

20 Years of Creating Progress and Possibilities

———— 2006 – 2026 ————

A Clinical Outcomes Report



BIERMAN

AUTISM CENTERS

biermanautism.com

A Letter from Our CEO

To Our Referral Partners and Families,

Twenty years ago, Courtney Bierman started this organization in her apartment. Autism had touched her family personally, and what she experienced in the field as a behavior technician — watching children and families navigate an often fragmented and unpredictable system — convinced her that **something better was possible**.

She started with **one child, one family**, and **one belief**: that kids with autism couldn't wait for care that was inconsistent, unmeasured, or built around anything other than their progress. That belief became the foundation of everything Bierman Autism Centers is today.

Twenty years later, we have served families across **seven states**, **graduated more than 375 children** from our programs, and delivered **over three million hours of specialized therapy**. More than **60 percent of our graduates** have transitioned into **general education settings**. Those numbers represent real children—children who came to us as toddlers and left ready for school, friendships, and greater independence.

But numbers, on their own, can obscure what they represent. So this report exists not just to share our outcomes, but to show how they are built. Through measurement that happens every day, not every quarter. Through **clinicians** who are **trained, mentored, and held to a standard** that most of this field does not require. Through a commitment to following our graduates beyond graduation, because we believe that outcomes verified only during treatment are not outcomes at all.

To the pediatricians, diagnosticians, schools, and allied providers who trust us with your patients and students: this report is for you. It is our record, our accountability, and our promise. When you refer to Bierman, you are referring to twenty years of refusing to accept good enough.

We are grateful for the trust you place in us. And we are only getting started.

With gratitude,

Ed Agarwal

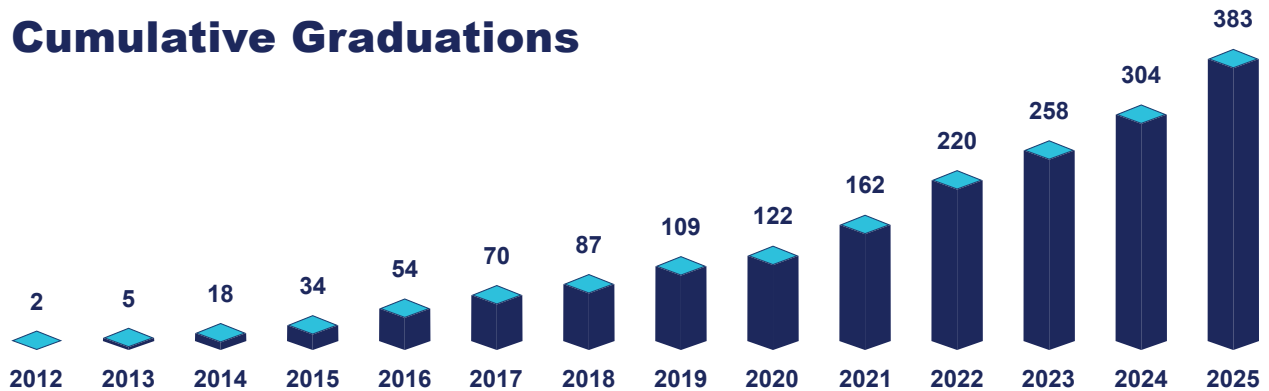
Chief Executive Officer, Bierman Autism Centers

Twenty years.

What started as one clinician, one family, and one apartment has become something that none of us could have fully imagined in 2006. Here is what two decades of doing this with **discipline, intention, and genuine care for outcomes** looks like.

<p>375+</p> <p>Children graduated from Bierman programs <i>Since 2006</i></p>	<p>3M+</p> <p>Hours of specialized therapy delivered <i>Across 7 states</i></p>	<p>1M+</p> <p>Individual goals mastered <i>Each one a step toward independence</i></p>	<p>20</p> <p>Years of clinical excellence <i>Founded 2006</i></p>
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Cumulative Graduations

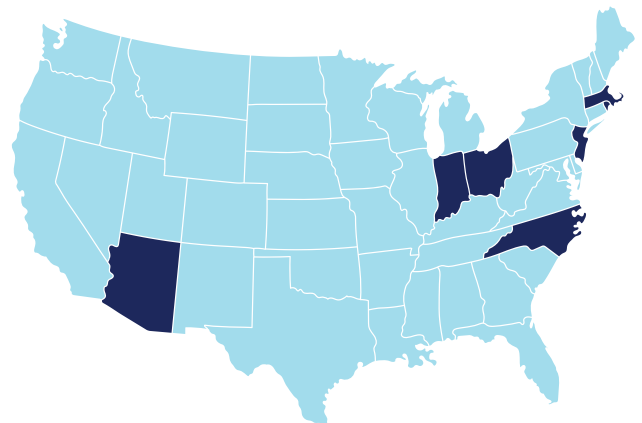


7 states

Early intervention through age 9. Serving families from first diagnosis through the transition to school and beyond.

33+ centers

Each center operates under the **same clinical standards, measurement systems, and commitment to outcomes**, regardless of geography.



