positive practices in Behavioural Support

Through Nonlinear Applied Behaviour Analysis

IABA.

Institute for Applied Behaviour Analysis® | IABA® | **www.iaba.com**

Positive Practices in Behavioural Support

This is a 4-day training programme covering the following topics:

- The evidenced based IABA® Multi-element Model
- Comprehensive Functional Assessment
- Person-Centred Positive Behavioural Support
- Emergency Management and Reactive Strategies Within a Positive Practices Framework
- Assuring Staff Consistency and the Provision of Quality Services

This training is for all:

- Early Intensive Interventionists
- LD and Challenging Behaviour Nurses
- Community Nurses
- BCBA's and BCaBA's
- Educational Psychologists
- Behaviour Specialists
- Autism Specialists
- Psychologists

- Group Home Personnel and Managers
- Supported Employment Personnel and Managers
- Supported Living Personnel and Managers
- Parents and Family members
- Any person who provides educational or support services to individuals with complex and challenging needs

Manchester: 25 - 28 October 2016
London: 01 - 04 November 2016
Gary W. LaVigna, PhD, BCBA-D

Sponsored by:

REGARD

Positive Behaviour Support
NW PBS Network

the kent autistic trust
a better life, a better future

Also Announcing...

Assessment and Analysis of Severe and Challenging Behaviour

This programme is an advanced longitudinal training practicum in which programme participants are provided with systematic guidance and feedback in developing and implementing a positive, person-centred, multi-element support plan for persons served by the participant's agency.

Beginning:
07 – 09 November | London | Gary W LaVigna, PhD, BCBA-D
plus three additional two-day follow-up modules will be scheduled in London with the participants.

Programme Descriptions

1 | Nonaversive Behavioural Support and Basic Principles of Positive Programming

Programme 1 is the first of four integrated seminars on the topic of challenging behaviour. In this one-day seminar we will provide an overview of a person centred, evidenced based multi-element model and describe positive programming and environmental change strategies for providing positive behaviour supports to people with challenging behaviour. We also investigate reinforcement and motivational strategies to promote rapid behaviour change.

2 | Comprehensive Functional Assessment and Advanced Support Strategies

Programme 2 will provide in-depth training in behavioural assessment, functional analysis of behaviour and additional support strategies. You will learn how to determine the function of behaviour by following the structure reported in the Behaviour Assessment Guide. In addition, you will learn to develop positive support plans based on the behavioural assessment and use some unique and advanced positive support strategies to change behaviour, such as, altering motivation, altering the antecedents and teaching that the challenging behaviour may be OK at certain times.

3 | Emergency Management and Reactive Strategies Within a Positive Practices Framework

When punishment is no longer used to manage behaviour, people ask: "What do we do when the behaviour 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. This programme does NOT teach "physical management or restraint strategies" but does teach strategies such as antecedent control, instructional control, active listening, stimulus change, counter-intuitive strategies, to name a few. You will also learn some strategies to recognise and meet the emotional needs of staff.

4 | Assuring Staff Consistency and the Provision of Quality Services: An Introduction to an Effective Quality Improvement & Outcome Evaluation System Through the Application of Organisational Behaviour Management

Based on the book, *The Periodic Service Review*, this one-day seminar on how to maximise staff consistency in service implementation utilising effective staff supervision strategies is a logical additional day for everyone who has attended 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 Programmes 1 – 3. In Programmes 1, 2 and 3 you will have learned what to do — after Programme 4, you will have learned how to get it done. Agencies from across the world report that after they have sent their 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."

5 | Assessment & Analysis of Severe & Challenging Behaviour: A Longitudinal Training

Using a "learn-by-doing" approach, this competency-based longitudinal training programme teaches professionals how to provide person-centred nonaversive behavioural supports which are effective and improve the focus person's overall quality of life. This advanced, competency-based training practicum is appropriate for psychologists, psychiatrists, behavioural consultants, nurses, resource specialists and other qualified professionals charged with assessing people who exhibit severe and challenging behaviour and with designing support services in schools, residential settings and supported work and other adult day programmes | *Schedule*: Participants must attend Programmes 1 to 4 before the Longitudinal Training. The practicum assignments will be described and assigned. Each participant, after completing each assignment, will reconvene 3 additional times for 2 days each time in London for feedback and consultation on the completed assignment. These additional follow-up sessions are mandatory for the completion of the course.

