

Professional Behavior Analysis
and Ethical Practice:
The Shaping of a
Professional Behavior Analyst

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and ABA Technologies, Inc.

NAC - PATTAN/PSU – 8/1/17

Introduction – Skinner (1904-1990)



Jose Martinez-Diaz (1950-?)



Jose's Timeline

- **1950-1961 – Cienfuegos, Cuba**

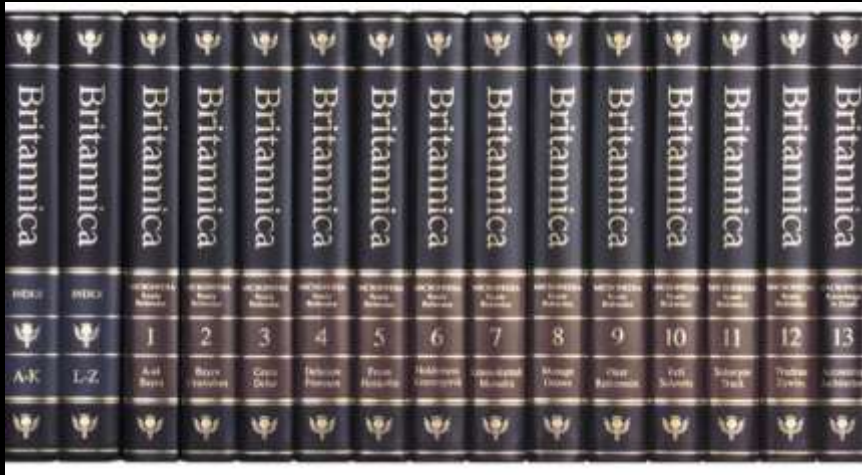
My Home Town: Cienfuegos Cuba



Cuba, 1957, "The Loco Next Door"



What Next?



Jose's Timeline

- 1950-1961 – Cienfuegos, Cuba
- **1961-1973 – Miami, FL**

Miami, FL



1966, Miami: "Psych Class" WTF?

**Dream is the royal
road to the
unconscious**

~ Sigmund Freud ~



www.StatusMind.com

U of Miami – 1969-1973



My Undergrad Years, U of Miami

- **PSI: First contact with behavior analysis**

1970, U of Miami – Fred Newman

The Keller plan
handbook: Essays on a
personalised system of
instruction (The Benjamin
PSI series)

Keller, Fred Simmons

Code Element 5.04

- Designing Effective Supervision and Training
- When training is needed, the training you receive should be behavior analytic, effective, and ethical.

My Undergrad Years, U of Miami

- PSI: First contact with behavior analysis
- **Skinner: Basic Principles of Learning**

1971, U of Miami – “Learning 1&2”



Code Element 4.01

- 4.01 Conceptual Consistency
- Behavior analysts design behavior-change programs that are conceptually consistent with behavior-analytic principles

The 7 Dimensions

- Applied
- Behavioral
- Analytic
- Technological
- Conceptually Systematic
- Effective
- Has Generality

Baer, Wolf, & Risley (1968)

BACB TL-5 Instructional Requirements

- “Concepts and Principles” requirement:
- 45 hours added; total: 90 hours
- At least 45 hours in a freestanding course in concepts and principles.
- (BACB Newsletter, January 2017)
- BACB says that Verified Course Sequences that currently have a freestanding C&P course have the highest “pass rates” ...

My Undergrad Years, U of Miami

- PSI: First contact with behavior analysis
- Skinner: Basic Principles of Learning
- **Working at insane places and my wise advisor, Dr. Bob Jones**

Jackson Memorial Psych Unit



1972, Montanari Psych Unit



1972, More Montanari



Code Element 4.0

- Behavior Analysts and the Behavior-Change Program.
- Behavior analysts are responsible for all aspects of the behavior-change program from conceptualization to implementation and ultimately to discontinuation.

