



NEABA Annual Convention: November 10th, 2017

Supervision Symposium: 100 minutes, 2 Type II CEUs

Symposium Title: Current Practices and Guidelines for Conducting Effective Supervision

Presenters:

- Amber Paden, M. A., BCBA
Affiliation: University of Nebraska Medical Center's Munroe-Meyer Institute
- Terri Newton, M. A., BCBA & Torri Smith-Tejral, M. A., BCBA
Affiliation: Childhood Autism Services
- Victoria Cohrs, M. A., BCBA & Claire Goodin, M. A., BCBA
Affiliation: Radical Minds | Cohrs Behavioral Consulting
- Adam M. Briggs, Ph.D., BCBA-D
Affiliation: University of Nebraska Medical Center's Munroe-Meyer Institute

Symposium Abstract:

This supervision symposium is comprised of a panel of experienced and knowledgeable BCBA's from the heartland. The speakers will feature current supervision practices that are carried out and tailored to specific settings (e.g., clinic-based; remote consultation; home, school, and other community environments) as well as how to gather accurate documentation of those practices. We will review effective methods for teaching staff how to build new skills and behave confidently in the work environment using errorless teaching techniques. We will review strategies for objectively measuring supervisee performance. We also plan to review critical training procedures that are effective at administering training to larger groups of incoming trainees. Finally, we will end with a brief panel discussion featuring all six speakers to open up a question and answer session with attendees.



Presenter 1 (20 minutes): Amber Paden, M. A., BCBA

Title: Continued Training and Supervision: How and What to Document

Abstract: This talk will focus on documentation for the BACB for Registered Behavior Technicians and for those who are working to accrue training and supervision hours toward attaining their BCaBA or BCBA. I will review various templates for tracking direct and indirect supervision and training hours, and methods for how to stay on top of accurate, consistent documentation practices. Finally, I will review how to conduct oversight of documentation and commonly encountered challenges.

Presenter 2 (30 minutes): Terri Newton, M. A., BCBA and Torri Smith-Tejral, M. A., BCBA

Title: Registered Behavior Technician Certification, Successes, and Challenges

Abstract: During this talk, we will discuss an applied approach to training, credentialing, and maintaining the Registered Behavior Technician (RBT) certification. We will review the training plan for Childhood Autism Services, which is a local clinical and consultative center that provides a wide range of services for children with autism spectrum disorder. We will review how we implement this RBT training plan across modalities, as well as the strengths and challenges of the training model.



Presenter 3 (15-20 minutes): Victoria Cohrs, M. A., BCBA, and Claire Goodin, M. A., BCBA

Title: How to Build Confidence in Your Staff: An Errorless Teaching Approach

Abstract: We will present and discuss a therapist fading procedure to teach staff new skills. This fading procedure was incorporated into our clinical practice to decrease errors made by new staff, increase the confidence of new staff in their skill-sets and to determine what areas of clinical programming may be difficult for new staff. We will also discuss the importance of transparency, expectation setting, and feedback for difficult situations (e.g., talking to parents, restroom routines, inappropriate sexual behavior, giving feedback to others).

Presenter 4 (20 minutes): Adam Briggs, Ph.D., BCBA-D

Title: Evaluating the Effects of Supervision: Strategies for Objectively Measuring Supervisee Performance

Abstract: The *Professional and Ethical Compliance Code for Behavior Analysts* of the Behavior Analyst Certification Board® (BACB, 2016) states that behavior analysts must ensure that supervision and trainings are effectively designed (5.04—Designing Effective Supervision and Training) and the effects of their supervision are consistently evaluated (5.07—Evaluating the Effects of Supervision). The *Supervisor Training Curriculum* (BACB, 2012) outlines several methods for evaluating the effects of supervision, which include measures based on (a) client performance, (b) staff performance, or (c) evidence-based intervention; however, no clear approaches for accomplishing this are offered. The purpose of this presentation is to provide some strategies and tactics supervisors can use to design and evaluate effective supervision systems. Recommendations are based on the presenter’s experience providing supervision to behavioral technicians, assistant behavior analysts, and behavior analysts in training across several universities and university-based preschool and clinical settings.

End-of-Symposium Panel Discussion and Q&A: Featuring all six presenters