; providing us with the ability to expand learning opportunities for our team and the community.

💬 Main 1 RBTs supported over 275,000 independent and prompted requests from learners this year — incredible engagement!

🌟 Congratulations to J'Anna Madding and Natalie-Briana Smithson on becoming Board Certified Assistant Behavior Analysts (BCaBAs)!

🏆 We are officially accredited by the Behavioral Health Center of Excellence (BHCOE) as of 12/1/2025.

🧩 56 families received diagnostic services in 2025, connecting them to resources and next steps.

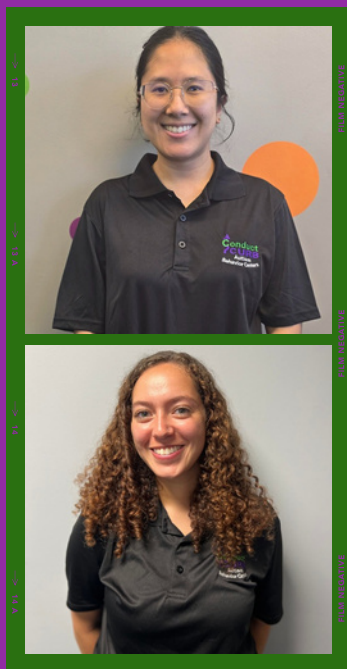
🤝 Our clinical team partnered with families in 449 parent collaboration and training meetings.

💛 Main 2 RBTs supported clients through 1,902 tantrums, showing patience, compassion, and consistency.

📈 New Castle clients mastered 56 programs (each program inclusive of 100s of targets), and Alexandria clients mastered 1,398 skills across all learners this year.

🎉 And so much more!

So proud of our clients, families, and team — our successes are truly a group effort!



Natalie-Briana Smithson, BS, BCaBA (top) and J'Anna Madding, MA, BCaBA (bottom)

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### ALEXANDRIA

This has been a steady and productive quarter with no major operational changes. Clients are engaging well with one another during structured and unstructured activities, showing increased social interaction, cooperation, and overall confidence. Many are making steady progress toward their individualized goals, and staff have noted improvements in communication, behavior regulation, and skill acquisition across sessions. We anticipate that two clients will transition into school soon, which is an exciting milestone and a reflection of their growth.

RBT attendance and reliability have been strong, and the team continues to support one another effectively, contributing to a positive and cohesive clinic environment. Looking ahead, we are preparing for the upcoming transition of the Alex clinic into the Anderson clinics. There's a mix of excitement and a bit of nervousness as we move into something new, but the team remains optimistic and ready for what's next.

Overall, it has been a calm, stable quarter with consistent progress and a strong team dynamic.

-Natalie, BS, BCaBA, Clinical Lead

### NEW CASTLE

We want to take a moment to celebrate the incredible progress happening at New Castle. Our clients continue to reach meaningful milestones, including increased independent communication, stronger social engagement with peers, and growing independence in daily living skills like handwashing, dressing, and toileting. Highlights this month include clients using picture communication boards and spontaneous verbal requests independently for the first time—huge steps toward confident, functional communication.

Alongside client growth, our team continues to shine. Our Registered Behavior Technicians are strengthening their skills through ongoing supervision and training, with a focus on Natural Environment Teaching and Positive Behavior Support, and we're excited to welcome new RBTs to the clinic. Thank you to our families and staff for your collaboration and dedication—together, we're building lasting success, one milestone at a time.

-Chastity Renee Casanova, MA, Clinical Lead



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### ANDERSON: EARLY LEARNING CENTER

This quarter has been filled with meaningful growth across our early learning clinic. Our learners have made strong progress in functional communication, using words, signs, AAC, and gestures more independently to express their needs, wants, and emotions. These gains are showing up not just during sessions, but across daily routines and peer interactions.

We're also proud of the continued development of our team. Several of our Behavior Technicians successfully earned their Registered Behavior Technician (RBT) credential this quarter. Their dedication to learning, ethical practice, and high-quality care directly impacts the progress we see in our clients every day.

One of the most exciting highlights has been celebrating clients transitioning to more independent preschool classes with Miss Molly. They are demonstrating increased independence, flexibility, and confidence. We've also seen notable growth in social skills, including turn-taking, cooperative play, peer engagement, and group participation—big wins for our early learners.

