

# positive practices in Behavioral Support

## **Through Nonlinear Applied Behavior Analysis**

**Seattle, WA | May 4 – 7, 2010**

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

### This training is for all...

- Early Intensive Interventionists
- BCBAs & BCaBAs
- 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

### BCBAs and BCaBAs

- You can earn 24 Type II CEs for attending this 4-day training (6 CEs per day)
- Register early!
- Seats are limited

**IABA**<sup>®</sup>

# May 4 – 7, 2010 | Seattle, WA

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

**Venue Location and Accommodation:** Red Lion Hotel Seattle Airport | 18220 International Blvd. | Seattle, WA 98188 | Telephone: (206) 246-5535 | web site and map: [www.redlion.com/seattleairport](http://www.redlion.com/seattleairport) | Special Overnight Rate: \$99 single or double per night plus taxes. Directions: Take Exit #152 off Interstate 5. Follow 188th Street, west to International Boulevard, turn right, following the signs to Sea-Tac International Airport. The hotel is located on the right, 1/2 block past the first stop light.

**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.

## 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.

## 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 complex and 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.



# Seminar Descriptions

## **Seminar 1: May 4, 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: May 5, 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: May 6, 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 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: May 7, 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**

**Seattle 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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**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  
 Phone: 1 (800) 457-5575 | Fax: 1 (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.

**SPECIAL EARLY BIRD REGISTRATION FEES**

- Registration **before** March 5, 2010 | Full Series (Seminars 1 – 4): \$400.00 | Daily Rate: \$150.00
- Registration **before** April 5, 2010 | Full Series (Seminars 1 – 4): \$500.00 | Daily Rate: \$150.00
- Registration **after** April 5, 2010 | Full Series (Seminars 1 – 4): \$600.00 | Daily Rate: \$175.00

Fees are per person and include lecture notes, and morning and afternoon coffee breaks. Lunch is “on your own.”  
**Register 4 or more people, at the same time, to attend all 4 seminars and the 5th person is FREE.**