

Overland Park, KS May 11 – 14, 2010

Crown Plaza
Kansas City - Overland Park

positive practices in Behavioral Support

Through Nonlinear Applied Behavior Analysis

This training is for all...

- Early Intensive Interventionists
- 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 multielement 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

What participants say about this training...

- *“Recently attended a 4 day training seminar in Berwick, Nova Scotia conducted by Jo Mullins. Excellent content presented by a most knowledgeable instructor. Thanks Jo.”*
- *“Great 4 day course in Maple Ridge, BC. Jo rocks!!! Thanks so much!”*
- *“Great training, I wish you would move into a location around Portland/Salem Oregon.”*

Seminar 1 | May 11, 2010

Nonaversive Behavioral Support and Basic Principles of Positive Programming

Topics Covered:

- Rationale for nonaversive, positive behavioral supports
- An introduction to the non-linear model, based on non-linear Applied Behavior Analysis (ABA) 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 | May 12, 2010

Comprehensive Functional Assessment and Advanced Support Strategies

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, non-linear 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

Seminar 3 | May 13, 2010

Emergency Management and Reactive Strategies Within a Positive Framework

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

Daily Schedule

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

Seminar 4 | May 14, 2010

Assuring Staff Consistency and the Provision of Quality Services: An Introduction to an Effective Quality Improvement and Outcome Evaluation System

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

Positive Practices in Behavioral Support

Seminar 1 | May 11, 2010 | 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.

Seminar 2 | May 12, 2010 | 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.

Seminar 3 | May 13, 2010 | Emergency Management and Reactive Strategies Within a Nonaversive

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 multi-element support plan. Your participation in Seminars 1 and 2 is encouraged as this seminar builds on that information.

Seminar 4 | May 14, 2010 | Assuring Staff Consistency and the Provision of Quality Services | 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.

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contact IABA® | 1 (800) 457 – 5575 | jmarshall@iaba.com | www.iaba.com

Venue Location and Accommodation: Crowne Plaza Hotel Kansas City - Overland Park | 12601 West 95th Street | Lenexa, KS 66215 | (913) 217-1000 | Special Overnight Rate: \$95.00 Single or Double, per night plus tax.

Seminar Leader

Jo Mullins, MS has a Master’s degree in Human Development with an emphasis in Applied Behavior Analysis for the University of Kansas. Her thesis described the reduction of challenging behavior in a young boy with Autism using progressive relaxation techniques.

Jo is Manager of Behavior Services at the Institute for Applied Behavior Analysis, Los Angeles, California. In her 16 years with IABA, she has filled many roles including developing and co-directing IABA’s Youth Services which provides support services to children and youth in educational and home settings. Jo is a dynamic and engaging speaker. She has led and been involved in providing training in the use of IABA’s multi-element model and Applied Behavior Analysis nationally and internationally.

The Institute for Applied Behavior Analysis® was cofounded in 1981 by Dr. Gary W. LaVigna and Dr. Thomas J. Willis. IABA® provides supported employment, supported living and youth services to individuals with complex and 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 to the support services provided in the United States, IABA® has become an internationally recognized source for training and consultation in the areas of positive, person-centered behavioral support, instructional strategies and total quality assurance systems.

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