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BAC-9888

Contact Information

Contact Name

Ling Ly Tan

Preferred Phone

Preferred Email

Other Phone

Other Email

DOB

Gender

Female

Other Gender

Title

Home Address

Home City

Home State

CO

Home Zip

County

Hispanic or Latino
origin or Descent?

No

Race/Ethnicity

Asian

Other Ethnicity

Salutation

Ms.

Pronouns

she/her

Application

Status

In Progress

Council Resolution
Number

Notes

Board Information

Board Name

Denver Commission for People with
Disabilities (DCPD)

Original Start Date

End Date

Other boards or
commissions served

Work Information

Employer

Position

Business Phone #

Work Email

Work Address

Work City

Work State

Work Zip

Additional Information

Are you a registered
voter?

If so, what county?

Denver City Council
District No

5

Conflict of Interest
Explanation

Objection to
appointment?

No

Special Information

Registered Lobbyist

No

Conflict of Interest

No

Education and General Qualifications

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	
Did you Graduate High School	Yes	Did you Graduate	
		Graduate Major	
Name of College			
Location of College			
# of Years Attended College			
Did you Graduate College			
Undergrad Major			

Reference Details

Reference Name #1		Reference Email #1	
Reference Phone #1		Reference Address #1	
Reference Name #2		Reference Email #2	
Reference Phone #2		Reference Address #2	
Reference Name #3		Reference Email #3	
Reference Phone #3		Reference Address #3	
Agree to a background check	<input checked="" type="checkbox"/>		
Owner		Created By	
		Last Modified By	

Notes & Attachments

linglytanprofilepicturemarch2024 jpeg.jpg

Type	Attachment
Last Modified	Denver Integration
Description	View file

Ling Ly Tan_CV_2025.pdf

Type	Attachment
Last Modified	Denver Integration
Description	View file

Ling Ly Tan_Short Bio_Commission for People with Disabilities.pdf

Type	Attachment
Last Modified	Denver Integration
Description	View file

Applicants History

4/7/2025, 12:34 PM

User

Action | **Changed Status from New to In Progress.**

4/1/2025, 8:35 PM

User | **Denver Integration**

Action | **Created.**

Ling Ly Tan

Personal Statement

I am a Board-Certified Behavior Analyst with 20 years of direct clinical experience conducting functional behavior assessments and designing and delivering behavioral interventions for children, youth, and adults diagnosed with autism and developmental disabilities. My professional values center on the integration of effective, evidence-based teaching procedures. I place strong emphasis on a cross-disciplinary approach—ensuring meaningful collaboration across disciplines and with families to deliver comprehensive, client-centered care.

To support this mission, I have pursued extensive training and certifications in naturalistic and developmental behavioral interventions, including the Early Start Denver Model (ESDM), Pivotal Response Treatment (PRT), PEAK Relational Training, and the Autism Diagnostic Observation Schedule – Second Edition (ADOS-2). Additionally, I have a background in behavioral pediatric feeding, having received formal training in pediatric feeding interventions (EAT-UP) under Dr. Deirdre Muldoon.

With over a decade of experience conducting functional analyses, I have also trained staff in functional behavior assessments and designed interventions targeting high-risk behaviors such as aggression and self-injury. I have co-led staff training on synthesized functional analyses and behavioral interventions alongside Dr. Gregory Hanley in Nicaragua.

Internationally, I supported the development of the first ABA clinic in Central America, assisting a BCBA responsible for nearly 90 staff without prior formal ABA training. I developed a systematic, organization-wide approach using Behavior Skills Training (BST) to build clinical competency and procedural fidelity at scale. After 18 months of structured support, the clinic was able to grow and operate independently.

My work has also included launching and scaling an ABA practice within a privately owned and publicly funded organization employing over 100 speech-language pathologists and occupational therapists. In this role, I designed and implemented an interdisciplinary service model that, within three years, became the organization's top revenue-generating division. My approach emphasizes client-centered care while building a clinically sustainable operational framework that ensures high-quality, effective service delivery.

I have over six years of experience as a post-secondary course instructor, teaching behavioral health sciences and Applied Behavior Analysis (ABA), and served as Co-Chair and Subject Matter Expert on the Program Advisory Committee at Seneca College.

Additionally, I have delivered community-based training for parents, educators, and healthcare professionals through Autism Ontario and have presented to organizations internationally. A significant portion of my clinical work has involved individuals with minimal to no functional speech who exhibit challenging behaviors and require augmentative and alternative communication (AAC) systems. Motivated by my passion to address gaps in AAC solutions, I co-founded Linggo—an innovative AAC technology and training platform. Over the past three years, Linggo has secured two patents and received several research and business development grants, advancing both its technology and training capabilities for individuals with complex communication needs.