The Institute for Applied Behaviour Analysis®

Co-founded in 1981 by Dr Gary W LaVigna and Dr Thomas J Willis, IABA® provides supported employment, supported living and supported educational services to individuals with challenging behaviour in California. IABA® is committed to providing the most advanced and highest possible quality services in support of people with challenging behaviour. 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 US, IABA® has become an internationally recognised source for training and consultation in the areas of positive, person-centred behavioural support, instructional strategies and total quality assurance systems.

Faculty

Gary W LaVigna, PhD, BCBA-D is Co-founder of the Institute for Applied Behaviour Analysis® in Los Angeles, California. He is an internationally recognised authority, consultant and lecturer on establishing nonaversive behavioural support services for people who are responding to their life conditions with severe and challenging behaviour. His work is reported in numerous articles and his coauthored books - *Alternatives to Punishment, Progress Without Punishment* and *The Periodic Service Review: A Total Quality Assurance System For Human Services and Education.*

Conference Start Times

Registration is from 8:30 AM and 9:00 AM each morning. The programme will begin promptly at 9:00 AM each morning and end at 4:30 PM each day.

Registration Fees

Before 25 September 2016
Programmes 1 – 4: £500.00 per person
Daily Rate: £150.00 per person
Inclusive of lecture notes and refreshment breaks.
Lunch is "on your own."

Programmes 1 – 5: £3,000.00 per person
Inclusive of tuition, materials, lecture notes and refreshment breaks. Lunch is "on your own."

After 25 September 2016
Programmes 1 – 4: £600.00 per person
Daily Rate: £175.00 per person
Inclusive of lecture notes and refreshment breaks.
Lunch is "on your own."

Programmes 1 – 5: £3,500.00 per person
Inclusive of tuition, materials, lecture notes and refreshment breaks. Lunch is "on your own."

Cancellation 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 admission ticket and present it at registration. Written cancellations postmarked by 25 September 2016 are eligible for a refund of 75% of fees paid. Written cancellations postmarked after 25 September 2016 will receive, upon request, a certificate good for any equivalent IABA sponsored training session. "NO SHOWS" are liable for the entire registration fee.

Continuing Education

Behaviour Analysts: IABA® is an approved BACB® continuing education provider (ACE Provider number is OP-02-0027). The Behaviour Analyst Certification Board® (BACB®) does not sponsor, approve or endorse IABA®, the materials, information or sessions identified herein.

Registration Methods

1. **Online**, go to the Training Section of www.iaba.com.
2. **Post** completed registration form to IABA, PO Box 5743, Greenville, SC 29606 USA.
3. **E-mail** completed registration form to jmarshall@iaba.com.

Purchase Orders are accepted. Payment may be made by credit card, cheque or wire transfer. All cheques are banked by IABA in the US. Contact John Marshall, jmarshall@iaba.com if you have any questions.

Questions?

E-mail John Marshall at jmarshall@iaba.com or call (020) 3239 1942 to speak with IABA directly about the training. This London number will ring IABA's mobile phone in the US. The International charges are reversed to IABA, you only pay the toll charges to London. (Note time difference is GMT -5 hrs.)

Venue Locations:

Manchester
MANDEC
Manchester Dental Education Centre
Higher Cambridge Street
Manchester
M15 6FH

London
Venue to be announced.

Who Should Attend?

If you provide support or educational services to individuals who have complex and challenging behaviour associated with an intellectual disability, autism, PDD, acquired brain injury, chronic mental illness or behaviour 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-centred, positive behavioural strategies.