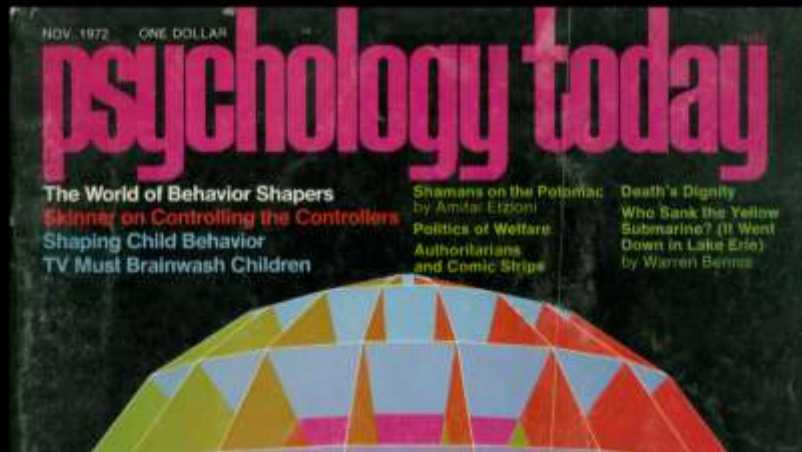
Code Element 4.09

- Least Restrictive Procedures
- Behavior analysts review and appraise the restrictiveness of procedures and always recommend the least restrictive procedures likely to be effective.

My Undergrad Years, U of Miami

- PSI: First contact with behavior analysis
- Skinner: Basic Principles of Learning
- Working at insane places and my wise advisor, Dr. Bob Jones
- ***Psychology Today* article: “Shapers at Work” and my wise advisor**

1972, "Shapers at Work"



WVU, Here I Come!



Jose's Timeline

- 1950-1961 – Cuba
- 1961-1973 – Miami , FL
- **1973-1978 – West Virginia University**

Barry Edelstein - West Virginia U.



WVU Practicum

- 2000 Hours
- 500 hrs. at each of 4 different rotations
 - HRA-Valley CMHC Outreach Program
 - HRA-Valley Adult Day Program
 - WVU Med Center Psych Unit
 - WVU Med Center Outpatient Clinic

Ed Psych & ID & Tech



Jose's Timeline

- 1950-1961 – Cuba
- 1961-1973 – Miami, FL
- 1973-1978 – West Virginia University
- **1978-1979 – Camarillo-UCLA Internship**

'78-'79, CSH-UCLA Internship &
Stayed Working '79-'87



Jose's Timeline

- 1950-1961 – Cuba
- 1961-1973 – Miami, FL
- 1973-1978 – West Virginia University
- 1978-1979 – Camarillo-UCLA Internship
- **1979-1984 – CSH-UCLA: Autism P. & CRU**

'79-'84 CHS-UCLA – Issie & Steve



My First Case: The Story of Mark



The Story of "Danica"



Important: Train Behavior Analysts

- Both respondent & operant Bx
- Interactions between both
- Procedures that address both:
 - How graduated exposure and stimulus fading the same at times
 - Desensitization + abolishing operation

Training...

- Function-altering effects of reinforcement and contingency-breaking procedures
 - The sight of the bathroom, etc. was both a CE for the activation syndrome, a reflexive CEO for negative reinforcement and an SD for positive punishment
 - After: No CE or CEO-R; S^{DP} now S^D for S^{R+}

BEST Definition of Reinforcement

- A stimulus (stimulus change) that follows a response and increases the probability of EOs for reinforcement and S^D s to evoke similar responses.
- A stimulus (stimulus change) that alters (i.e., establishes) the function of EOs and S^D s to evoke behavior.
 - Schlinger (2016)

Bobby & the Flickering Lights



UCLA CRU & My Dissertation



The Shame of Tx for Persons w Sz Dx

- First ABA study (1959) showed how we could help persons with diagnosis of Schizophrenia
- Many other research studies have provided evidence of effectiveness of ABA with persons so diagnosed
- Shame: Now Rx, jails & homeless shelters

Big Pharma



Bigger Shame

- Even kids with Dx of Autism as young as 3-years-old are being prescribed psychotropic medications
- Catch Tom Freeman's presentation later this week.

Jose's Timeline

- 1950-1961 – Cuba
- 1961-1973 – Miami, FL
- 1973-1978 – West Virginia University
- 1978-1979 – Camarillo-UCLA Internship
- 1979-1984 – CSH-UCLA: Autism P. & CRU
- **1984-1988 – CSH + Pepperdine + Consulting**

Pepperdine University



The Story of Benny



The Case of the Ventura County Group Homes



Jose's Timeline (continued)

- **1988-1991 – Devereux , Melbourne, FL**

1988-1991, Devereux Hospital



My MD Boss During Last 2 Years

- “It took him years to develop the problem. It will take years to...” and... “We just have to keep doing the same thing until he conforms to the program...”
- “The data might show that he is ready for discharge, but he really has not improved...”
- The memo that evoked my leaving...