As always, we're grateful to our families for their partnership and trust, and to our staff for their commitment to client-first, compassionate care. We look forward to continuing this momentum into the next quarter and supporting each child's unique path forward.

-Megan, MA, BCBA and Clinical Manager

### ANDERSON: SCHOOL-AGED CENTER

This quarter has been marked by steady growth across our clinic, with a clear rise in meaningful peer play and social engagement among our learners. Therapists maintain a consistently high level of interaction, modeling appropriate communication while keeping sessions upbeat and productive. We're also seeing strong implementation of behavior-reduction strategies, with teams responding promptly and effectively to challenging moments. Families can feel confident that skill development is moving in the right direction and that each child is being supported with intention and care. Overall, the clinic is trending forward, and we're excited to build off this momentum in the months ahead. And while colder weather is settling in, we'll be keeping everyone warm, comfortable, and ready to learn inside. Stay tuned to Conduct Curb on our various social media platforms for updates to treatment and scheduling!

-Ben Lawson, MA, BCBA and Clinical Manager

### PRESCHOOL HAPPENINGS

Hello from Preschool! So much has been going on! We had an awesome time with all our turkey crafts for Thanksgiving, and are moving right along to Christmas. The kids are doing so well with sitting at circle time and working during table time. We are looking forward to the new year when we will really focus on obtaining skills needed for school. I'm very excited about the growth and improvement made already this "school" year.

-Miss Molly, CDA



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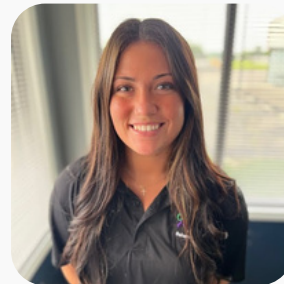
At Conduct Curb, we love to celebrate our employees' work anniversaries. Below, we introduce some of our staff that have work anniversaries in the last quarter of 2025!



Angelina Bontempo, BA  
Diagnostic Office Assistant  
1 Year



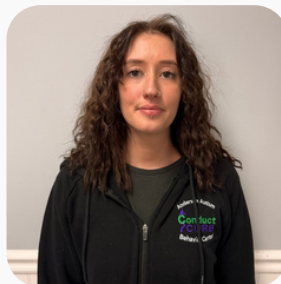
Tyler Rinker, RBT  
1 Year



Rylee Hallat, RBT  
Program Coordinator  
1 Year



Grace Freeman  
Clinical Trainer  
1 Year



Koda Prater, RBT  
2 Years



Chastity Casanova, MA  
Clinical Lead  
3 Years



J'Anna Madding, MA, BCaBA  
4 Years



Ben Lawson, MA, BCBA  
Clinical Manager  
5 Years



Sarah Street  
HR Representative of Recruitment,  
Onboarding and Engagement  
7 Years



Conduct Curb sponsored the conference lanyards and proudly represented the organization at the Hoosier Association for Behavior Analysts Conference.



Pictured following the panel discussion at Martin University are our Diagnostic Clinic Coordinator, Erin Russell; Vice President of Human Resources, Sherese Martin; Vice President of Clinical Services, Tyrone Humphrey; and Owner and President, Dr. Gwen Martin.



Dr. Martin and our VP of Clinical Services, Tyrone Humphrey, participated in a panel discussion at Martin University.



Our Clinical Director, Jessica Martin, and one of our HR Representatives, Sarah Street, represented Conduct Curb at the Hoosier Association for Behavior Analysis Conference.



A clinical training was led by our VP of Clinical Services at our November all staff meeting.

### Employee Spotlight!

We want to give a huge, heartfelt shout-out to our Clinical Lead, Natalie, for officially passing the BCaBA exam! This achievement is so well deserved. Your work consistently reflects a true client-first mindset, and it shows in the thoughtful, ethical care you provide every day. You bring so much knowledge and intention into your clinical decisions, and it makes a real difference for the clients and families we serve.

Beyond your clinical expertise, the way you support and train both parents and RBTs sets you apart. You lead with patience, clarity, and encouragement, helping others grow in confidence and skill while always keeping the client at the center of everything. We're incredibly proud of you and grateful to have you on our team—congratulations on this well-earned milestone!

