

THE ONTABA ANALYST

Newsletter of the Ontario Association for Behaviour Analysis

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SAVE THE DATE: VIRTUAL CONFERENCE

November

18 - 19

#ONTABAcon2021

Welcome Our Invited speakers:

Dr. Lina Slim

Dr. Bridget Taylor

Dr. Nicole Gravina

Dr. Alyssa Wilson



ONTABA MEMBERS

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President-Elect - Nancy Marchese
Treasurer - Dawn Marciello
Secretary - Angeline Savard
Graduate Student Representative -
Arezu Alami
**Undergraduate Student
Representative** - Chelsea Cayer

Directors at Large

Carolyn Mancuso
Evangelo Boutsis
Jaime Santana
Jessica Bethel
Tracie Lindblad
Val Saini

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Jaime Santana & Arezu Alami
Conference & Events - Chelsea
Cayer & Angeline Savard
Education & Advancement -
Evangelo Boutsis & Tracie
Lindblad
Finance - Dawn Marciello
Governance - Val Saini
**Membership & Member
Services** - Jessica Bethel
Organizational Development -
Dawn Marciello & Tracie
Lindblad
Professional Affairs & Practice -
Jaime Santana & Carolyn
Mancuso

EMERITUS

Maurice Feldman
Joel Hundert
Andrew McNamara
Larry Williams

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Shiri Bartman
Louis Busch
Rosemary Condillac
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Paola Egusquiza
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Charlene Gervais
Kieva Hranchuk
Lisa Israel
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Pam Lawrynowycz
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Rebecca Videnoff
Nancy Warren
Carobeth Zozos
Larissa Zwick

FROM THE PRESIDENT'S DESK

Dear Members,

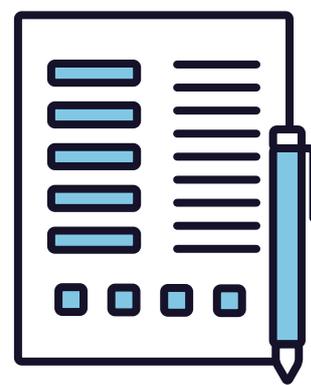
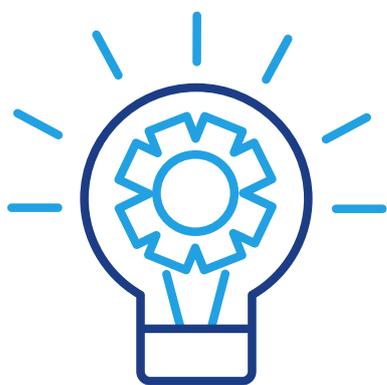
I am very pleased to provide an update as to what the board has been up to since the last newsletter update in Fall 2020.

First, I would like to formally introduce the board members that joined us at the 2020 AGM in December and say goodbye and thank you to the board members who finished their terms.

Welcome to following 2021-2022 board members: **Angeline Savard** (Secretary,), **Jessica Bethel** (Director-at-Large), **Tracie Lindblad** (Director-at-Large), **Carolyn Mancuso** (Director-at-Large), **Dr. Val Saini** (Director-at-Large), **Arezu Alami** (Graduate Student Rep), and **Chelsea Cayer** (Undergraduate Student Rep). These members have hit the ground running and have already made extensive contributions to the organization. Thanks also to our returning members: Dr. Nancy Marchese (President-elect), Dawn Marciello (Treasurer), Jaime Santana (Director-at-Large), Evangelo Boutsis (Director-at-Large). I appreciate this truly amazing team of people.

Thank you to the following dedicated board members, some of whom had been volunteers for many years, and continue to volunteer on various committees. My heartfelt thanks to: **Dr. Joan Broto** (Secretary), **Raluca Nuta** (Treasurer), **Dr. Carly Eby** (Director-at-Large), **Aamir Khan** (Director-at-Large), **Dr. Karl Gunnarsson** (Director-at-Large), **Jacqueline Gigan** (Graduate Student Rep), and **Taylor Liggett** (Undergraduate Student Rep). Your contributions and continued commitment to the profession are greatly appreciated.