Jose’s Timeline (continued)

- 1988-1991 – Devereux , Melbourne, FL
- **1991-1992 – New Medico, W Palm Beach**

1991-1992, New Medico, WPB



1/1992, Thanks for Firing Me...

- While unemployed...

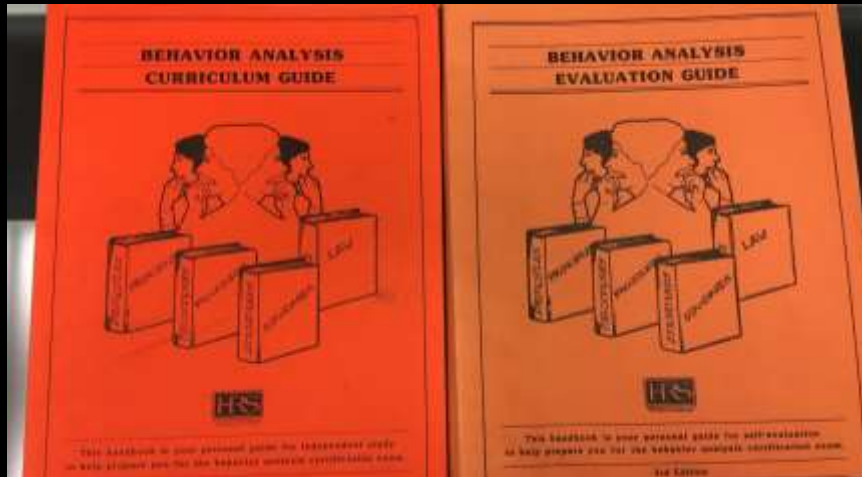
Jose's Timeline (continued)

- 1988-1991 – Devereux , Melbourne FL
- 1991-1992 – New Medico, W Palm Beach
- **1992 – Consulting & First “CBA” Class**

Billy, What is a nice man like you...



My First “CBA” Class



Jose's Timeline (continued)

- 1988-1991 – Devereux , Melbourne FL
- 1991-1992 – New Medico, W Palm Beach
- 1992 – Consulting & First “CBA” Class
- **1992-1996 – DBA in D7 & CBA Program**

1992-1996, District 7 DBA



One of the Florida CBAs

The PhD in theosophy who had
“PhD, CBA” next to his name in
business cards and advertised
himself as a doctoral-level behavior
analysis

Case Scenario

Gracie, Her Grunting and the Water Mist: Confusing Response Chains and Response Class Hierarchies

Alberta & Her Couch



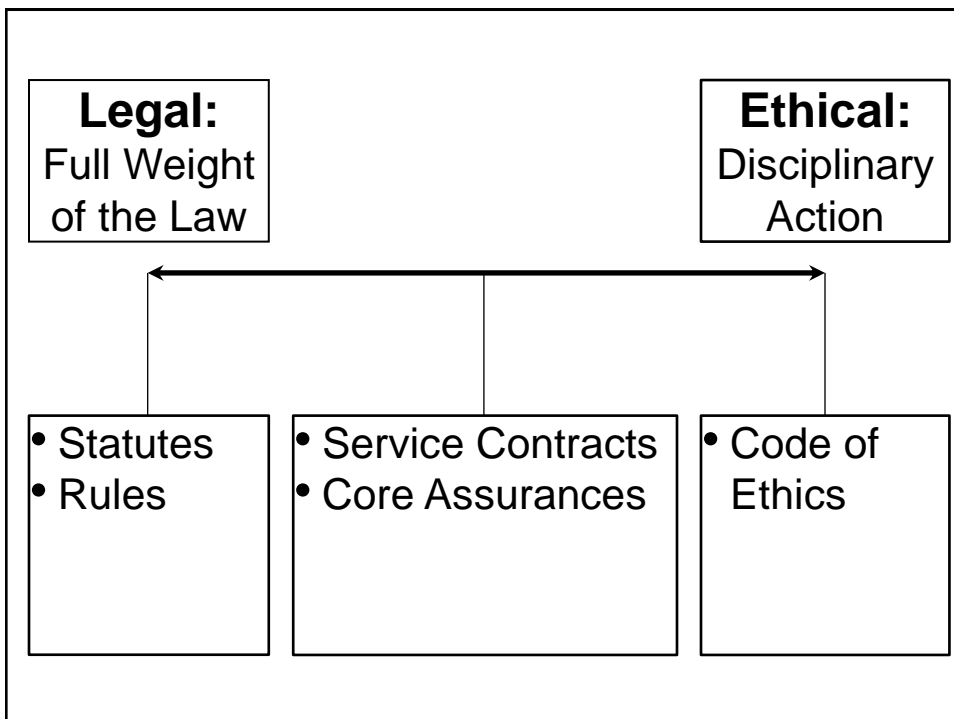
The Orlando Group Homes



The Florida Certification Program



Why Regulate a Profession?



