

# positive practices in Behavioral Support

Los Angeles | July 2008

Sponsored by the Institute for Applied Behavior Analysis®

IABA®

## IABA®

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 challenging behavior in Southern California, East Bay and Napa areas. 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.

## 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.

## Continuing Education

**Behavior Analysts:** Earn 6 CEs per day. 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

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# Positive Practices in Behavioral Support

## **Seminar 1 | July 22, 2008 | 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. | [Dr. Gary W. LaVigna](#)

## **Seminar 2 | July 23, 2008 | 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. | [Dr. Thomas J. Willis](#)

## **Seminar 3 | July 24, 2008 | 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 support plan. Your participation in Seminars 1 and 2 is encouraged as this seminar builds on that information. | [Dr. Thomas J. Willis](#)

## **Seminar 4 | July 25, 2008 | 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. | [Dr. Gary W. LaVigna](#)

## **July 22 – 25, 2008 | Embassy Suites Hotel | LA**

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

**Location and Accommodation:** Embassy Suites LAX North Hotel, 9801 Airport Boulevard, Los Angeles, CA 90045, (310) 215 1000 | All rooms must be pre-paid to IABA® at the rate of \$140.00 per night, incl. tax. Rate includes a cooked to order breakfast and daily manager's reception. Incidentals, e.g., phone, movies, room service, etc., are the responsibility of the individual. The hotel will require a deposit or credit card upon check-in to cover these incidentals | Contact IABA® at (800) 457 5575, for a reservation form and with any questions | The reservation form can also be downloaded from [www.iaba.com](http://www.iaba.com) (go to the training section).

## Seminar Leaders

### **Gary W. LaVigna, PhD, BCBA**

Dr. LaVigna is Clinical Director of the Institute for Applied Behavior Analysis® (IABA®) in Los Angeles, California. He spends much of his time consulting with organizations on establishing nonaversive behavior intervention plans for individuals exhibiting severe and challenging behavior and presenting seminars on the topic throughout the world. His work is reported in numerous articles and his co-authored books: *Alternatives to Punishment*, *Progress Without Punishment* and *The Periodic Service Review: A Total Quality Assurance System For Human Services and Education*.

### **Thomas J. Willis, PhD**

Dr. Willis is Associate Director of the Institute for Applied Behavior Analysis® (IABA®). With decades of experience as a behavioral consultant and workshop leader he has co-authored numerous articles on the treatment of severe behavior challenges. He has co-authored books and texts, 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, the design of nonaversive behavioral support services and staff management strategies for total quality assurance.

# Seminar Descriptions

## Seminar 1 | July 22, 2008 | Gary W. LaVigna, PhD, BCBA Nonaversive Behavioral Support and Basic Principles of Positive Programming

### 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 | July 23, 2008 | Thomas J. Willis, PhD 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, 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 3 | July 24, 2008 | Thomas J. Willis, PhD Emergency Management and Reactive Strategies Within a Nonaversive 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 | July 25, 2008 | Gary W. LaVigna, PhD, BCBA 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