Thanks also to all of the members who attended our first ever virtual conference held in December 2020. It was a great success thanks to everyone who attended and of course the hard work and dedication of the conference chair, Jacqueline Gigan, the conference committee, and board members. We were thrilled that we had over 600 attendees and a line-up of great presentations. Thanks also to our adjudication committee for their hard work reviewing submissions. Although the current uptake and availability of vaccinations is hopeful, given the unpredictability of the fall, the board has decided to hold the 2021 conference virtually on **November 18 and 19, 2021**. We are pleased that members from all over Ontario can join us without facing barriers such as travel and cost. The [call for papers](#) is open now for ONTABACon 2021!



Although 2021 continues to be a challenging year with pandemic-related conditions, ONTABA has accomplished many goals relating to the 2020-2022 strategic plan.

Strategic Priority 1: Provide leadership and advocate for ethical, effective and safe behavioural services in Ontario

- **We are going to be regulated in Ontario!** On May 13, we attended the hearing for Bill 283, Advancing Oversight and Planning in Ontario's Health System Act, 2021 where we made a verbal statement followed by written submission regarding the importance of Schedule 4, Psychology and Applied Behaviour Analysis Act, 2021. Very few amendments were made to Schedule 4, which passed the 3rd reading on June 1 and has received Royal Assent. We will continue to work closely with the provincial government and the College of Psychologists to inform the process of regulation and keep the membership informed. Sincere thanks to Drs. Rosemary Condillac and Nancy Marchese, Evangelo Boutsis and the ABAI Licensure Committee, who provided significant support in the process. I would be remiss if we did not thank all of the dedicated volunteers and board members who have been advocating for public protection through regulation for over 25 years!
- **We are on the international stage.** On May 28, 2021 I was invited to speak at the ABAI Chapter Leadership training event at the Association for Behaviour Analysis 47th annual (online) conference to provide an update on ONTABA's growth and regulation. Thank you to Jaime Santana and Dawn Marciello for also attending.
- **We are engaged and represented federally.** As per our March 22, 2021 membership communication, we sought input from the membership for our written submission to the Canadian Academy of Health Sciences call for stakeholder engagement for the federal autism strategy which you can read [HERE](#). We also collaborated with all of the Canadian chapters and encouraged each of them to make submissions. We will keep the membership posted on the outcome of this submission.
- **We are elevating the voices of people that have benefited from ABA.** With support from our PR consultant, Andrew Findlater, we developed a "Public Relations Road Map." We will share these powerful stories through social media and other forums.
- **We have extended free access to the ethics and jurisprudence training materials.** The ethics and jurisprudence materials are still available for free until at least June 30, 2021. Thanks again to Dr. Julie Koudys (Technical lead) and Dr. Rosemary Condillac (Administrative lead), and the dedicated working group for these excellent resources. I am enjoying using them in my own supervision!

Strategic Priority 2: Enhance services and supports for all ONTABA members, in all parts of the province.

- We are offering accessible, virtual supports. On January 20, we offered an information webinar session to help members who were completing the ministry's call for applications for the Ontario Autism Program Caregiver-Mediated Early Years Programs. Thank you to Mr. Rudy Mancini and Tracie Lindblad for facilitating this!
- We are continuing to produce practice resources. As per our April 26, 2021 membership communication, we released two new practice resources: Telepractice ABA in Ontario and Delivering In-Person Services during COVID-19 in Ontario. Thanks to the Professional Practice Committee, under the leadership of Jaime Santana and Carolyn Manusco.
- We are continuing to collaborate. On May 20, we partnered with Autism Ontario to provide a follow up to the COVID-19 panel we offered last summer. This year the panel was called, "Continuation of ABA Services During COVID-19 Restrictions: One Year Later." Thank you to the following self-advocates, caregivers, and professionals for their time and the excellent conversation: Alec Pemberton, Andrea Haefele, Avianna Foster, Carobeth Zorzos, Philip Lerner, Dr. Rosemary Condillac, and Shiri Bartman. If you were not able to attend live, you can access the recording [here](#). Thank you to AO for their continued support!

