Behavior Management Foundation, Inc.

Promoting Independence Through ABA

Cheesy Poofs For Everyone!

(It's Reinforcement Month)

First a big big thank you!

A big shout out to everyone in the company for making Discrete Trial month an overwhelming success. Hopefully all of our staff now know what a DT is (SD, Response, Consequence), know when we utilize DTs (all the time!), and can complete a minimum of 45 DTs per hour. Our baseline was 16.4 DTs per hour, and during the month of October we were able to increase this number to 31.14, a huuuuuge 89% increase company wide! Let's continue to make progress on this goal until we reach 45. This month, we will be pivoting to reinforcement and hope to see similar progress on this area of ABA.

On a mission to provide quality service

Each month we will focus on one specific part of our therapy to ensure that across the board we are providing the highest quality of service.

For the month of **November**, we will be focusing on **Reinforcement**.

Definition of Reinforcement: A stimuli is given or removed after a behavior that increases the chances of that behavior occurring again in the future. Remember, if the behavior is not increasing over time, we do not have "REINFORCEMENT."

POSITIVE REINFORCEMENT: This is where we produce some stimulus to increase the future likelihood of the behavior occurring.
We use the following categories of positive reinforcement:

1. Praise: We always utilize praise, and if it is not reinforcing we pair it with another stimulus that is reinforcing. We do this so it takes on the reinforcing properties of the other item over time and because praise is what we find in the natural environment to reinforce behaviors (Example: Teacher says Good Job! When you get the correct answer)

2. Tangible: This can be a toy such as bubbles, a preferred car, slime, or video games. As a company, we try not to utilize electronics to reinforce behaviors as this can exacerbate the deficits of Autism and other disabilities.

3. Edibles: Remember, we cannot withhold primary reinforcers such as Meals or Snacks. We can withhold and utilize little pieces of preferred items such as small pieces of a cookie or single chips or a sip of soda.

4. Social: This can be high fives, tickles, songs, or other social activities.

NEGATIVE REINFORCEMENT: This is where we remove some stimulus to increase the future likelihood of the behavior occurring. Although we do not use negative reinforcement every day, a few examples of how the company has utilized this concept include the following:

1. Typically we do at least 3 trials in a sitting. If the first trial is amazing, we take away the other 2 trials and the client can be done after just one, motivating them to increase the behavior they displayed in the future.
2. The client has to complete 5 programs to gain access to iPad. After doing 3 programs, we take away the final 2 programs and give access to the iPad. The client is more likely to do these programs in the future.

Supervisors will be taking data on the following points of emphasis this month:

1. Reinforcement comes immediately following the correct behavior. Remember, even a couple second delay may mean we are reinforcing an unintended behavior.

2. Utilizing at least one social, edible, or tangible per sitting. (Remember, we have cheat sheets in the training manual if you need ideas).

3. Utilize at least 10 different praise words or phrases before repeating. (Again, we have cheat sheets in the training manual if needed)

BMF inc. Spotlight!

PROMOTION

Many people reach out and ask how they can promote within the company. We love to see our staff move up the ranks by promoting to a larger role, larger responsibility, and of course larger pay! We do offer the following positions within BMF inc:

Behavior Technician: Pay between $17-$19 per hour.

    <u>Description:</u> Work under the direction of a supervisor and BCBA providing direct ABA services to clients.

    <u>Requirements:</u> High school diploma, love of kids, willingness to learn!

Registered Behavior Technician: Pay $20 per hour.

    <u>Description:</u> Work under the direction of a supervisor and BCBA providing direct ABA services to clients. This person will show a higher level of skill than a behavior technician and as such will typically work with more challenging cases.

    <u>Requirements:</u> Must be certified as an RBT by the BACB. Please contact jnowicki@bmfinc.org for more information.

Case Supervisor: Pay between $20-$22 per hour.

    <u>Description:</u> This is for staff in the process of promoting to a supervisor position without experience as a supervisor. This person will be in charge of training new staff, parent training, report writing, working 1:1, and managing a small caseload.

    <u>Requirements:</u> Must have a Bachelor's degree in any field and a minimum 1 year experience in ABA (preferably 2).

Clinical Supervisor 1: Pay between $23-$26 per hour.

Description: This position is for a person who has more experience in the field and typically has already worked as a supervisor in ABA. You will be in charge of a larger caseload including caregiver collaborations, report writing, training staff, and troubleshooting small issues that may arise with families.

Requirements: Must have a Bachelor's degree in any field and a minimum 1 year experience in ABA (preferably 2). Preferably working on a Masters in ABA.

Clinical Supervisor 2: Pay between $26-$31 per hour.

Description: This supervisor will have a high level of command of the field of ABA, and need minimal oversight of the BCBA. This supervisor should be able to handle a diverse caseload including more difficult clients, parents, and staff including caregiver collaborations, report writing, and training staff.

Requirements: Masters degree completed. Preferred hours accrued for BCBA exam.

Clinical Director: Pay between $36-$51 per hour.

Description: This position will oversee a caseload of clients including supervision of supervisors, providing support to families, report editing and writing, parent training, etc.

Requirements: Certified by the Behavior Analyst Certification Board as a BCBA, Masters degree, experience in report writing, managing others, creating and developing plans, able to utilize different ABA principles to solve difficult behaviors.

OCTOBER: When do we use Discrete Trials? All the Time!

Monthly Themes:	
January Prompting through the minus **February** Functions of Behavior/Strategies **March** Downtimes **April** Fading prompts **May** Mastering items **June** Behavior Plans **July** Generalization **August** Professional Notes **September** Types of prompts **October** Discrete Trials **November** Reinforcement **December** Disneyland! (differential reinforcement)	**Discrete Trial Training:** This is when you complete sittings where you provide 3-6 discrete trials in a row. These typically follow very structured SDs and you ask the same SD multiple times in a row. **Example:** You tell the client to "touch ball" 3 times in a row, and provide reinforcement each time the client touches the ball. After 3 Discrete Trials, the client will transition to a down time activity. **Natural Environment Teaching (NET):** This is where we use the natural opportunities to provide teaching. You would still utilize a discrete trial once teaching, but it is more natural. **Example:** Client is reaching for a ball. You utilize the opportunity to prompt him to imitate kicking with the ball. You still provide reinforcement for completing the skill. **Downtime Activities:** This is when you provide opportunities for generalization naturally. You would still do so in a discrete trial format. **Example:** You are playing legos with a client. You ask them to give you the green block to build with (generalizing color ID program). Client would receive reinforcement for giving you the green block.

Remember we are looking at Reinforcement this month! We would like to see 80% of reinforcement given immediately, 80% of sittings using at least 1 social, edible, or tangible, and using a minimum of 10 praise word or phrases before repeating.