Credentialing

	Certification	Licensure
Involves the Profession	Yes	Yes
Establishes Minimum Competencies	Yes	Yes
Restricts Title	Yes	Yes
Restricts Practice	No	Yes
Established by State Statute	No	Yes

“Enabling” versus “Restricting”

		<u>Certification</u>	<u>Licensure</u>
Title	Enables	YES	YES
	Restricts	YES	YES
Practice	Enables	YES	YES
	Restricts	NO	YES
Established by each state’s laws <u>and</u> provided by the state		NO* <small>*(May be <u>recognized</u> in a state’s laws, but is not <u>established</u> by state law or <u>provided</u> by the state)</small>	YES

The Florida Certification Program



1992-1995, FL Key Developments

- Behavior Analyst Task List, First Edition
- Multiple-choice Exam
- B Analysis Rule: Passage/implementation
 - Definition of our field
 - Increased certification requirements:
 - CABA, CBA, & CBA-Expanded
 - Improved Oversight System

Jose's Timeline (continued)

- 1988-1991 – Devereux , Melbourne FL
- 1991-1992 – New Medico, W Palm Beach
- 1992 – Consulting & First “CBA” Class
- 1992-1996 – DBA in D7 + CBA Program
- 1996-1997 – Threshold + CBA Program

1996-1997, Threshold, Orlando



1/1997, Thanks for Firing Me...

Time to Spend on My Vision:
ABA Technologies, Inc.
Focus on Training ABA Professionals
&
Professional Credentialing

Jose's Timeline (continued)

- 1988-1991 – Devereux , Melbourne FL
- 1991-1992 – New Medico, W Palm Beach
- 1992 – Consulting & First “CBA” Class
- 1992-1996 – DBA in D7 + CBA Program
- 1996-1997 – Threshold + CBA Program
- **1997-Present – ABA Tech + the BACB**

ABA Tech Founded May 1997!