Ling Ly Tan

Summary of Qualifications

- Board Certified Behavior Analyst since September 2012
- 20 years direct experience supervising and implementing Applied Behavior Analysis (ABA) treatment programs and Intensive Behavioural Intervention (IBI) for children and adults diagnosed with autism and other developmental disabilities
- Co-Chair of Program Advisory Committee for Behavioral Psychology and Behavioral Sciences with 5 years serving as Adjunct Professor, Subject Matter Expert (SME) at Seneca College since April 2014 teaching courses in behavioral science
- Author of two patents:
 - “Assistive Communication Device, Method & Apparatus” (status: published)
 - “Assistive Communication Using Word Trees” (status: published)
- Community Presenter for Autism Ontario and International Consultant
- Certified as an Early Start Denver Model (ESDM) Therapist, Pivotal Response Treatment (PRT) – Level 2 and EBIC trained therapist

Professional Experience

Chief Executive Officer, Co-Founder at Linggo (Jan 2018 – present)

Clinical Supervisor at 1to1 Therapy Services, Dalton & Associates (July 2014 – July 2020)

Clinical Supervisor (Private Practice, September 2016 - 2021)

- Developed a new branch of service (Behavioural Intervention Services) for an accredited organization providing services with multiple disciplines. (1to1 Therapy)
- Developed and established operational and clinical directions for the Behavioural Intervention Program; such as clinical standards and timelines, training manuals, policies and procedures (1to1 Therapy)
- Recruitment and direct clinical training of Supervising Therapists, Instructor Therapists and Volunteers (1to1 Therapy)
- Provide clinical oversight and consultation to families of children diagnosed with autism and other developmental disabilities (Dalton & Associates, 1to1 Therapy, Private Practice)
- Provide mentorship and training to BCBA, BCaBA and RBT Candidates (Dalton & Associates, 1to1 Therapy)
- Collaborate and assist the Clinical Psychologist on ADOS-2 diagnostic assessments; and inform early intervention goals for children diagnosed with autism

Community Presenter at Autism Ontario (May 2017 – July 2019)

- Provide monthly/bi-monthly education workshops to parents and school staff on topics such as: Addressing Challenging Behaviors, Toilet Training, Teaching First Words for Early Communicators

International Consultant and Trainer (Nicaragua) Centro de Intervencion Edu Terapeutico (September 2017 – 2019)

- Provide consultation on organizational and clinical processes for the country's first and only existing ABA center which is overseen by one BCBA and at least 80 staff.
- Assist the BCBA with clinical training using Behavioral Skills Training (BST) on evidence based teaching methods for staff providing interventions for children with autism. Empower locals to become the experts in their community with the goal of creating sustainable impact

Ling Ly Tan

Co-Chair of Program Advisory Committee – Behavioral Sciences (BHS) Program (May 2018-Jan 2021)

Professor (Part-time faculty) for the Autism and Behavioural Ontario Science Graduate Certificate Program at Seneca College (April 2014 – May 2018)

Following classes and workshops taught:

ABS100 Introduction to Applied Behavior Analysis

ABS103 Working with Families and Teams

ABS201 Parent and Staff Training

ASD091 Teaching Strategies and Techniques for Individuals with ASD

ASD093 Communication Strategies with Family Staff and Clinical Teams

ASD094 Physical Environment: The Teaching Environment

Previous Positions Held:

Skillcorps Volunteer and Trainer (Nicaragua) at Global Autism Project (February 2017)

Subject Matter Expert (SME) for the Centre for Flexible Learning at Seneca College (May 2015 – Oct 2015)

- Create and refine curriculum for a special online course development project for cFLEX within the Autism and Behavioural Sciences Ontario Graduate Certificate Program
- Provide knowledge and expertise in the field of ABA intervention delivery servicing individuals with autism spectrum disorder
- Collaborate with the Instructional Designer and e-Learning developers in the content design and online delivery of the course

Behavioral Consultant at 1to1 Therapy Services (December 2013 – July 2014)

Senior Autism Consultant Erinoakkids Centre for Treatment and Development (October 2012 – July 2014)

Senior Therapist at AlphaBee, wm+a (May 2011-October 2012)

Responsibilities across all Roles:

- Administer assessments, design IBI treatment programs, develop ongoing progress reports, monitoring and supervision of IBI programs
- Provide ongoing training, supervision, and performance evaluation of Instructor Therapists
- Collaborate and liaise with the schools, parents, professionals and community services for effective treatment programming and generalization of learned skills
- Provide guidance and supervision for college placement students during their practicum
- Workshop training for associates, parents, and staff
- Responsible for overseeing recruitment process of Instructor Therapists
- Resume screening, conduct phone screen interviews, live interviews, performance and test scoring, and conduct reference and background checks
- Provide full day training for hired Instructor Therapists covering hands on training on effective teaching procedures, theory and application of Skinner's Analysis of Verbal Behavior to teach children with autism, data collection, generalization and maintenance procedures, addressing problem behavior and barriers to learning

Ling Ly Tan

Teaching Assistant at Brock University, Master of Applied Disability Studies (September 2012 – May 2013)

- Teaching Assistant for ADST 5F65 Research Project Course
- Provide assistance to students conducting applied research projects, program evaluations and/or critical literature reviews related to applied disability studies
- Assist in grading: proposal defenses, assignments, progress reports, poster presentations and final research papers.

