

# positive practices in Behavioral Support

*THROUGH NONLINEAR APPLIED BEHAVIOR ANALYSIS  
AN EVIDENCED BASED MODEL OF POSITIVE BEHAVIOR SUPPORT*

A Professional Training Program Developed by  
Gary W. LaVigna, Ph.D., BCBA-D and Thomas J. Willis, Ph.D.

Presented by: Thomas J. Willis, Ph.D.

**Beginning in November 2020**

**Attend from the comfort of your  
own office or home. NO TRAVEL  
EXPENSE!**

## This training is for all...

- Early Intensive Interventionists
- BCBA's & BCaBA's
- Social Workers
- Special Education Teachers
- Educational Psychologists
- Behavior Specialists
- Autism Specialists
- Psychologists
- Learning Disability Nurses
- 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 behaviors of concern

## You will learn...

- How to conduct a Comprehensive Functional Assessment to determine the function of the behavior
- 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
- **How to reduce the use of restrictive practices**

**Continuing Education**

**Earn up to 24 CE**

**(see notice on page 2)**



**IABA**

## For More Information

contact IABA® || 1 (800) 457 – 5575 (US & Canada) or 03 9016 4350 (AU) || jmarshall@iaba.com || www.iaba.com

**Venue Location: Your Office, Board Room or the comfort of your Living Room! Almost Anywhere! On any device!**

**Continuing Education: BCBA's and BCaBA's:** Earn 6 CEs per module. IABA® is an approved BACB® continuing education provider (ACE Provider number is OP-02-0027). The Behavior Analyst Certification Board® does not sponsor, approve or endorse the Institute for Applied Behavior Analysis®, the materials, information or sessions identified herein.

## Webinar Fee

**Standard fee** is US\$500.00 per person (other currencies accepted, contact us for a quote). A 10% discount is available for groups of 3 or more at the same location. Single Modules are US\$150.00 per person per Module.

## Webinar Leader



**Thomas J. Willis, Ph.D.**, is cofounder 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 energetic and animated 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 challenging and complex behavior.

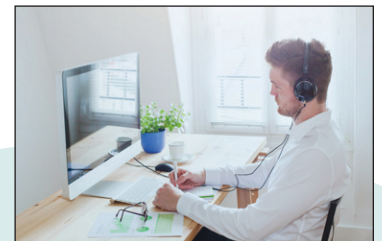
Our goal is to assure the highest quality of life possible for the people we serve by enabling them to live regular lives in natural settings with full, positive and valued community presence and participation. In addition, IABA® has become an internationally recognized source for training and consultation in the areas of positive, person-centered behavioral support and total quality assurance systems.

## How it works

WebEx (webex.com) is a video streaming system that allows you, the participant, to attend a training program, view, hear the presenter, view the related PowerPoint presentation, **AND** ask questions if you need further clarification on any concept. Because you are able to participate from the comfort of your own office or living room, you do not need to travel to the venue – which can be a huge savings!

### What you need:

- a computer, tablet, or smart phone with a webcam and microphone (this allows you to ask questions and interact with the speaker, most newer computers have this built-in)
- To test your computer to ensure that it will meet the minimum requirements, go to [www.webex.com/test-meeting.html](http://www.webex.com/test-meeting.html).
- a high speed Internet connection (like cable or DSL)
- For groups, you will need a data projector or large screen monitor/TV, external speakers and external microphone



**IABA®**

# Module Descriptions

## Module 1: Comprehensive Functional Assessment

*In US/Canada Part A - November 3; Part B - November 4*

In this webinar 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.

### 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

### 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

### Start and End Times

**The webinars originate from Los Angeles, California, 9:00 AM to 12:30 PM US Pacific Time. To convert this time to your local time go to [www.timeanddate.com](http://www.timeanddate.com)**

## Module 2: Positive Behavioral Support

*In US/Canada Part A - November 5; Part B - November 6*

In this webinar 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

## Module 3: Emergency Management and Reactive Strategies Within a Positive Practices Framework

*In US/Canada Part A - November 10; Part B - November 11*

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 Module will provide an overview of emergency management and reactive strategies that might be used as part of a complete non-linear, multi-element support plan.

### 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

## Module 4: Assuring Staff Consistency and the Provision of Quality Services Through the Application of Organizational Behavior Management

*In US/Canada Part A - November 12; Part B - November 13*

This is the “magic.” Based on the book, ***The Periodic Service Review***, this Module focuses on how to maximize staff consistency in service implementation using effective staff supervision strategies based on the principals of Organizational Behavior Management.

### Getting From Paper to Practice:

You will learn a system of quality management to assure effective and efficient implementation of the information provided in Modules 1, 2 and 3. In the previous Modules you learned **what to do** — after Module 4, you will know **how to get it done**. Agencies from across the world report that after they have sent their staff and management teams to this Module 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

**Want more training options?** Online videos of this program are also available! Go to [iaba.com/videos.html](http://iaba.com/videos.html) for our online training options or check out the schedule of live events in the Training section of IABA.com.

