

positive practices in Behavioral Support

Through Non-Linear Applied Behavior Analysis

Charlotte, NC | Sept. 28 – Oct. 1, 2010

Presented by: Institute for Applied Behavior Analysis® | www.iaba.com

Sponsored by: Autism Services of Mecklenburg County | www.autismservices.org

About Autism Services of Mecklenburg County

ASMC
Autism Services.org

ASMC is a private, not-for-profit organization dedicated to supporting children and adults with Autism, Traumatic Brain Injury and other Developmental Disabilities. ASMC focuses on creating opportunities for consumers to improve life skills and providing quality services based on needs specific to both the individual and their family.

ASMC supports the belief that people with disabilities have the right to live and work in the most normal, least restrictive setting as is consistent with their abilities, and that they should be afforded the same dignity and rights as all other citizens. ASMC encourages the individual's emotional and spiritual growth, family and social relationships, and community involvement.

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

BCBA's and BCaBA's

- You can earn 24 Type II CE's for attending this 4-day training (6 CE's per day)

Social Workers

- This training can be used for up to 24 hours of Continuing Education.

IABA
Institute for Applied Behavior Analysis

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 | www.iaba.com

Location and Accommodation

Covenant Presbyterian Church | 1000 East Morehead Street | Charlotte, NC 28204 | map and list of nearby hotels available on www.iaba.com.

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 with Autism using progressive relaxation techniques.

Jo is Assistant Director of Youth Services at the Institute for Applied Behavior Analysis, Los Angeles, California. In her 15 years with IABA, she has filled many roles including developing IABA's Youth Services which 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 (SCIP), Manager of Behavior Services and Director of Youth Services. Jo is a dynamic and engaging speaker. She has led and been involved in providing training in the use of IABA's multielement model and Applied Behavior Analysis nationally and internationally.

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: September 28, 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.

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: September 29, 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.

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: September 30, 2010

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: October 1, 2010

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

