



Andy Bondy, PhD is president and co-founder of Pyramid Educational Consultants. In addition to being an innovative leader in the field of autism and applied behavior analysis, he is well-known as the co-developer of the Picture Exchange Communication System® (PECS®). Dr. Bondy has published numerous articles and books throughout his career. He is a co-author of the [PECS Training Manual](#). He also wrote the [Pyramid Approach to Education](#), a guide on how to build effective learning environments blending applied behavior analysis with functional activities and creative communication strategies. Dr. Bondy has presented numerous papers, lectures and workshops in regional, national and international conferences and conventions on behavior analysis, PECS and the Pyramid Approach to Education. He has remained active in research and writing, and continues to develop new and innovative methods of helping people with autism and related developmental disorders.

Financial Disclosure: Dr. Andy Bondy receives compensation as an employee of Pyramid Global Partners .

Non-financial Disclosure: Dr. Andy Bondy has no relevant non-financial relationships to disclose.



Anne K. Overcash, M.Ed. is a Senior Consultant and PECS® Supervisor for Pyramid Educational Consultants in the United States. With nearly 30 years of experience in the field of autism and developmental disabilities she specializes in providing training and consultation to those who serve individuals with complex communication needs. In addition to communication training and consultation, she provides training and consultation on developing effective educational environments with a focus on enhancing learners' skill sets and decreasing unwanted behaviors. Anne has worked extensively across the USA as well as internationally. Her background in a variety of educational settings, including public schools and comprehensive knowledge of the Picture Exchange Communication System® (PECS®) and The Pyramid Approach to Education® combined with years of training groups provide a unique platform from which Anne is able to deliver empowering training sessions and effective consultation.

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Jill Waegenare, MA, CCC-SLP, is a licensed Speech and Language Pathologist certified by the American Speech-Language-Hearing Association. She graduated from Michigan State University with a B.A. in Communication Science Disorders, and continued her studies there to earn her M.A. in Speech and Language Pathology. While at MSU, Jill worked with both adults and children in a variety of settings and participated in Study Abroad Programs in both England and Mexico. Prior to her employment with Pyramid Educational Consultants, Jill worked as a speech language pathologist for an Early Childhood Program, providing services to children with Autism and other special needs. She has also worked in Early Intervention for the State of Illinois, where she gained experience working with children with communication, cognitive, social, behavioral and motor disabilities. Jill has experience implementing PECS and the Pyramid Approach to Education across environments including home, school, and the community.

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