

positive practices in Behavioral Support

Through Nonlinear Applied Behavior Analysis

San Diego, CA | March 15 – 18, 2010

Institute for Applied Behavior Analysis® | www.iaba.com

Sponsored by: The Arc of San Diego | www.arc-sd.com

Who Should Attend? If you provide educational or support services to individuals who have behavior challenges associated with a developmental disability, autism, PDD, brain injury, 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.

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.

IABA®

About Our Sponsor **The Arc of San Diego**, a private, not-for-profit corporation, is one of the region's largest human-service agencies. Founded in 1951 by a determined group of people who felt they had to "do something" for children with mental retardation, Arc blends a long history of service with a national reputation for success. Today, we are guided by the same sense of purpose and dedication that inspired those parents over fifty years ago. The Arc of San Diego has a rich tradition of developing quality programs for children and adults with disabilities. All of our programs promote social, economic, and personal independence. Arc is accredited by the Commission on Accreditation of Rehabilitation Facilities, CARF, which stands as a symbol of our commitment to the highest quality of service. The agency receives state funds as well as corporate & foundation grants and support from individual donors.

The Arc of San Diego | 9575 Aero Drive | San Diego, CA 92123-1803 | Phone: (858) 715-3780 | Fax: (858) 715-3788 | www.arc-sd.com



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Venue Location: The Arc of San Diego | 9575 Aero Drive | San Diego, CA 92123 | (858) 715-3780 | www.arc-sd.com
Accommodation: Holiday Inn – Mission Valley | 3805 Murphy Canyon Road, San Diego, CA 92123
Phone: (858) 278-9300 | Special overnight accommodation rates: \$99.00 per night, plus tax.

Continuing Education: If you are licensed by one of the following boards you can earn 6 CE hours per day, **Behavior Analysts:** IABA® is an approved BACB® continuing education provider (ACE Provider number is OP-02-0027). The Behavior Analyst Certification Board® (BACB®) does not sponsor, approve or endorse the Institute for Applied Behavior Analysis®, the materials, information or sessions identified herein. | **Psychologists:** Programs are currently under review by MCEPAA | **CA Board of Behavioral Sciences:** CE Provider Number PCE 2174 | **CA Department of Social Services:** ARF Administrators, GH Administrators and RCFE Administrators

Seminar Leader

Thomas J. Willis, Ph.D., is Associate Director of the Institute for Applied Behavior Analysis in Los Angeles, California. With decades of experience as a behavioral consultant and workshop leader, he has coauthored numerous articles and chapters on providing person-centered behavioral support to people with severe and challenging behavior including: *The Periodic Service Review: A Total Quality Assurance System For Human Services and Education*, *The Behavior Assessment Guide*, *The Reinforcement Inventory*, and *Emergency Management Guidelines*. He is an internationally recognized authority and lecturer on the topics of behavioral assessment, positive behavioral support and staff management strategies for total quality assurance. He is a dynamic and engaging speaker who has provided training to thousands of professionals in half a dozen countries.



Seminar Descriptions

Seminar 1: March 15, 2010

Comprehensive Functional Assessment

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 I as this seminar builds on that information.

Topics Covered:

- An introduction to the non-linear multi-element model for providing 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

Daily Schedule

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

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

Seminar 2: March 16, 2010

Positive Behavioral Support

In this seminar we will provide an overview of a person-centered, non-linear, 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 3: March 17, 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.

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: March 18, 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.

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