Lead Therapist & Direct Instruction (DI) Instructor at Brookfield Programs (March 2010 – May 2011)

Instructor Therapist Independent Contractor (2004 – 2010)

Instructor Therapist at Toronto Partnership for Autism Services (2006 – 2008)

Education

Brock University 2011

Master of Applied Disability Studies with a specialization in Applied Behavior Analysis

- Thesis: A Literature Review on the Clinical Applications of the Matching Law

York University 2006

Bachelor of Psychology, Specialized Honors

- Thesis: A Case Report Highlighting the Benefits of Applied Verbal Behavior for Facilitating Language Acquisition in a Non-Verbal Child with Autism

Memberships

Ontario Association for Behavior Analysis (ONTABA)

Colorado Association for Behavior Analysis (COABA)

Applied Behavior Analysis International (ABAI)

References Available Upon Request

Ling Ly Tan

Awards & Ongoing Research Projects

Type: Grant Award (2022)

Agency: Centre for Aging and Brain Health Innovation (CABHI) grant - \$25,000.00

Role: Grant Awardee, Project Oversight

Description: Grant funding was used to develop an online training series “AAC and Aphasia 101: How to Support and Encourage Communication Using Assistive Technology” for healthcare professionals, adults with aphasia and their care partners. The online program consists of 10 modules (6 hours of content), is comprised with short video lessons on how to introduce, choose vocabulary and set communication goals, and successfully teach communication across activities of daily living. Each module also includes activity lessons, resources, and a behavioral skills training checklist. Training videos and lesson handouts were also adapted and modified for adults with aphasia. The authors of the series include an interdisciplinary team of Speech-Language Pathologists and Behavior Analysts specializing in interventions for adults with aphasia: Tracie Lindblad, M.Sc., Reg. SLP, M.Ed., BCBA, Brittany Clark, M.Sc., CCC-SLP, Reg. CASLPO, Shawna Fleming, M.Sc., BCBA, Zareen Ali, M.Sc., CCC-SLP, Reg. CASLPO, and Ling Ly Tan, M.ADS, BCBA. This program offers 6.0 CEUs.

Type: Grant (2022)

Agency: College and Community Social Innovation Fund Grants (NSERC-CCSIF) - \$20,000.00

Role: Grant Awardee, Project Oversight

Description: Grant funding was used to develop an online clinician and parent training program “Introduction to AAC for Children with Autism”. The online program is 11 modules and 4 hours in length, is comprised with lessons on how to introduce, choose vocabulary and goals, and successfully teach communication across activities of daily living. Modules also included parent friendly videos, activity lessons, resources, and behavioral skills training checklists. The training was authored by an interdisciplinary team of Speech-Language Pathologists and Behavior Analysts: Tracie Lindblad, M.Sc., Reg. SLP, M.Ed., BCBA, and Tyler Jane Button, M.Ed., BCBA. This series offers 4.0 CEUs.

Type: Applied Research Name of PI: Dr. Jed Meltzer, Baycrest Health 2023 – currently ongoing

Agency: The Ontario Brain Institute: Neurotech Early Research and Development (NERD) - \$25,000

Role: Project Oversight

Description: The proposed research study titled “The Impact of Augmented Assistive Communication Devices on Communication and Quality of Life of Persons with Aphasia and Care Partners” will be investigating whether the following intervention conditions will differentially benefit individuals with aphasia (the clients) and their care partners: (1) AAC and an online asynchronous training course; (2) AAC, online asynchronous training course, weekly group support sessions. Clients will be assessed on (1) quality of life and (2) confidence to communicate before and after the above mentioned interventions. Care partners will be assessed on (1) quality of life and (2) confidence to support the client’s communication before and after the above mentioned interventions.

Type: Applied Research

Researchers: Tyler Jane Button & Ling Ly Tan, Linggo 2022 – current

Role: Co-Investigator

Description: The current study “The Effects of Parent-Mediated Matrix Training to Teach Children with Autism to Tact Noun-Verb Combinations Using an Augmentative and Alternative Communication (AAC) Device” aims to expand the research on matrix training to include AAC users as well as parent-mediated programming. A parent was taught to implement a matrix training teaching procedure using Telehealth and BST approach.

Ling Ly Tan is a Board Certified Behavior Analyst with over 20 years of direct clinical experience implementing behavioral interventions for individuals with profound autism and intellectual and developmental disabilities (IDD). She is also the founder of Linggo, an assistive communication solution that equips families, healthcare professionals, and educators with augmentative and alternative communication (AAC) tools and best practices to help individuals who have trouble speaking learn to communicate and advocate for themselves.

For over a decade, Ling has served as faculty and subject matter expert in applied behavior analysis and behavioral health sciences, providing continuing education and training for healthcare professionals across North America on evidence-based and multidisciplinary approach to augmentative and alternative communication (AAC) and behavioral interventions.

Her work equips clinicians, educators, and families with practical, research-driven strategies to foster independent communication and self-advocacy for individuals with profound autism and complex communication needs. Her work also extends to adults living with aphasia due to stroke, dementia, or traumatic brain injury. Ling believes that communication is a fundamental human right and is deeply committed to promoting ethical, inclusive, and effective care—upholding the right to accessible communication and effective supports that promote independent self-expression and advocacy.