These Seminars Are for You | Clinical Psychologists | LD & Challenging Behaviour Nurses | BCBAs & BCaBAs | Community Nurses | Educational Psychologists | Behavioural Consultants | Behavioural Specialists | Special Educators | Clinical Social Workers | Direct Service Staff | Advocates | Group Home Managers and Supervisors | Day Service Providers | Supported Living Service Providers | Supported Employment Service Providers

Complete Programme Descriptions

Programme 1:

Nonaversive Behavioural Support and Basic Principles of Positive Programming

General Description
In this seminar we will provide an overview of a person-centred, evidenced based multi-element model for providing positive behavioural supports and describe in detail the roles that ecology, positive programming and reinforcement play within this model.

Additional Topics Covered
- Rationale for nonaversive, positive behavioural supports
- An introduction to the multi-element model for providing nonaversive person-centred behavioural supports
- Environmental/ecological change in support of behaviour change
- Positive programming: Its role in and methods of supporting behaviour change
- Reinforcement/motivational strategies to promote rapid behaviour change

Objectives | Participants will learn:
- Ways in which a person's ecology can be used to achieve behaviour change
- The rationale behind and methods of implementing Functionally Equivalent, Functionally Related and Coping Skills
- To use reinforcement strategies to increase desirable behaviours and to reduce challenging behaviours
- How to use reinforcement to reduce but not eliminate certain challenging behaviours through stimulus control

Programme 2:

Comprehensive Functional Assessment and Advanced Support Strategies

General Description
In this seminar we will provide in-depth training in behavioural assessment, functional analysis of behaviour and how to use this information to develop positive, person-centred, behavioural 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-centred behavioural supports
- Comprehensive Functional Assessment
  - Purpose(s) of behavioural assessment
  - Levels of behavioural assessment
  - Methods used to conduct a behavioural assessment
  - Overview of the Behaviour Assessment Guide
  - Functional analysis of behaviour
  - Ecological analysis
  - Mediator analysis
  - Motivational analysis
- Advanced focused support strategies

Objectives | Participants will learn:
- The 4 major areas of the multi-element model
- The differences between proactive and reactive strategies
- How to define behaviour using the following characteristics: topography, cycle, course, strength
- To describe 5 components of an Antecedent Analysis
- To identify 3 major purposes of the Mediator Analysis
- To describe 4 categories of the Ecological Analysis
- To describe 3 methods to determine potential reinforcers
- Methods to ensure behaviour changes are long lasting and improve the person's quality of life
- How to create behavioural intervention programmes that promote community inclusion
- Methods for the management of severe aggressive and self-injurious behaviour

Programme 3:

Emergency Management and Reactive Strategies Within a Positive Practices Framework

General Description
When punishment is no longer used to manage behaviour, people ask "What do we do when the behaviour 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.

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
- 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.
- Self control issues and strategies for staff

Objectives | Participants will learn:
- Effective strategies to avoid staff and consumer injuries, even with the most aggressive and challenging behaviour
- Techniques to avoid situations where challenging behaviour can become dangerous
- Nonaversive strategies to regain control over emergency situations without having to resort to physical management

Programme 4:

Assuring Staff Consistency and the Assurance of Quality Services Through the Application of Organisational Behaviour Management

General Description
Based on the book, *The Periodic Service Review (PSR),* this one-day seminar on how to maximise staff consistency in service implementation utilising effective staff super-vision strategies is a logical additional day for all consultants, programme managers and supervisors.

Rationale and Description of Topics Covered
Most human service managers have been promoted to their positions without receiving the proper training necessary to mobilise staff toward the achievement of agency goals and objectives. This one-day workshop will tell the session participants how they can improve their management skills and take advantage of their agency's potential to provide consistent, quality services, in spite of insufficient resources, low wages, lack of staff skills, and poor staff motivation.

The PSR is a total quality assurance system that translates the principles of effective management into concrete policies and procedures. Guidelines are provided on how to introduce a monitoring and feedback system in such a way that it is acceptable to staff.

The PSR has evolved from over a decade of work at IABA®. The system incorporates the principles and procedures of both Organisational Behaviour Management and Total Quality Management. It is a concrete and practical management system adaptable to any human service or educational setting. Applications and results will be presented for supported living, supported employment and classroom settings.