Andy & the Wad of Paper



Michael and the Oranges: Dystichia



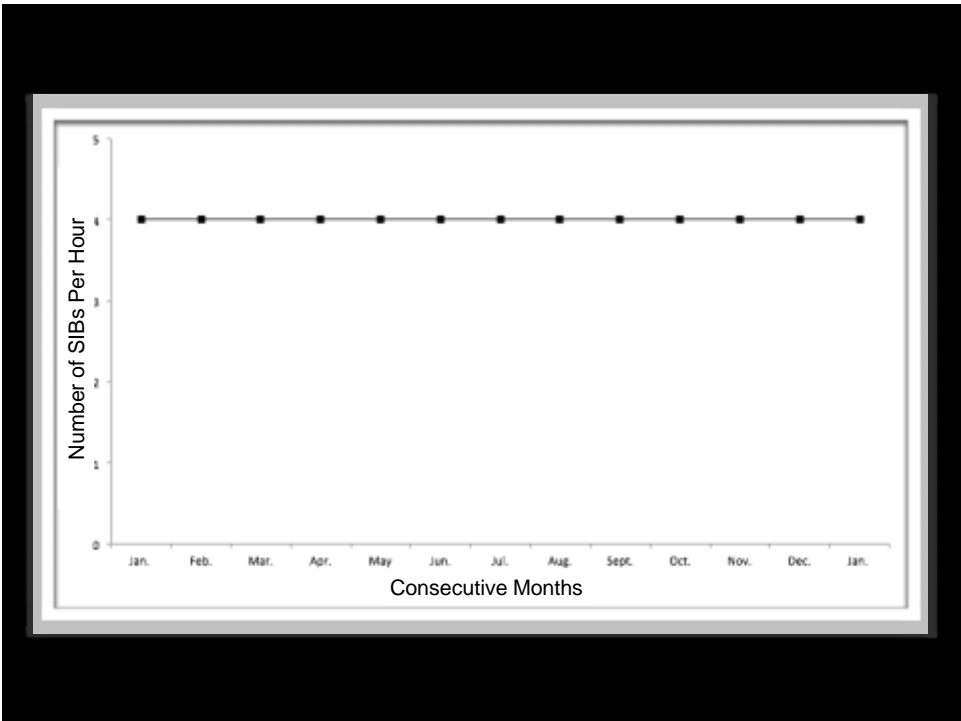
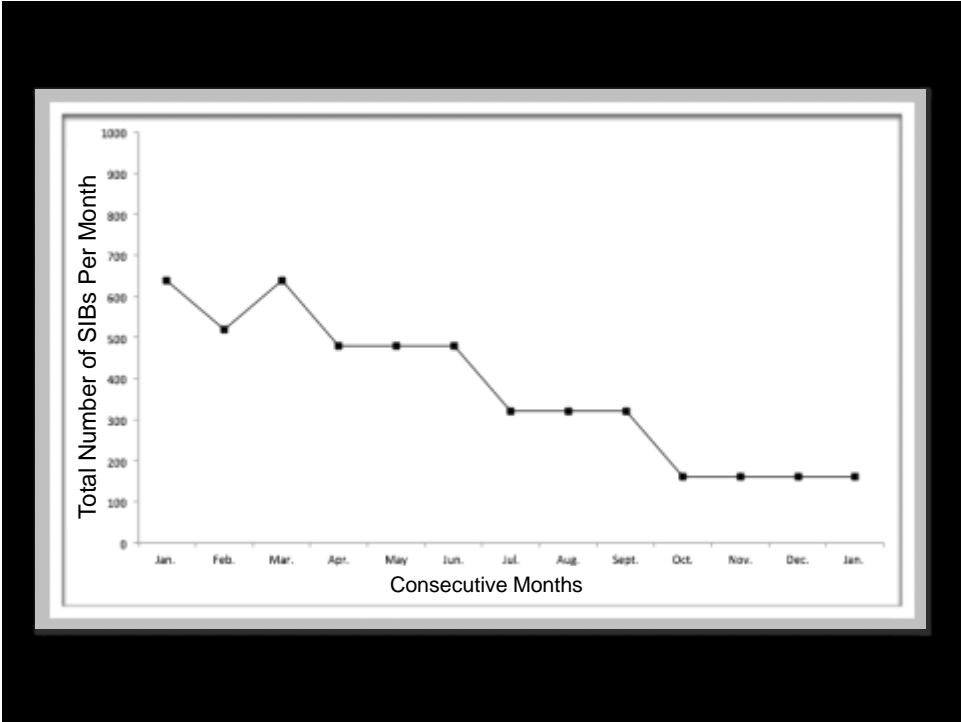
- The Agency, the Many Hours of Wrap-Around, Home-Based, ABA Service Provided to a Child With High-Rate/Low-Severity Self-Injury, the Data, and the Graphs

“We have data...”



Approved ABA Hours per Week

SERVICE:	BCBA/BCaBA	Behavior Tech
Months 1-3	8	40
Months 4-6	4	30
Months 7-9	2	20
Months 9-13	1	10



Gestation & Birth of the BACB



Jerry Shook as Johnny Appleseed



The Pennsylvania Project +



Birth & Development of the BACB



Jose's Timeline (continued)

- 1988-1991 – Devereux , Melbourne FL
- 1991-1992 – New Medico, W Palm Beach
- 1992 – Consulting & First “CBA” Class
- 1992-1996 – DBA in D7 + CBA Classes
- 1996-1997 – Threshold + CBA Classes
- 1997-Present – ABA Tech + the BACB
- **1998-Present – FIT**

Vision: Training ABA Professionals



2013, School of Behavior Analysis



Continuing the Mission

- Train competent professional behavior analysts who...
- Focus on helping individuals and organizations to achieve value-driven, meaningful outcomes that lead to a better quality of life...
- And who behave ethically

Training Behavior Analysts

- Train scientist-practitioners; not technicians
- Train behavior analysts first; not autism specialists or “behavior” specialists
- Train in all four domains of behavior analysis, not only ABA practice