Strategic Priority 3: Build the capacity of ONTABA to achieve its missions and goals.

- **We are doing some spring organizing!** See updates on p. 7-8 from the Organization Development (Dawn Marciello, Tracie Lindblad) and Governance Committees (Dr. Val Saini) for important updates about what we are working on organizationally.

Watch for announcements about these exciting new initiatives:

- **We have a podcast!** I have had a sneak peak of a few of the interviews and you will not want to miss out on listening to these! Shout out to Jaime Santana (and co-hosts) for making this massive (& very cool) undertaking a reality!
- **We have Special Interest Groups!** Please email contact@ontaba.org if you have ideas or questions. Thanks to Albert Malkin for suggesting the idea at a previous AGM! We are so excited to see it come to fruition!
- **We are working on a website update!** Thanks to the Advocacy & Communications committee chairs, Jaime Santana and Arezu Alami for their work on this!

Hope everyone is staying safe and enjoying the beautiful spring weather! Please don't hesitate to reach out to me at president@ontaba.org. My virtual door is always open!



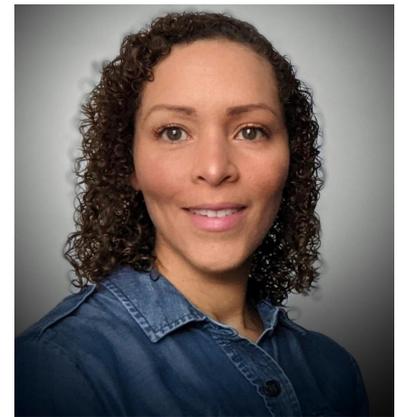
Kendra Thomson, PhD, BCBA-D

The New Faces on Our Board of Directors



Arezu Alami, Graduate Student Representative. Arezu received her Master of Applied Disabilities Studies (MADS) degree with a specialization in applied behaviour analysis from Brock University, in 2019. She is presently completing her Master of Arts (MA) degree by conducting her thesis study, which is evaluating the effectiveness of telehealth-delivered behavioural skills training to teach caregivers to implement an ABA feeding treatment with their child. Arezu has worked in the field of ABA in both English and French since 2015, working one-to-one and in groups with children and youth with developmental disabilities, as well as educating and training caregivers on a variety of topics.

Jessica Bethel, Director-at-Large. Jessica is a Board Certified Behaviour Analyst with over 15 years experience in the field of Applied Behaviour Analysis. Ms. Bethel completed a graduate degree in Human Development and Applied Psychology from the University of Toronto in addition to extensive graduate level coursework in Applied Behaviour Analysis and a certificate in Autism and Behavioural Sciences. Her professional experience is broad and includes work with children, youth, adults, clinicians and families in a variety of settings including regional autism programs, school boards, group and treatment homes and as a college faculty member. Jessica is particularly interested in OBM and cultural diversity and inclusion.



Chelsea Cayer, Undergraduate Student Representative, Chelsea Cayer is a 3rd year student at St. Lawrence College taking the Honours Bachelor Behavioural Psychology Program. Chelsea had the wonderful opportunity to start practically applying her knowledge in ABA last year through a placement in a school-to-community high school classroom. She gained lots of experience, and is excited to continue growing through future placements and being a student member of the ONTABA board. Outside of school, Chelsea enjoys playing sports and spending time with her family and friends.

