

Over 100 years of combined experience



Jen Chapla
Director, Behavioral & Speech Services

Jen has more than 18 years of experience working with individuals of all ages with challenging behaviors. She has worked in varied service settings including a Residential Treatment Facility, School-based Partial Hospitalization Program, Wraparound, Social Skills program for children and adolescents diagnosed with Autism, Behavioral Support Services. Jen has served as a training facilitator for extensive topics, including: Autism, Applied Behavior Analysis, Functional Behavior Assessment, Goal Writing, Data Collection and Graphing. Her interests include Autism and utilizing Applied Behavior Analysis in working with individuals with challenging behaviors.

- Master of Education, specialization in School Counseling
- Bachelor of Social Work
- Board Certified Behavior Analyst
- Board of Autism Services Functional Behavioral Assessment Trainer



Georgia Lough
Coordinator, Speech Services
Speech-Language Pathologist

Georgia has worked in Speech-Language Pathology with adults and children for more than 20 years in a variety of settings, including: Early Intervention, Short-Term Rehabilitation, and Long-Term Care. Georgia's particular areas of interest include language and phonological disorders in preschool aged children and facilitating quality of life and functional communication skills for adults with Dementia.

- Master of Arts in Speech-Language Pathology
- Bachelor of Arts in Communication Disorders, with Minors in Psychology and Linguistics
- American Speech-Language-Hearing Association Certificate of Clinical Competency (CCC)
- Pennsylvania and Ohio Licensures in Speech-Language Pathology
- Pennsylvania Department of Education Instructional I Certification
- Deep Pharyngeal Neuromuscular Stimulation (DPNS) Certification



Eileen Saltzgeber
Board Certified Behavior Analyst

Eileen has over 20 years of experience working with children and adults with intellectual and challenging behavioral needs. She has worked across a vast span of ages and service settings, including: Residential Placements, Summer Therapeutic Activities Programs, Behavioral Health, Adult Autism Waiver and Behavioral Supports. Eileen has served as a training facilitator for extensive topics, including: Functional Behavioral Assessments, Autism, Treatment Modalities, Social Skills, and Applied Behavior Analysis.

- Master of Science in Special Education in Human Services Management
- Bachelor of Science in Psychology
- Board Certified Behavior Analyst
- Board of Autism Services Functional Behavioral Assessment Trainer



Janice Bollman-Trout
Board Certified Behavior Analyst/
Speech-Language Pathologist

Janice has worked with children and adults with special needs for over 20 years. She is one of just a few people who are both a certified behavior analyst and a certified, licensed Speech-Language Pathologist. She has served as a training facilitator for extensive topics, including: Autism, Speech Development, Augmentative Communication Systems, Applied Behavior Analysis, Token Systems, and Visual Strategies. Janice joined the Lifesteps team in March, 2013, after running a successful private practice for over 10 years.

- Master of Arts in Speech-Language Pathology
- Bachelor of Arts in Psychology
- American Speech-Language-Hearing Association Certificate of Clinical Competency (CCC)
- Board Certified Behavior Analyst
- Pennsylvania Licensure in Speech-Language Pathology
- Advisory Board on Autism and Related Disorders (ABOARD)



Samantha Farrell
Behavior Specialist

Samantha has worked with both children and adults with behavioral needs for over 11 years. Her experience includes consumers with diagnoses of autism, ADHD, ODD, and anxiety. She has experience in a variety of settings including: Wraparound, Head Start, childcare and public schools.

- Masters degree in Early Childhood Education
- Bachelors degree in Elementary Education
- Behavior Specialist Licensure pending



Christine Cooper
Speech-Language Pathologist

Christine has more than 10 years of experience in the field of speech pathology, with particular interests in early language development, pre-literacy skills, and involving caregivers in the therapeutic process. She has worked in a variety of settings, from inpatient pediatric rehabilitation to publishing speech-language assessment & intervention materials.

- Master of Arts in Speech-Language Pathology
- Master of Fine Arts in Creative Writing
- Bachelor of Science in Linguistics
- American Speech-Language-Hearing Association Certificate of Clinical Competency (CCC)
- Pennsylvania Licensure in Speech-Language Pathology
- Hanen-certified, *It Takes Two to Talk*
- Participant, 0-3 Autism Navigator pilot program



AnneMarie Irlbacher
Speech-Language Pathology Assistant

AnneMarie has 4 years of experience working for DynaVox Mayer-Johnson. She has received extensive training on low and hi-tech augmentative communication devices, as well as additional tools and resources used in the special education community. AnneMarie enjoys providing successful communication techniques for children with challenging behaviors within the classroom and clinical setting.

- Bachelor of Arts Degree in Speech and Hearing Sciences
- Formerly employed by Dyna-Vox Mayer-Johnson
- Training & proficiency with augmentive and assistive technology



Nikki Karwoski
Behavioral Support Staff

Nikki's particular interests include using physical activity to address challenging behaviors. Nikki created and implemented an Adapted Creative Movement dance class at Kinstaria's Dance and Recreation, and has also instructed private adapted swim lessons at the Butler YMCA. Nikki has worked as the student coordinator for Storm Harbor's Transitioning Together program, and is a volunteer instructor at Elliott Acres Therapy Riding, Inc. While receiving her graduate degree, Nikki focused on using physical activity and engagement as a means to improve behaviors, overall health, fitness, communication, social, and basic living skills across the lifespan.

- Master of Science in Adapted Physical Activity
- Bachelor of Science in Public Relations
- Certified Disability Sport Specialist: Blaze Sports
- Certified Special Olympics Coach: Equestrian



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Behavioral & Speech Services
Serving Western Pennsylvania

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