Domains of Behavior Analysis

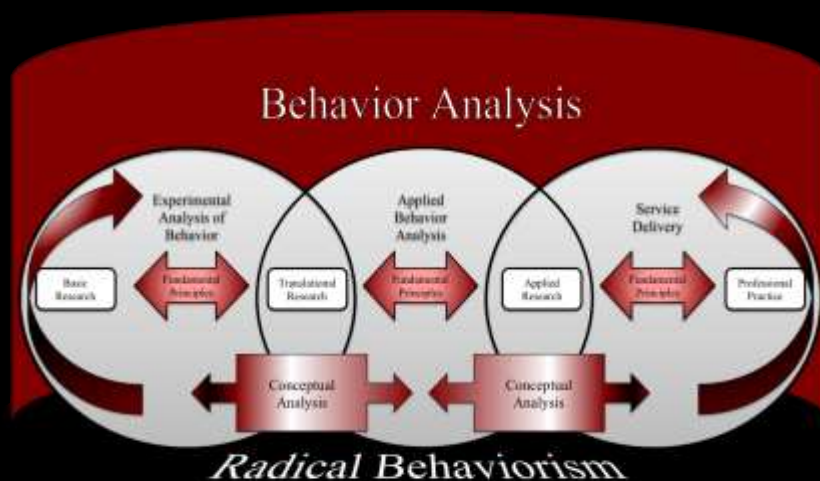


Figure by Dan DeRosa

Four Branches of Behavior Analysis

- Experimental analysis of behavior (EAB)
- Conceptual analysis of behavior
- Applied behavior analysis (ABA)
- ABA service delivery, including the professional practice of behavior analysis

Credentialing & Accreditation

- The BACB credentials practitioners
 - The BACB also “verifies” course sequences, supervised experience and Type II CE providers
- The BAAB (ABAI) accredits behavior analysis training programs (graduate & undergrad)
- Approval versus Verification

Credentialing & Oversight



Professional Regulation & Oversight

- Professional Regulation
 - E.g., Credentialing
- Credentialing (e.g., BACB certification)
 - Allows for Oversight
 - The new Compliance Code enables **oversight**
 - Oversight can lead to disciplinary actions & sanctions

What can be Accredited?

	Individuals	Organizations	Degree Programs	Course Sequences
Approved				✓
Credentialed	✓			
Accredited		✓	✓	

BCBA vs. BAAB Requirements

Content Area	BACB: BCBA 4 (5)	BAAB: Master's
Foundations	45 (90)	135
Methods	45 (45)	45
ABA Procedures	105 (135)	90
Ethics	45 (45)	45
Discretionary / Thesis/Capstone	30 (0)	Permanent Product
Experiential L	Variable-N/A	90
Total Instruction:	270 (315)	405

Some Important Points for Training

- Teach the basic concepts & principles
 - Don't forget respondent conditioning & interaction between operant & respondent...
 - The upcoming BCBA requirements includes 90 hours of instruction of C&P, 45 of which must be in a stand-alone course!
 - Integrate C&P with experiential learning
- Teach the methods of ABA
 - The upcoming BCBA requirements includes 45 hours in a stand-alone course!

Experiential Learning

- Practicum: Competency based
- Thesis or Capstone Project
- Integrate coursework, including ethics, with experiential learning
- Unfortunately, none of this can be done in a certificate program; that's why the BAAB only accredits degree programs

The Saving Grace Now

- Many students who enroll in certificate programs work in agencies where they get excellent training and supervision from excellent BCBA's.
- Unfortunately, there are just as many, or even more, who don't.
- But even some degree programs are not providing the type of training we need!

How Good is Our Educational System?



The Shame of American Education B. F. Skinner (1984)

“It has long been said that college teaching is the only profession for which there is no professional training. Would-be doctors go to medical schools, would-be lawyers go to law schools, would-be engineers go to institutes of technology, and would be college teachers just start teaching.”

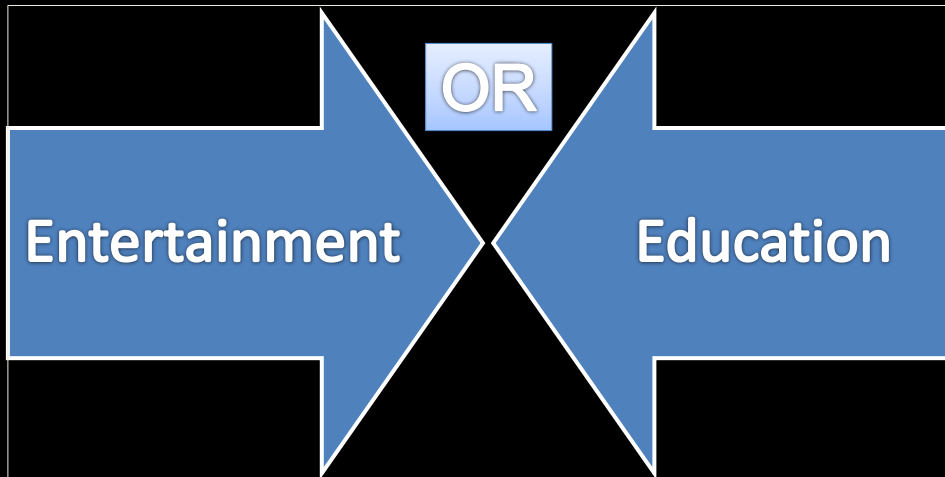
(American Psychologist, 39)