Tracie Lindblad, Director-at-Large, Tracie is a dually credentialed Speech-Language Pathologist and Board Certified Behavior Analyst® (BCBA) with over 30 years' experience working within school settings and private practice. She has extensive experience working with children, youth, and adults with developmental disabilities, severe problem behaviour, ASD, complex communication needs, and dual diagnosis. She is currently a co-founder and the acting Clinical Director of First Bridge Centre (London, UK) and President of Tracie Lindblad Consulting. Tracie blends her skills from speech-language pathology, education, behaviour analysis, research, and business to consult with clients and companies throughout North America and the UK. She also currently serves as a director on a number of Boards for organizations in Ontario.



The New Faces on Our Board of Directors, Continued



Carolyn Mancuso, Director-at-Large, Carolyn is Executive Director and founder of Ignite Behaviour Consulting, located in Thunder Bay Ontario. She holds an undergraduate degree in Psychology and a Master's Degree in Applied Behaviour Analysis, from the University of South Florida. Carolyn became a Board Certified Behaviour Analyst in 2014 and has since supervised Regional IBI programs, in both Southern and Northern Ontario. She sits on the Northern Collaborative Capacity Building Advisory Committee and is dedicated to capacity building and ensuring that families in the far North have access to quality evidence-based services. Carolyn is energized by empowering caregivers in the principles of ABA and in watching the clients she works with grow. She can also be found running, cuddling up with her two cats and enjoying good coffee by morning and pizza by night.



Val Saini, Director-At-Large, Valdeep Saini is an Assistant Professor in the Department of Applied Disability Studies at Brock University. He has over 10 years of experience working with individuals with disabilities across a variety of settings including intensive outpatient clinics, mental health facilities, and school-based programs. Dr. Saini's primary research and clinical work has involved the application of behaviour analysis to the assessment and treatment of severe behaviour disorders.



Angeline Savard, Secretary, Angeline is a clinical director at Kalyana Support Systems (aka The Gregory School) in Brantford, Ontario, where she has supervised client programming, staff training, and treatment implementation since 2002. Her areas of interest in clinical practice include supporting Direct Instruction implementations for students with ASD, sleep interventions, and parent training around the management of severe problem behaviour. Angeline received a Bachelor of Science degree from McMaster University in 1992, a Bachelor of Education from Brock University in 1993, and a Master of Science in Psychology (Applied Behaviour Analysis) from Capella University in 2017. Angeline is a past executive director of the board of Ontario ASCD (President) and the board of SPECTRA: Partners in Specialized Education (Secretary). Angeline was a co-chair of ONTABA's Education Task Force that produced the ABA Applications in Schools white paper. When not working, she enjoys playing the guitar, singing, kayaking, skiing, and spending time with her adult sons.





COMMITTEE UPDATES

Advocacy & Communications Committee

It's 2021, and we are all in need of a little change. We are actively working on bringing you some new and exciting content, which includes revamping our website! Check in in the following months for an update to our www.ontaba.org site. Our social media are also looking strong, as we grow our following on Instagram, Twitter, and Facebook, but did we mention we're on LinkedIn now, too? Follow us by looking up "ONTABA" on the respective platforms, to stay connected, updated, and for chances to win cool prizes! We're also very proud of our Diversity, Equity, and Inclusion (DEI) Working Group, who are working overtime to deliver great resources to all our members.

Membership & Member Services Committee

You spoke, we listened! The Membership and Member Services Committee has heard from our members that some of our current benefits are not being used as often due to the ongoing pandemic restrictions. We have received some great suggestions from you, and have already added benefits such as an amazing First Adopters discount of over 80% for Linggo (June July and August only), 10% off HowtoABA and more. All of the current member perks are listed on our website, so check back often and follow us on instagram for updates!