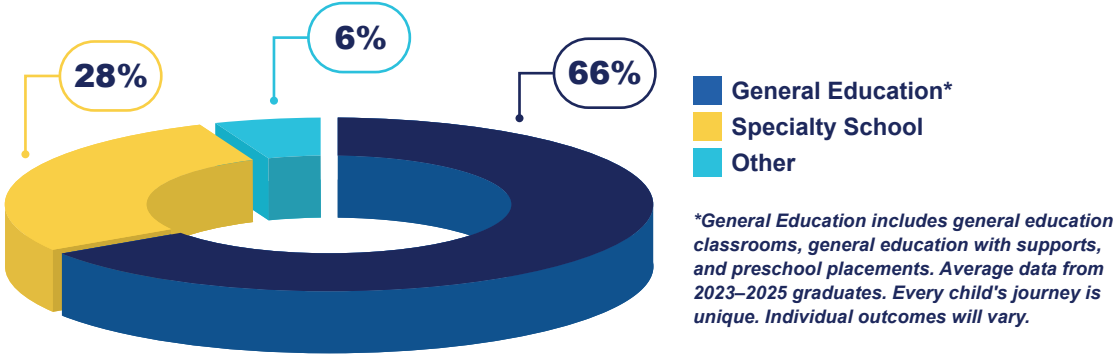
Refer with confidence.

When a family leaves your office with a new autism diagnosis, the referral you make matters. They need a provider you can stand behind, one that tracks not just what happens during treatment, but what happens after. Here is what our data shows.

Where graduates go next.

More than 375 children have graduated from Bierman. Here is where they went, verified through post-graduation follow-up, not estimated at graduation.

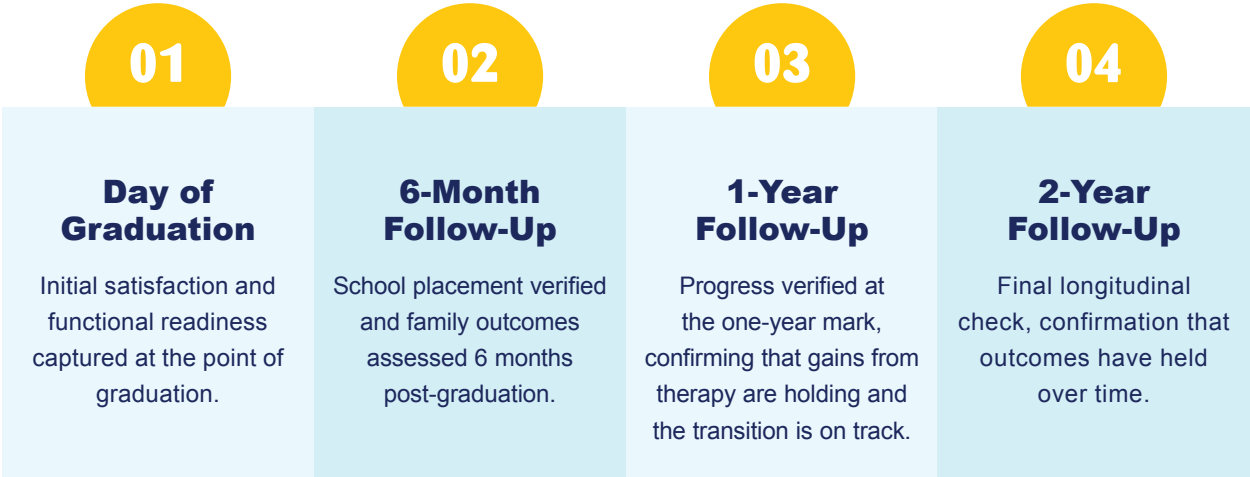
Post-Graduation Placements



<h2>~18–20 months</h2> <p>Average time from start of services to graduation.</p>	<h2>~90%</h2> <p>Mean parent satisfaction across all longitudinal survey waves across all center locations</p>	<h2>>70%</h2> <p>of 2024 graduates transitioned to a general education classroom setting.</p>
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Outcomes verified well beyond graduation.

Most ABA providers track progress during therapy. Bierman tracks what happens after, verifying that gains are durable through a four-wave longitudinal parent survey. Graduation is not a finish line. It is a starting point that we continue to monitor.



This longitudinal follow-up structure means that when you refer to Bierman, you are not referring to a provider whose outcomes end at graduation. You are referring to a provider whose accountability extends for two years beyond it.

Progress doesn't happen by chance. It happens by design.

Every outcome in this report is the result of clinical decisions made on purpose, systems built to **protect quality**, **catch problems early**, and **keep children moving forward**. Here is how it works:

3-5 **Goal programming reviewed and adjusted**

Not months later. Every three to five days, so plateaus are identified early, and momentum stays strong. When something isn't working, we don't wait for a quarterly review. We act.

7 **Maximum caseload per clinician**

Bierman caps clinician caseloads at 7, below the BACB's own recommended ceiling of 12 for comprehensive programs. It is a deliberate constraint to protect individualized attention and outcome quality.