## November 2020 Schedule

Title	Part	US/Canada
<b>Module 1: Comprehensive Functional Assessment</b>	A	November 3
<b>Module 1: Comprehensive Functional Assessment</b>	B	November 4
<b>Module 2: Positive Behavioral Support</b>	A	November 5
<b>Module 2: Positive Behavioral Support</b>	B	November 6
<b>Module 3: Emergency Management and Reactive Strategies</b>	A	November 10
<b>Module 3: Emergency Management and Reactive Strategies</b>	B	November 11
<b>Module 4: Assuring Staff Consistency and the Provision of Quality Services</b>	A	November 12
<b>Module 4: Assuring Staff Consistency and the Provision of Quality Services</b>	B	November 13

### Some Local Start and End Times:

Los Angeles, CA: 9:00 AM to 12:30 PM	Honolulu, HI: 7:00 AM to 10:30 AM
Denver, CO: 10:00 AM to 1:30 PM	Edmonton, AB: 10:00 AM to 1:30 PM
Regina, SK: 11:00 AM to 2:30 PM	Chicago, IL: 11:00 AM to 2:30 PM
Cleveland, OH: 12:00 Noon to 3:30 PM	New York, NY: 12:00 Noon to 3:30 PM

**The webinars originate from Los Angeles, California, 9:00 AM US Pacific Time. To convert this time to your local time go to [www.timeanddate.com](http://www.timeanddate.com).**

### FAQ

- **Do I need to take the Modules in order?** You should take Modules 1, 2, and 3 in that order. Module 4 can be taken at any time. Often Module 4 is taken as a stand-alone webinar by administrators who have no clinical responsibilities.
- **Do I need to take Parts A and B during the same month?** Yes.
- **Why are the Modules broken into 2 Parts?** The lectures are 6 hours long. That would be too long for most people to be in front of their computer or device screen.
- **What if I have to leave early or arrive late?** We record all of the sessions. A link to the recording will be e-mailed to you each day.
- **May we watch as a group or do individuals need to watch from their own device?** You may watch as a group providing that you appoint a person to take the attendance role and submit that role to IABA.
- **Are you able to ask questions during the lecture?** Yes. You can ask questions by either "raising your virtual hand" or by typing your question into the chat box. There are also question periods at the beginning and end of each session.
- **What devices can I use?** You can use either a desktop computer, a laptop computer, a tablet, or a smart phone. If you plan on using a smart phone or tablet visit your app store and download the WebEx app. If you are using a desktop or laptop make sure that the webcam and microphone are operational. If you are watching as a group, we suggest using a data projector and external speakers.
- **Can I test my device to make sure that I can connect to the training?** Yes, go to <https://www.webex.com/test-meeting.html> and join the Test Meeting.
- **Are there any pre-reading materials or handouts?** When you register, you will receive a link to download the lecture notes. You are also invited to visit [www.iaba.com/iabaresc.htm](http://www.iaba.com/iabaresc.htm) where you can find books and links to free articles and newsletters.
- **What if I have a different question?** Please contact John Marshall by e-mail ([jmarshall@iaba.com](mailto:jmarshall@iaba.com)) or by phone 1 (800) 457-5575 in the US and Canada.

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**November 2020 Online Webinar Registration Form | Please Print Clearly**

Agency \_\_\_\_\_

Mailing Address \_\_\_\_\_  
\_\_\_\_\_

City/Town \_\_\_\_\_ State/Prov \_\_\_\_\_ Zip/Post Code \_\_\_\_\_

Country \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Main Contact Name and E-mail \_\_\_\_\_

**For each person registered, select the Modules (Mod) they will be attending.**

Name & e-mail address for each participants (reminders and confirmations are e-mailed)

1. \_\_\_\_\_ Mod [ ] ALL, [ ] 1, [ ] 2, [ ] 3, [ ] 4

2. \_\_\_\_\_ Mod [ ] ALL, [ ] 1, [ ] 2, [ ] 3, [ ] 4

3. \_\_\_\_\_ Mod [ ] ALL, [ ] 1, [ ] 2, [ ] 3, [ ] 4

4. \_\_\_\_\_ Mod [ ] ALL, [ ] 1, [ ] 2, [ ] 3, [ ] 4

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10. \_\_\_\_\_ Mod [ ] ALL, [ ] 1, [ ] 2, [ ] 3, [ ] 4

**Modules are scheduled over two days.** On Day 1 Part A of the lecture is presented, on Day 2 Part B of the lecture is presented. Participants must commit to both days.

**Registration is Easy | Register by E-mail, Phone or Online @ [www.iaba.com/webinars.html](http://www.iaba.com/webinars.html)**

**Mail completed registration form to:** Institute for Applied Behavior Analysis®, PO Box 5743, Greenville, SC 29606-5743 USA  
Phone: 1 (800) 457-5575 (US & Canada) | [www.iaba.com](http://www.iaba.com) | or scan and e-mail to [jmarshall@iaba.com](mailto:jmarshall@iaba.com)

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**Questions:** If you have any questions about the content of this webinar or how to connect to it, call John Marshall on 800-457-5575 (US & Canada), 020 3239 1942 (UK).

**Payment:** We will calculate your bill and e-mail you a secure online invoice to pay by credit card or you can mail a check or wire the funds to us Payment must be made prior to the start of the training.