105

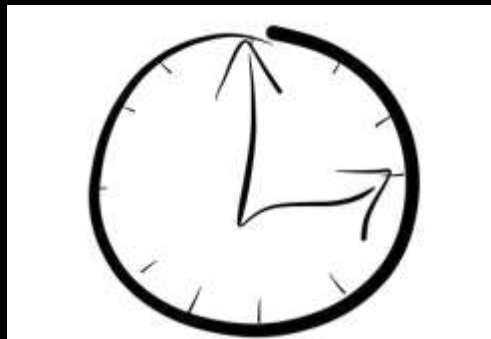
Many College Professors Suffer from:

- Curriculum Development Disorder (CDD)
- Dysteachia

What is More Important?



Entertainment?



For a 2-Hour Movie



Or Education?



So...

How do we DESIGN,
DELIVER, and TEACH
courses without
compromising educational
outcomes?

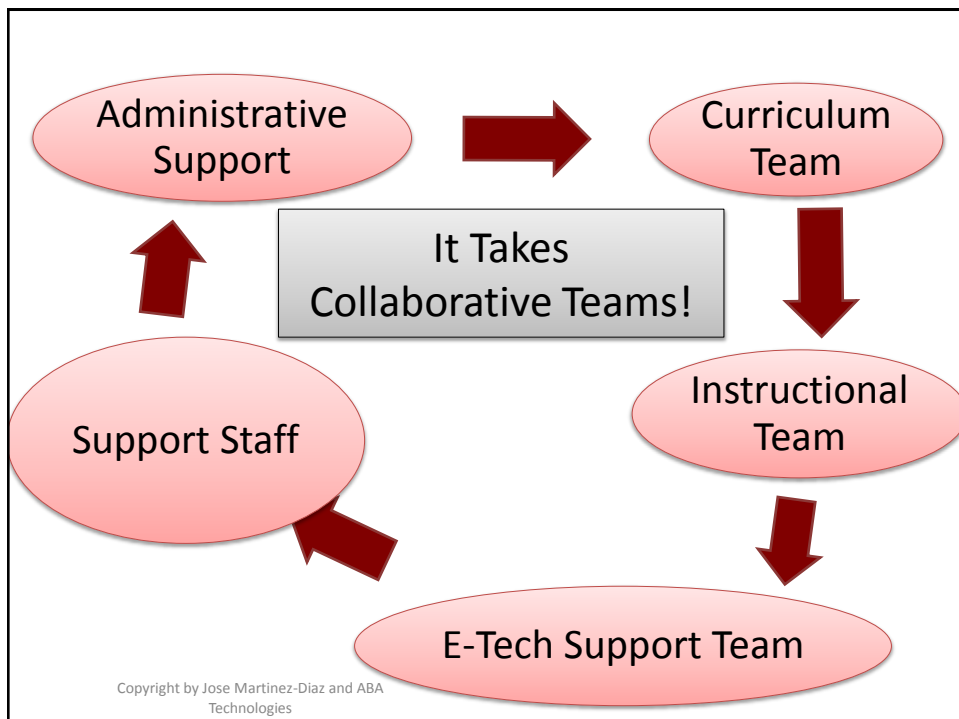
Solutions

- Team approach with full support of administration
- Behavior analytic approach for instructional design and instruction
- Highly interactive high-tech methods to deliver instruction
- OBM methods to achieve best performance from all!

Triad Model (E.A. Vargas)

Integration of:

- Science (of Behavior)
- Technology (Engineering)
 - Instructional Design
 - Instructional Delivery
- Organization (Management; Teams)



What's Next



Our Training Programs Must



Thank You PATTAN & PSU!

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