

# positive practices in Behavioral Support

## Through Non-Linear Applied Behavior Analysis

**Cleveland, OH | April 24 – 27, 2012**

**Presented by:** Institute for Applied Behavior Analysis® | [www.iaba.com](http://www.iaba.com)

**Sponsored by:** The Cuyahoga County Board of Developmental Disabilities | [www.cuyahogabdd.org](http://www.cuyahogabdd.org)

### About the Cuyahoga County Board of Developmental Disabilities



The Board of DD provides services and supports to more than 8,000 boys and girls and men and women in Cuyahoga County. The community knows us best for our early childhood centers, schools, adult activities centers and group homes, but we're much more than that.

Our full range of services includes everything from in-home early intervention programs for very young children and their families to leisure programs for seniors. Much of what we do goes beyond the walls of our own centers and homes and takes place in the community, where we encourage individuals with developmental disabilities to live, learn, work and play.

#### **This training is for all...**

- Early Intensive Interventionists
- BCBA's & BCaBA's
- Social Workers
- Special Education Teachers
- Educational Psychologists
- Behavior Specialists
- Autism Specialists
- Psychologists
- Occupational Therapists
- Group Home Personnel
- Supported Employment Personnel
- Supported Living Personnel
- Service Directors and Managers
- Parents and Family members
- Any person who provides educational or support services to individuals with reputations of challenging behavior

#### **You will learn...**

- How to conduct a Comprehensive Functional Assessment
- How to develop a multi-element Positive Behavior Support Plan based on a functional assessment
- How to regain rapid and safe control over crisis situations using positive strategies
- How to ensure that the PBS plans that you write are consistently implemented

#### **Continuing Education**

- BCBA's and BCaBA's: You can earn 24 Type II CEs for attending this 4-day training (6 CEs per day)
- ODODD 28 CPDUs pending (AS, EI, SSA, IA, Supt., Bd.) Participants will receive 28 CPDUs for attending and participating on all four days.

**IABA**<sup>®</sup>

**About IABA®** The Institute for Applied Behavior Analysis® was cofounded in 1981 by Drs. Gary W. LaVigna and Thomas J. Willis. IABA® provides supported employment, supported living and youth services to individuals with challenging behavior in California. IABA® is committed to providing the most advanced and highest possible quality services in support of people with challenging behavior.

Our goal is to assure the highest quality of life possible for the people we serve by enabling them to live regular lives in natural settings with full, positive and valued community presence and participation. In addition, IABA® has become an internationally recognized source for training and consultation in the areas of positive, person-centered behavioral support and total quality assurance systems.

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contact IABA® | 1 (800) 457 – 5575 | [jmarshall@iaba.com](mailto:jmarshall@iaba.com) | [www.iaba.com](http://www.iaba.com)

### Location and Accommodation

**Cleveland** | Cuyahoga Community College | Unified Technologies Center | 2415 Woodland Ave. | Cleveland, Ohio 44115 | map and list of nearby hotels available on [www.iaba.com](http://www.iaba.com) | Room 229 (Room 140 on April 25)

### Seminar Leader

**Jo Mullins, MA, BCBA** has a Master's degree in Human Development with an emphasis in Applied Behavior Analysis from the University of Kansas and is a Board Certified Behavior Analyst. Her thesis described the reduction of challenging behavior in a young boy on the Autism Spectrum using progressive relaxation techniques.

Jo works as a full time trainer for the Institute for Applied Behavior Analysis. In this roll she has provided training to professionals throughout the US, Canada, Australia, England and Northern Ireland. Jo is a dynamic and engaging speaker who captivates her audiences with real life examples of the principles of ABA and the application of the IABA's multielement model.

In her 17+ years at IABA, she has served in many different capacities including both Director and Assistant Director of Youth Services for which she is responsible developing Youth Services provides support services to children and youth in educational and home settings. She has also served as Co-Director of IABA's Supported Living Services and Manager of Behavior Services.