Organizational Development Committee

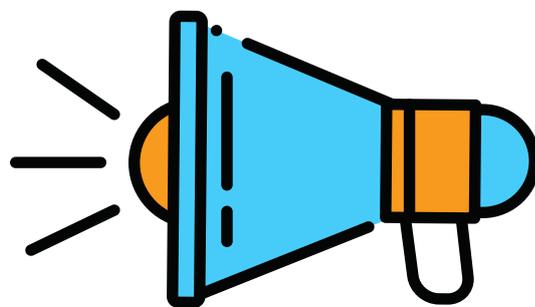
The organizational Development committee has been working collaboratively with Governance to assist in the search for a new governance consultant. As well, the Organizational Development committee has been developing a tool to assist all ONTABA committee chairs in analyzing their committee's tasks and activities to determine where efficiencies could be realized through delegation to an administrative assistant in the future, should ONTABA determine that such a position would be helpful for the organization. Finally, we have reviewed the use and reporting of restricted funds and sought to bring clarity and transparency in board reporting with respect to these funds.

Conference & Events Committee

The Conference and Events Committee is working hard to deliver another captivating and educational virtual conference this year on November 18th and 19th! With an incredible line-up of speakers and exciting topics, we are excited to make some big announcements soon. The call for papers is now open! Click the [link here](#) to submit your work. Make sure to save the date and stay tuned on our website and social media for more details!

Education & Advancement Committee

The Education and Advancement Committee has and continues to be involved in discussions with both the Ministry of Children Community and Social Services and the Ministry of Health and Long Term Care in regards to the regulation of Behaviour Analysts in Ontario. We are also engaging with our educational task force to expand the dissemination of the ABA in schools paper and potentially develop further resources to support behaviour analysts practicing in educational settings, educational professionals and service recipients of ABA in educational settings.



Governance Committee

The Governance Committee has been working along side the Organizational Development Committee to secure a new governance consultant for ONTABA. This consultant will work with the Governance committee to complete a full audit of ONTABA as a professional organization to ensure compliance with ONTABA's nonprofit status. In addition, the Governance committee is conducting a full review of ONTABA's policies and procedures as well as developing new policies as necessary. Finally, we are conducting an overhaul of ONTABA's online file storage system to improve efficiency and organization.

Professional Affairs/Practice Committee

The Professional Affairs and Practice Committee has been working hard to develop resources to benefit you! First on the list, Clinical Conversations. This casual webinar series is aimed to provide clinicians with information from their colleagues. Information about topics that they chose! Stay tuned for the first webinar. We are also looking to expand capacity, and are developing a presentation for highschool and first year under-graduate students to promote ABA as a career path. Lastly, we are developing resources to make working in interdisciplinary teams more successful. We also released two great resources: [Delivering In-person Services During COVID-19 in Ontario](#) and [Telepractice ABA in Ontario](#). Check them out!

Jurisprudence Educational Material

Ministry of Community Children and Social Services (MCCSS) Project Update

The ONTABA Board of Directors and the Jurisprudence Working Group are pleased to provide an update on the Jurisprudence and Ethics related training and materials.

In August 2020, ONTABA released [the ONTABA JE Standards](#) that are intended to outline the knowledge and competency standards pertaining to jurisprudence and ethics requirements for behaviour analysts in Ontario. These are meant to complement the BACB® Compliance Code.

As part of the MCCSS Project ONTABA has developed and provided live webinar training, e-learning modules, and written resource materials.

Live trainings focused on the application of the JE standards to a variety of situations across a wide range of settings and diverse populations. These interactive and engaging training sessions were presented in English by Dr. Julie Koudys, Ms. Melissa Legree, Dr. Rosemary Condillac, Ms. Tracie Lindblad, and Dr. Adrienne Perry. French Training was delivered by Natalie Paquet Croteau and Sylvie Grenier. The feedback on these presentations was extremely positive.

The Ethical Behaviour Analyst, ONTABA's online jurisprudence and ethics course (3 BACB Ethics CEUs), was launched in the fall of 2020 and remains available free of charge to ONTABA members and non-members alike. Though there were some hiccups with course registration early on, these seem to be resolved. Modules can be accessed at <https://training.ontaba.org>. Members were automatically enrolled, and non-members can enroll on the ONTABA website (<https://ontaba.org/guest>). If you have any trouble with access, please email contact@ontaba.org. Those who have completed the modules have been quite pleased with the content and delivery. Please check them out!

