



**North West Positive Behavioural Support Network** : A series of Four, integrated training programs on supporting people with challenging behaviour using person-centred, positive approaches

## **Positive practices in Behavioural Support Through Nonlinear Applied Behaviour Analysis**

**Venue Location MANDEC, 3rd Floor, University Dental Hospital, Higher  
Cambridge Street, Manchester, M15 6FH**

**10<sup>th</sup> May – 13<sup>th</sup> May 2010**

**Presenter: Gary W LaVigna, PhD, BCBA-D**

### **Seminar Leader's Highlights**

Gary W. LaVigna, PhD, BCBA-D is Clinical Director of the Institute for Applied Behaviour Analysis® in Los Angeles, California. He is an internationally recognized authority, consultant and lecturer on establishing non aversive 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 co-authored books - *Alternatives to Punishment*, *Progress Without Punishment* and *The Periodic Service Review: A Total Quality Assurance System For Human Services and Education*.

### **Who Should Attend?**

If you provide support or educational services to individuals who have behaviour challenges associated with a Learning Disabilities, intellectual disability, autism, PDD, brain injury, 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, Educational Psychologists, Behavioural Consultants, Behavioural Specialists, Teachers, Social Workers, Speech and Language Therapists Occupational Therapists Support Workers, Advocates, Group Home Managers, Day Service Providers, Supported Living Service Providers, Supported Employment Service Providers, and families.

### **The Institute for Applied Behaviour Analysis® ([www.iaba.com](http://www.iaba.com))**

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 Southern 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 recognized source for training and consultation in the areas of positive, person-centred behavioural support, instructional strategies and total quality assurance systems.



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## Program Descriptions

### Day 1

**Nonaversive Behavioural Support and Basic Principles of Positive Programming** | This one-day seminar will provide an overview of IABA's multi-element support model and present positive programming and environmental change strategies for solving behaviour challenges.

### Topics Covered

- Introduction to IABA's multi-element support model
- Behavioural technology in support of values
- Positive programming and its role in behaviour change
- Environmental considerations
- Reinforcement strategies

### Participants will learn

- Effective ways to provide positive feedback to people with severe and challenging behaviour
- Methods to ensure behaviour changes are long lasting and improve the person's quality of life
- How to create simple and effective behaviour support plans that promote community inclusion
- How to identify reinforcers and maintain their effectiveness

### DAY 3

**Comprehensive Functional Assessment and Advanced Support Strategies** | This one day seminar will provide an in-depth training in behavioural assessment and nonaversive support plan design. Participation in Program 1 is strongly suggested.

### Topics Covered

- Behaviour assessment
- Advanced focused support strategies

### Participants will learn

- How to conduct a comprehensive behavioural assessment
- Methods to ensure behaviour changes are long lasting and improve the person's quality of life
- How to create behavioural intervention programs that promote community inclusion
- Methods for the management of severe aggressive and self-injurious behaviour

### Day 3

#### **Emergency Management and Reactive Strategies Within a Nonaversive 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. Participation in Programs 1 and 2 is strongly suggested.

### 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. "The best Emergency Management is not to have one in the first place."
- How to react when a problem arises:
- Proximity strategies
- Instructional strategies
- Facilitative / problem solving strategies
- Stimulus change strategies
- Counter-intuitive strategies: Strategies that mother Didn't teach.
- Natural consequences
- Ignoring: Uses / Abuses / Guidelines
- Capitulation: When is it? OK to "give in?"
- Interposition or geographical containment: How to Use the physical environment to prevent injury.
- Self control issues and strategies for staff

### 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
- No aversive strategies to regain control over Emergency situations without having to resort to physical management



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## Day 4

**Assuring Staff Consistency and the Provision of Quality Services Through the Application of Organisational Behaviour Management** | Based on the book, *The Periodic Service Review (PSR)*, this one-day seminar on how to maximize staff consistency in service implementation utilizing effective staff supervision strategies is a logical additional day for all consultants, program 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 mobilize 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. As such, 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 and supported employment services and from a classroom setting.

## Participants will learn

- Operationally define expectations for staff
- Individualize and implement the PSR
- 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)
- Produce sweeping improvements in service quality

## Contact Information

Danielle Darby 07950617457

[Danielle.darby@pathwaysassociates.co.uk](mailto:Danielle.darby@pathwaysassociates.co.uk)

## Conference Start Times

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

## Registration Fees

**Before 31<sup>st</sup> January 2010**

Programs 1 – 4: £500.00 per person

Inclusive of lecture notes and refreshment breaks.

Lunch is not provided.

## Registration Fees

**After 31<sup>st</sup> January 2010**

Program 1-4: £600.00 per person

Inclusive of lecture notes and refreshment breaks.

Lunch is not provided.

## Venue Locations and Accommodation

### MANDEC

**3rd Floor,  
University Dental Hospital,  
Higher Cambridge Street,  
Manchester,  
M15 6FH**

**(accommodation details to follow)**

## Payment Methods

**Cheque:** Make cheques payable to:

City of Salford, N.W.T.D.T

Suite 5,

TMC Building,

The Globe Centre,

St James Square,

Accrington,

Lancs,

BB5 0RE

Invoices will be issued with the booking confirmations.



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**How to Book:**

**Tel:** 07950 617 457 **Post to:** Events Manager, NWTDT, Suite 5, TMC Building,  
**Email:** events@nwttdt.com The Globe Centre, Accrington, BB5 0RE

Dr / Mr / Mrs / Ms / Other:

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Full Name:

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Job Title:

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Organisation:

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Address:

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Post Code:

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Telephone:

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Please state any special requirements:  
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**By Cheque** for £..... is enclosed. Please make  
sure it is payable to: "City of Salford, NWTDT"

**By Invoice** Please send invoice to:

Name:  
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Position:  
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Address:  
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Post Code: .....

**Pricing Quantity**

A limited number of free places are available to Pathways Members, Self advocates and family members. Please contact for further details

**Registration Fees  
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Inclusive of lecture notes and refreshment breaks.  
Lunch is not provided

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After 31<sup>st</sup> January 2010**

Program 1-4: £600.00 per person  
Inclusive of lecture notes and refreshment breaks.  
Lunch is not provided

**Terms & Conditions**

**Booking Cancellations** made less than 2 weeks prior to this event or none attendance on the day will be charged at full rate We reserve the right to charge £100 + VAT for any free event where cancellations are not confirmed in advance or there is non attendance on the day. All bookings will be confirmed via email with directions and start times

If you DO NOT wish to receive further information from NWTDT or Pathways Associates please tick here:

We may also take Photographs and/or Film this event. Please tick if you WOULD NOT like to be photographed or filmed. Please note Photographs and Film maybe posted to the internet:

