

DAVID SWIRE, BCBA, LBA

CLINICAL DIRECTOR | ABA CLINICAL LEADERSHIP

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EXECUTIVE PROFILE

Clinical Director and Board Certified Behavior Analyst with 5+ years of progressive ABA leadership experience spanning clinical operations, staff performance, quality assurance, payer compliance, training, and direct service. Leads a 27-client center with 27 direct reports and a personal caseload, with a track record of scaling census, strengthening retention and supervision compliance, and building clinical systems adopted across 50 company locations.

350% CENTER CENSUS GROWTH 6 → 27 clients	75% AUTH DENIAL REDUCTION 20% → 5%	~90% TURNOVER REDUCTION 3/mo → 1/4 mos	100% SUPERVISION COMPLIANCE 18 consecutive months
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CORE EXPERTISE

- Clinical Operations
- Performance Management
- Quality Assurance
- Payer Authorization
- Staff Development
- BCBA Mentorship
- RBT Supervision
- Process Improvement

PROFESSIONAL EXPERIENCE

Success on the Spectrum | Pearland, TX

August 2022 - Present

Clinical Director | Board Certified Behavior Analyst (BCBA)

- **Lead the clinical operations of a 27-client ABA center**, serving as the highest clinical leader and directly managing 2 BCBA's and approximately 25 therapists while maintaining a caseload of 5 clients.
- **Scaled center census from 6 to 27 clients (350% growth)** while expanding staffing and clinical capacity and maintaining supervision, quality, and compliance standards.
- **Reduced therapist turnover by approximately 90%**, from an average of 3 therapists per month to approximately 1 every four months through stronger training, communication, performance management, and staff support.
- **Reduced insurance authorization denials by approximately 75%**, lowering the denial rate from about 20% to 5% through standardized treatment-plan documentation, authorization tracking, payer-responsive updates, and peer-review participation.
- **Own center-wide staff performance management**, including evaluations, coaching, corrective action, performance improvement plans, goal setting, and ongoing follow-up for BCBA's and RBTs.
- **Partner with the Office Manager on clinical and operational decisions** involving staffing, scheduling, intake and discharge, caseload capacity, billable-hour utilization, and productivity.
- **Lead quality assurance and compliance activities** through audits of SOAP notes, treatment plans, programming, supervision records, and clinical documentation; earned perfect scores on 2 of the center's 3 most recent internal QA reviews and participated in BACB audits related to RBT supervision.
- **Designed an automated RBT supervision tracker** that eliminated recurring end-of-month compliance gaps and has supported 100% supervision compliance for approximately 18 consecutive months.

SUCCESS ON THE SPECTRUM — CONTINUED

Pearland, TX

- **Developed an RBT training curriculum** adopted by executive clinical leadership for use across approximately 50 company clinics, improving consistency in therapist preparation and service-delivery expectations.
- **Built an assessment-tracking system** to surface programming gaps and improve clinical oversight; executive leadership subsequently implemented the tool across approximately 50 clinics.
- **Created standardized error-correction and train-the-trainer systems** to improve consistency in new-hire training, clinical implementation, and service delivery across the center.
- **Supervised and mentored 5 BCBA fieldwork interns**, including 2 who completed fieldwork, passed the BCBA examination, and advanced into BCBA roles at the Pearland center.
- **Lead interviewing, selection, onboarding, and clinical training** for BCBAs, RBTs, interns, and trainers, and mentor newer BCBAs and staff responsible for training new hires.
- **Serve as a resource to corporate clinical leadership and peer Clinical Directors** on supervision, training, clinical systems, quality, and operational challenges across locations.
- **Maintain hands-on clinical expertise** through assessment, treatment planning, caregiver training, progress monitoring, and programming using VB-MAPP, ABLLS-R, PEAK, AFLS, and EVT/PPVT.

ADDITIONAL ABA EXPERIENCE

Behavioral Innovations | Friendswood, TX

March 2021 - January 2022

Board Certified Behavior Analyst (BCBA)

- **Managed ABA treatment and caregiver training** across home and community settings, with ongoing assessment and treatment-fidelity monitoring.
- **Coached RBTs and supported therapist selection** through frequent fidelity checks, performance feedback, and participation in interviews.

Trumpet Behavioral Health | Pearland, TX

December 2020 - March 2021

Board Certified Behavior Analyst (BCBA)

- **Delivered ABA treatment oversight and caregiver training** across home and community settings.
- **Supported RBT performance and hiring** through treatment-fidelity checks, ongoing feedback, and candidate interviews.

COMMUNITY & FAMILY ENGAGEMENT

- **Represent the center through public-facing workshops and family-support initiatives**, including community education events and a Valentine's respite program for parents of autistic children.
- **Support inclusive community experiences for clients and families** through organized outings to the Houston Zoo, Children's Museum, parks, movie theaters, and other community settings.

EDUCATION & CREDENTIALS

McNeese State University | Dec. 2019

Master's Degree, Applied Behavior Analysis — Lake Charles, LA

McNeese State University | Dec. 2016

Bachelor's Degree, Psychology — Lake Charles, LA

LICENSURE & CERTIFICATION

Board Certified Behavior Analyst (BCBA)

Licensed Behavior Analyst — Texas