Several Key Resources were created for three stakeholder groups: (a) behaviour analysts, (b) those interested in or using behaviour analytic services, and (c) other professionals and educators with whom behaviour analysts interact. These resources are available in both French and English at ONTABAs training [website](#), if you have not yet checked them out, please do. We are tracking their uptake, so we appreciate you sharing the links with others so that they can benefit from this important information.

The project wrapped up at the end of March 2021 and we wish to thank all those who had a hand in this very important work for our organization, with special thanks to Dr. Julie Koudys (Technical Lead), Dr. Rosemary Condillac (Admin Lead), and Brandy Sokoloski (Training Coordinator).



WHAT WOULD YOU DO?

Dr. Rosemary Condillac, C. Psych, BCBA

Associate Professor, Applied Disability Studies, Brock University

Welcome to the “What Would You Do?” column on ethical and professional dilemmas in ABA. Please submit your questions, issues, dilemmas or tricky situations to newsletter@ontaba.org. My responses are my own, and are not intended to represent the Behavior Analysis Certification Board (BACB®), ONTABA, or any other organization with whom I am affiliated. Responses should not be taken as specific legal or professional advice as it is not possible to have or provide enough information in a column of this nature.

I’ve been hearing from a number of behaviour analysts about competence and expertise in providing services during the pandemic, so I will answer a question that I have heard frequently in recent months.

I have lots of experience with functional analyses in person, but don’t feel comfortable doing these on-line for my clients, even after reading the literature. If I rely on descriptive analyses for my virtual clients, am I violating the BACB® Code?

This is a great question, and something that many behaviour analysts grapple with. There are a few sections of the code that can help with this. First, section 3 of the Code focuses on the topic of assessment. Section 3.01 (a) makes clear that a current assessment must be completed, but it also notes that the assessment selected would be determined by the client’s needs, contextual variables, and environment. Having to work in virtually is an environmental consideration. Who would be able to implement to different conditions and contingencies? Can you provide the necessary training and oversight virtually? If there is dangerous behavior involved, how will risk be mitigated?

Section 3.01 (a) also notes that a functional assessment must be completed, but does not stipulate the specific procedures, so there is not a requirement to always undertake experimental analyses. If your best judgement in a particular situation is that a functional analysis would not be appropriate, that should be carefully documented in your notes along with your rationale for selecting another method. Another thing that comes to mind is scope of competence here. This pandemic has tested behaviour analysts’ confidence and competence in many ways. Remember that section 1.02 (b) reminds behaviour analysts to seek training and/or supervision/consultation before providing services outside of their area of competence. So I would strongly urge practitioners to work with their colleagues and supervisors to develop this competence during these unprecedented times. Finally, if your opinion is that a functional analysis is the best choice for your client and you are unable to do it, seek supervision or partnership with another behaviour analyst who can help to get it done safely and competently. No matter how many years you have been practicing, it is important to have a supervisor or mentor or group of colleagues available to help you to problem solve and to coach you through new or challenging situations.

If you have questions relating to this topic or any other issues that you would like to see addressed in this column, please send your questions to contact@ontaba.org. I have had several questions come up about obtaining consent from the Office of the Public Guardian and Trustee with respect to behavioural assessment and behavioural support plans. If you have questions or scenarios about this topic that you would be willing to share, I will be exploring this topic in my next column.

References

Behavior Analyst Certification Board (2016). Professional and Ethical Compliance Code for Behavior Analysts. Littleton, CO: Author. https://www.bacb.com/wp-content/uploads/170706r_compliance_code_english.pdf

**Have a Question
or Topic for
What Would You Do?**

Send it to Us!
contact@ontaba.org