Objectives | Participants will learn:
- Operationally define expectations for staff
- Individualise and implement the PSR
- Introduce a performance monitoring system that is acceptable to staff
- Design and implement a proven system of staff training
- Individualise and implement the Procedural Reliability System (a system to ensure service integrity)
- Produce sweeping improvements in service quality

Programme 5

Assessment and Analysis of Severe and Challenging Behaviour: A Longitudinal Training Programme

Beginning 07, 08 and 09 November 2016
plus three additional two-day follow-up modules will be scheduled with the participants. Follow-up modules will be based in London.

Objectives
1. To train participants to provide sophisticated and professional levels of assessment services including the design of comprehensive, state-of-the-art, multi-element support plans designed to produce valued outcomes in cost effective ways.
2. To train participants in effective strategies to assure staff consistency and total quality in service provision.
3. To provide a written set of materials, forms, and procedures for the smooth administration and provision of behavioural services.
4. Each participant will design and implement a comprehensive multi-element support plan that is based on a thorough behavioural assessment and functional analysis of behaviour for a focus person of their choice.

Significance and Outcome
Many education or service settings are unable to provide support to those individuals who require sophisticated behavioural service plans to resolve their severe and challenging behaviour and to improve their quality of life. This training institute is designed to train competent consultants that will enable their home agencies to serve people they may currently be unable to serve.

The availability of a trained professional may mean the prevention of placement in a more restrictive setting, may eliminate the need for aversive procedures, or may allow the placement of an individual in a less restrictive setting. At the very least, the availability of a consultant trained through this programme may mean that a person's needs are better met through the use of positive programming based on a thorough functional analysis of behaviour.

Programme Design
This training institute is designed to be an intensive hands-on experience. Training activities will include supervised, field based practicum assignments, feedback sessions, lectures, reading and writing assignments, and practice exercises. Distributed practice with feedback and follow-up activities are specifically included in the design to ensure generalisation to the participants' home agency.

The following topics are addressed through lectures, required readings and guided practicum:
- A rationale for providing nonaversive behavioural services
- Advanced behavioural assessment and functional analysis
- Life style supports for behaviour change
- Positive programming for durable results
- Focused nonaversive reactive strategies for rapid resolution
- Advanced principles for the design of everyday positive feedback systems

- Behaviour support strategies for people with severe and challenging behaviours
- Emergency management and reactive strategies within a nonaversive framework
- Peers as agents of support
- Limitations of the nonaversive model
- Identification of positive reinforcers
- Assuring staff consistency in service provision and providing quality services
- Behavioural technology in support of values

The following is the outline of the Comprehensive Functional Assessment Report and Recommended Support Plan that will be used by the participants in writing their reports.

Comprehensive Functional Assessment and Recommended Support Plan Outline
I. Identifying Information
II. Reasons for Referral
    A. Source of Referral
    B. Key Social Agents
III. Data Source
IV. Description of Services
V. Background Information
VI. Functional Analysis
    A. Description of Problems
    B. History of Problems
    C. Antecedent Events
    D. Consequence Events
    E. Ecological Analysis
    F. Impressions and Analysis of Meaning
VII. Motivational Analysis
VIII. Mediator Analysis
IX. Recommended Support Plan
    A. Long Range Goals
    B. Short-Term Objectives
    C. Evaluation of Services
    D. Support strategies
        1. Life Style Supports
        2. Positive Programming
        3. Focused Strategies
        4. Reactive Strategies
    E. Staff Development
X. Comments and Recommendations

Required Readings
1. *Alternatives to Punishment*
2. *Progress Without Punishment*
3. *The Periodic Service Review*
4. *The Behaviour Assessment Guide*
5. Monograph: *The Role of Positive Programming in Behavioural Treatment*
6. IABA's *Forms and Procedures Manual*
7. *Positive Practices* (all issues)
8. Monograph: *Episodic Severity*

Longitudinal Training Schedule

Module 1 | 4 days
Positive Practices in Behavioural Support
This 4-day programme is prerequisite to participating in the Longitudinal Training on Assessment and Analysis of Severe and Challenging Behaviour. You may attend in London, online or one of the other venues we have scheduled.