**Who Should Attend?** If you provide educational or support services to individuals who have behavior challenges associated with autism, PDD, brain injury, a developmental disability, mental illness or behavior disorder then this series of seminars is a **MUST** for you to attend. By attending these seminars you will learn concrete strategies to improve the quality of life of the people you support using only person-centered, positive behavioral strategies.

**These Seminars Are for You:** Clinical Psychologists, Educational Psychologists, Behavioral Consultants, Behavioral Specialists, Special Educators, Clinical Social Workers, Speech and Language Pathologists, Occupational Therapists, Direct Service Staff, Advocates, Group Home Managers and Supervisors, Day Service Providers, Supported Living Service Providers, Supported Employment Service Providers



# Seminar Descriptions

## **Seminar 1: April 24, 2012**

### **Nonaversive Behavioral Support and Basic Principles of Positive Programming**

In this seminar we will provide an overview of a person-centered, multi-element model for providing positive behavioral supports and describe in detail the roles that ecology, positive programming and reinforcement play within this model.

#### **Topics Covered:**

- Rationale for nonaversive, positive behavioral supports
- An introduction to the multi-element model for providing nonaversive person-centered behavioral supports
- Environmental / ecological change in support of behavior change
- Positive programming: Its role in and methods of supporting behavior change
- Reinforcement / motivational strategies to promote rapid behavior change
- Overview
- Differential reinforcement in support of behavior change
- Stimulus control and stimulus satiation strategies

#### **Objectives | Participants will learn:**

- Ways in which a person's ecology can be used to achieve behavior change
- The rationale behind and methods of implementing Functionally Equivalent
- Functionally Related and Coping Skills
- To use reinforcement strategies to increase desirable behaviors and to reduce challenging behaviors
- How to use reinforcement to reduce but not eliminate certain challenging behaviors through stimulus control

## **Seminar 2: April 25, 2012**

### **Comprehensive Functional Assessment and Advanced Support Strategies**

In this seminar we will provide in-depth training in behavioral assessment, functional analysis of behavior and how to use this information to develop positive behavioral support plans. You are encouraged to participate in Seminar 1 as this seminar builds on that information.

#### **Topics Covered:**

- An introduction to the multi-element model for providing nonaversive person-centered behavioral supports
- Behavioral assessment
- Purposes of behavioral assessment
- Levels of behavioral assessment
- Methods used when conducting a behavioral assessment
- Overview of information gathered during a behavioral assessment
- Overview of the **Behavior Assessment Guide**
- Functional analysis of behavior
- Mediator analysis
- Motivational analysis
- Ecological analysis
- Summary and conclusions

#### **Objectives | Participants will learn:**

- The four major areas of the person-centered, multi-element model
- The differences between proactive and reactive strategies
- How to define behavior using the following characteristics: topography, cycle, course, strength
- To describe five major components of an Antecedent Analysis
- To identify three major purposes of the Mediator Analysis
- To describe four major categories addressed by the Ecological Analysis
- To describe three methods for determining effective potential reinforcers

## Daily Schedule

8:30 – 9:00 Check-in | 9:00 – 4:30 Seminar | Lunch is on your own

### **Seminar 3: April 26, 2012**

#### **Emergency Management and Reactive Strategies Within a Positive Practices Framework**

When punishment is no longer used to manage behavior, people ask “What do we do when the behavior occurs?” “What do we do in a crisis?” This seminar will provide an overview of emergency management and reactive strategies that might be used as part of a complete multielement support plan. Your participation in Seminars 1 and 2 is encouraged as this seminar builds on that information.

#### **Topics Covered:**

- The context of emergency management: A good support plan is more than just reacting to the problem
- Antecedent control: A description of strategies for preventing crises
- How to react when a problem arises:
  - Proximity strategies
  - Instructional strategies
  - Facilitative / problem solving strategies
  - Stimulus change strategies
- Counter-intuitive strategies
  - Natural consequences: When and when not to use
  - Ignoring: Uses / Abuses / Guidelines
  - Capitulation: When is it OK to “give in?”
- Interpositioning or geographical containment: How to use the physical environment to prevent injury
- Recognizing and meeting the emotional needs of staff