87%

Of clinical supervision delivered onsite

Not remote. In the room, so feedback is immediate, clinical judgment develops in real time, and the quality of care does not depend on a clinician's ability to interpret notes from a distance.

>260K

Goals mastered in 2025 alone

Each goal represents a precise, measurable step tracked through daily measurement and frequent review. More than 260,000 of them were completed in a single year, not as a volume metric, but as evidence of what disciplined daily measurements and the adjustments we make produce at scale.

450K+

Change harders recorded since 2024

A change harder is our core pacing metric, the signal that a learner is ready to advance. We target eight per client per week. Tracking them at scale means we can see the link between daily momentum and long-term outcomes across every child, every center, every state.

The pod model.

Every child at Bierman is supported by a structured clinical team, not a single therapist working in isolation. Behavior technicians work 1:1 with each learner, supervised by a team lead, overseen by a BCBA with a capped caseload, and supported by a Clinical Director who monitors outcomes across the entire center.

At the center level:

- 6 Behavior Technicians (BTs or RBTs) per pod
- 1 Team Lead overseeing each pod
- BCBA with caseload capped at 7 clients
- Clinical Director monitoring center-wide outcomes
- Speech Pathologist and Occupational Therapist on site, where available

At the organizational level:

- Directors of Clinical Excellence
- VP of Research & Development
- Chief Clinical Officer
- Dedicated compliance team with Director of Compliance
- All centers are equipped with cameras to ensure adherence to clinical standards

Exceptional outcomes require exceptional people.

When you refer a patient to Bierman, your patient will be seen by a clinician who has been trained, mentored, tested, and developed through one of the most structured clinical development programs in the ABA field. That is not an accident. It is **Bierman University**.

89–95%

RBT exam pass rate

vs. 73–75% national avg
2024–2025

85%

BCBA exam pass rate

for clinicians trained at Bierman
2024–2025

100+

**Bierman University
training courses**

Structured development from
day one

150

**Internal promotions
in 2025**

90% of clinical directors
promoted internally

Bierman University is how we operationalize continuous learning at scale. It combines **onboarding**, **competency-based foundational curriculum**, and **role-based learning paths** with **leadership** and **professional growth tracks**, so expectations are clear and development is built into the system, not left to chance.

The result is a workforce that earns its credentials at rates significantly above the national average, advances from within, and brings a shared clinical language to every center in every state.

PEBBL: We don't just follow the evidence. We generate it.

The **P**rogress through **E**vidence-**B**ased **B**ehavior **L**ab embeds research directly into clinical workflows, advancing ABA through real-world data, not theory. As the Teaching Hospital of Pediatric Therapy, Bierman is committed not only to implementing what the evidence supports but to **building the evidence that will raise the standard.**

5

External research
partners

2

Publications in process

1

Research fellow

45

Clinical interest forms
submitted

Current PEBBL projects:

- **Outcomes analysis** connecting therapy hours, staff consistency, and clinical flags to placement success
- **Transition-planning training** for directors and BCBAs to strengthen socially significant goals
- **Fluency-based instruction** pilots improving behavior technician accuracy in Behavior Support Plan implementation

Twenty years in. We're just getting started.

The outcomes in this report are not a ceiling. They are a floor, the baseline we are committed to exceeding as we continue to grow, develop our people, and advance the science of what we do.

Through **PEBBL**, we are building the predictive models and research infrastructure to accelerate and improve the precision of our clinical decision-making. Identifying learners who need clinical review earlier. Connecting therapy design to placement outcomes in ways the field has not yet fully mapped.

Through **Bierman University**, we are developing the next generation of clinical leaders, not just to serve our current centers, but to raise the standard of what ABA care looks like at scale, for every family who needs it.

And through the trust of the referral partners and families who have walked through our doors over the past two decades, we will keep doing what Courtney started in that apartment in 2006. **Measuring. Adjusting. Moving children forward.** Because they cannot wait.

**Progress doesn't happen by chance.
It happens by design.
And the next twenty years will continue to prove it.**



BIERMAN

AUTISM CENTERS

Creating Progress and Possibilities®

Get in touch:

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States served

Arizona ● Indiana ● Massachusetts
New Jersey ● North Carolina
Ohio ● Rhode Island



Data notes & definitions

Graduation: A learner is counted as a Bierman graduate when they successfully graduate from Bierman services after meeting individualized, clinically defined treatment goals and completing a transition plan that supports success in their next setting.

General Education: Refers to a learner transitioning into a general education classroom (public or private), including general education, general education with supports, and preschool placements.

Time to graduation: Average months from start of Bierman services to graduation, calculated across the defined reporting window.

Goals mastered: Individual learner goals (skill targets) that have met defined mastery criteria. Tracked through daily measurement and frequent review.

RBT/BCBA pass rates: 2024 and 2025. BCBA rates apply to employees who accrued at least 50% of supervised hours at Bierman. External candidate rates tracked separately.

Parent satisfaction: ~90% mean satisfaction across longitudinal survey waves across all center locations, as of January 2026.