Module 2 | 3 days
Assessment and Analysis of Severe and Challenging Behaviour | 07 — 09 November 2016
Additional lectures on assessment and focused support are presented. The field assignment is discussed and outlined. Each participant will choose a focus person from their agency or school to design and implement a comprehensive behavioural support plan.

Inter-Module Interval | Approx. 6 to 8 weeks
Participants will select a focus person, conduct a comprehensive functional assessment. A Comprehensive Functional Assessment Report, based on the outline provided, will be written and submitted to the faculty on a designated date.

Module 3 | 2 days
Participants will meet together at a designated venue to receive both verbal and written feedback on their report from the faculty. Dates and venues will be decided during Module 2.

Inter-Module Interval | Approx. 2 to 3 weeks
Participants will write a Recommended Support Plan. This report will be submitted to the faculty on a designated date.

Module 4 | 2 days
Participants will meet together at a designated venue to receive both verbal and written feedback on their report from the faculty. Dates and venues will be decided during Module 2.

Inter-Module Interval | Approx. 10 to 16 weeks
Participants will implement the Recommended Support Plan and design a Periodic Service Review (PSR) to monitor implementation. The Comprehensive Functional Assessment and Recommended Support Plan report is revised and a final report will be written that summarizes the implementation and PSR data. This report will be submitted to the faculty on a designated date.

Module 5 | 2 days
Participants will meet together at a designated venue to receive both verbal and written feedback on their report from the faculty. Dates and venues will be decided during Module 2.

Our Sponsors

UK Registration Form | 2016

Agency _____

Address _____

_____

Town_____County _____ Post code _____

Telephone _____Fax _____

CONFIRMATIONS ARE E-MAILED

Names of people attending and programmes:

1. _____ Email_____ [1] [2] [3] [4] [5] £_____

2. _____ Email_____ [1] [2] [3] [4] [5] £_____

3. _____ Email_____ [1] [2] [3] [4] [5] £_____

4. _____ Email_____ [1] [2] [3] [4] [5] £_____

5. _____ Email_____ [1] [2] [3] [4] [5] £_____

TOTAL £ _____

Select Venue for Programmes 1 – 4 | Positive Practices in Behavioural Support

Presented by Gary LaVigna, PhD, BCBA-D

[ ] Manchester | 25 - 28 October 2016   [ ] London | 01 - 04 November 2016

Programme 5 | Assessment and Analysis of Severe and Challenging Behaviour

[ ] London | 07 – 09 November 2016 PLUS 3 additional 2 day follow-up sessions (scheduled during the 07 – 09 November meeting)

Registration Fees

Before 25 September 2016 | Programmes 1 – 4: £500.00 | Daily Rate: £150.00 | Programmes 1 – 5: £3,000.00
AFTER 25 September 2016 | Programmes 1 – 4: £600.00 | Daily Rate: £175.00 | Programmes 1 – 5: £3,500.00
Fees for Programmes 1 – 4 are per person and inclusive of lecture notes and refreshment breaks. Lunch is "on your own."
Programme 5 fees are per person and include admission to Programmes 1 – 4 (at the venue of your choice), tuition, textbooks, materials and refreshment breaks. Lunch is "on your own."

Registration Methods

1. **Online**, **g**o to the Training Section of www.iaba.com.
2. **Post** completed registration form to IABA, PO Box 5743, Greenville, SC 29606 USA.
3. **E-mail** completed registration form to jmarshall@iaba.com.

Purchase Orders areaccepted. Payment may be made by credit card, cheque or wire transfer. All cheques are banked by IABA in the US. Contact John Marshall, jmarshall@iaba.com if you have any questions.

Questions? E-mail John Marshall | jmarshall@iaba.com or call (020) 3239 1942 to speak with IABA about the training. It will ring IABA's mobile in the US. The International charges are reversed to IABA, you only pay the toll to London. (note time difference is GMT -5 hrs.)

Continuing Education for Certified Behaviour Analysts: IABA® is an approved BACB® continuing education provider (ACE Provider number is OP-02-0027). The Behaviour Analyst Certification Board® (BACB®) does not sponsor, approve or endorse IABA®, the materials, information or sessions identified herein.