#### **Objectives | Participants will learn:**

- Effective strategies to avoid consumer injuries, even with the most aggressive behavior
- How to reduce staff injuries and the resulting workers’ compensation claims
- Techniques to avoid situations where challenging behavior can become dangerous
- Nonaversive strategies to regain control over emergency situations without having to resort to physical management

### **Seminar 4: April 27, 2012**

#### **Assuring Staff Consistency and the Provision of Quality Services Through the Application of Organizational Behavior Management**

This is the “magic.” Based on the book, *The Periodic Service Review*, this one day seminar on maximizing staff consistency in service implementation utilizing effective staff supervision strategies is a “must-attend” day for everyone who has participated in the previous 3 days and is relevant as well, for members of the management team.

#### **Getting From Paper to Practice:**

You and participants from your management team will learn a system of quality management to assure effective and efficient implementation of the information provided in Seminars 1, 2 and 3. In the previous Seminars you will have learned **what to do** — after Seminar 4, you will have learned **how to get it done**. Agencies from across the world report that after they have sent their staff and management teams to this seminar they were able to make significant improvements in the quality of services that they provide — “in spite of insufficient resources,” “low wages,” “lack of staff skills,” and “poor staff motivation.”

#### **Objectives | Participants will learn to:**

- Operationally define expectations for staff
- Individualize and implement the *Periodic Service Review* combining the principles of Total Quality Management and Organizational Behavior Management
- Introduce a performance monitoring system that is acceptable to staff
- Design and implement a proven system of staff training
- Individualize and implement the Procedural Reliability System (a system to ensure service integrity)
- Design and implement a combined quality assurance and quality improvement system
- Produce sweeping improvements in service quality

**Special | Register 4 or more people, at the same time, to attend all 4 seminars and the 5th person is FREE**

**Cleveland Registration Form | Please Print Clearly**

Agency \_\_\_\_\_

Mailing Address \_\_\_\_\_  
 \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Email | **confirmations are emailed** \_\_\_\_\_

Names of Participants	Seminars / Days Attending				Fee
1 _____	[ 1 ]	[ 2 ]	[ 3 ]	[ 4 ]	\$ _____
2 _____	[ 1 ]	[ 2 ]	[ 3 ]	[ 4 ]	\$ _____
3 _____	[ 1 ]	[ 2 ]	[ 3 ]	[ 4 ]	\$ _____
4 _____	[ 1 ]	[ 2 ]	[ 3 ]	[ 4 ]	\$ _____
5 _____	[ 1 ]	[ 2 ]	[ 3 ]	[ 4 ]	\$ <b>FREE</b>
					Total \$ _____

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Enclosed is a Check or Purchase Order for \$ \_\_\_\_\_  Please charge my credit card in the amount of \$ \_\_\_\_\_

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**Registration is Easy | Mail, Phone, Fax or On-Line | [www.iaba.com](http://www.iaba.com)**

**Mail completed registration form and payment to:**

Institute for Applied Behavior Analysis®, PO Box 5743, Greenville, SC 29606-5743, USA  
 Phone: (800) 457-5575 | Fax: (877) 670-4222 | [www.iaba.com](http://www.iaba.com) | Email: [jmarshall@iaba.com](mailto:jmarshall@iaba.com)  
 Make Checks and Purchase Orders Payable to IABA®. All Major credit cards are accepted.

**Cancellation / Substitution Policy:** *If you are unable to attend the training as scheduled, you may send a substitute. Have them print their name and address on your confirmation and present it at registration. Written cancellations postmarked ten or more days prior to the beginning of the training session are eligible for a refund, less a \$10.00 service charge. Written cancellations postmarked less than ten days prior to the beginning of the training session will receive, upon request, a certificate good for any equivalent IABA® sponsored training session. No Shows are liable for the entire registration fee.*

**Program Fees for Cleveland:**

Registration before: March 24, 2012 | Full Series (Seminars 1 – 4): \$500.00 | Daily Rate: \$150.00  
 Registration after: March 24, 2012 | Full Series (Seminars 1 – 4): \$600.00 | Daily Rate: \$175.00

**Register 4 or more people, at the same time, to attend all 4 seminars and the 5th person is FREE.**