



THE ONTABA Analyst December 2014

ONTARIO ASSOCIATION FOR BEHAVIOUR ANALYSIS NEWSLETTER

IN THIS ISSUE

ONTABA Conference 2014

It's that time again!

As our annual conference draws near we grow increasingly excited about the all-star line-up of international and local speakers, the exciting board updates, and most of all, of having our members in one place for lively discussion, networking and information sharing.

For the first time ever, members were given the ability to recommend potential speakers and then to vote on those speakers. Eighty-eight members participated in this process and we are pleased to say that we were able to book all 3 of the top rated speakers!

Keynote Speakers and Talks



William H. Ahearn, Ph.D., BCBA-D, joined The New England Center for Children in

August 1996 and currently serves at NECC as the Director of Research. He is also Adjunct Faculty in Western New England University's doctoral and masters programs. Bill was named the 2009 American Psychological Association – Division 25 awardee for Enduring Contributions to Applied Behavioral Research. He has published extensively on behavior analytic interventions for treating problem behavior and teaching social and communicative behavior. Bill is Past President of the Association of Professional Behavior Analysts and the Berkshire Association for Behavior Analysis and Therapy. Bill also has been involved in establishing regulatory practices for behavior analysts and currently serves on the Massachusetts Board that licenses behavior analysts. He also serves as the Editor-in-Chief for Behavioral Interventions and on the editorial boards of several other journals.

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Aubrey C. Daniels, Ph.D., is the world's foremost authority on applying the scientifically-proven laws of human behavior to the workplace. With business and industry confronting complex new challenges—from ethics to high turnover to outsourcing—Daniels helps the world's leading organizations employ the timeless principles of behavioral science to re-energize the workplace, optimize performance and achieve lasting results. His management consulting firm, Aubrey Daniels International (ADI), works with business leaders to develop management strategies that reinforce critical behaviors vital to their long-term success. Daniels is the author of six bestselling books widely recognized as international management classics: *Bringing out the Best in People: How to Apply the Astonishing Power of Positive Reinforcement*; *Performance Management: Changing Behavior That Drives Organizational Effectiveness*, and *Other People's Habits and Measure of a Leader* with James E. Daniels. Daniels is a member of the Board of Trustees of Brewton-Parker College, a member of the Board of Directors of the Cambridge Center for Behavioral Studies, an Associate of Harvard University's John F. Kennedy School of Government, and a visiting professor at Florida State. His numerous awards include the Lifetime Achievement Award from the Organizational Behavior Management Network and the Outstanding Service Award from the Association of Behavior Analysis International which also named him a 2005 Fellow. Daniels received his doctorate from the University of Florida, where he also earned his master's degree. He received his undergraduate degree in psychology from Furman University.



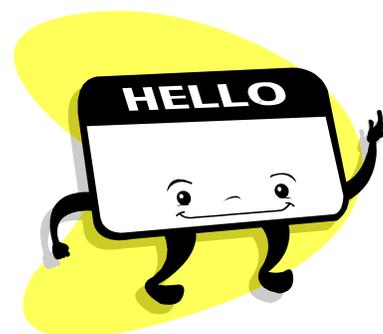
Raymond G. Miltenberger, Ph.D., BCBA-D is the director of the Applied Behavior Analysis Program at the University of South Florida. He is a Fellow and past president of the Association for Behavior Analysis International (ABAI). His research focuses on safety skills, behavior analysis in health, fitness, and sports, and staff training and management. He has published over 185 journal articles and chapters and has written a behavior modification textbook, now in its sixth edition. Dr. Miltenberger has received a number of teaching and research awards including the APA Division 25 Award for Distinguished Contributions to Applied Behavioral Research and the ABAI Outstanding Mentorship Award.

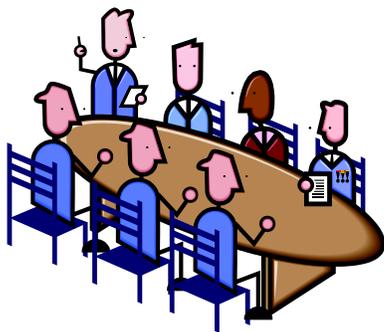
With such a great group of presenters, it isn't surprising that that the conference was 90% sold out before the early bird deadline ended!

This year's conference is special. The membership is at an all-time high, there is strong competition of nominees for 8 positions on the Board of Directors, and we've received twice as many paper submissions and nearly three times the amount of poster submissions as compared to last year's conference. Although this meant making some tough decisions on concurrent speakers, we are confident that we have scheduled presentations that will be interesting, informative, and support the professional development of our members. We have also managed to secure more vendors than in previous years, which will offset a portion of the cost of the conference and provide members with the option of purchasing relevant products.

The conference committee is working hard to make this year's conference one to remember. We look forward to seeing you there!

Kerry-Anne Robinson, M. Ed, BCBA
Member at Large
Chair, Conference Committee ONTABA
Board of Directors





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Journal Access for Members to JABA and JEAB!

The ONTABA board of directors is very pleased to announce that ONTABA members now have institutional access to the Journal of Applied Behavior Analysis AND the Journal of the Experimental Analysis of Behavior through the Wiley Online Library! Head over to ONTABA.org and sign in as a member for your access to these journals from 2010 – the latest volumes.

FROM THE MEMBERSHIP



Clinical Diary of a Novice Therapist

McKenzie Merrill₁ and Gary Bernfeld₂

St. Lawrence College

What follows is a brief summary of a report compiled by the senior author, a 3rd year student in the Bachelor's degree in Behavioural Psychology program, while on placement.

Method:

Description of Setting and Services Provided: This clinical diary was compiled at an agency which specializes in using applied behavioural analysis (ABA) techniques to treat children diagnosed with autism.

Participants: The participants documented in this clinical diary included agency clients, guardians of the clients, and agency staff members.

Methodology and Procedures: This clinical diary was completed by the student over the span of an eight week, full-time field placement at the agency. The student observed everyday occurrences at the agency and documented her thoughts in the clinical diary, while relating her observations to the empirical literature. Also, a weekly summary was completed. The lessons learned each day were listed at the end of each daily journal entry, and summary tables listed these in each of three themes.

Results:

The student chose three themes to focus on during the completion of the clinical diary. These themes consisted of lessons learned based on: *Being a Novice Therapist*, *Program Integrity*, and *Guardian Perspectives*. Overall, the clinical diary revealed that 70.97% of placement days had diary entries related to the Novice Therapist category, 41.94% of entries related to Program Integrity, and 32.26% of entries related to the Guardian Perceptions. The full report displayed tables of the lessons learned/theme. The major findings/theme are summarized below:

Novice Therapists: The most frequent lesson learned in this category was the importance of completing paperwork (13.64% of entries), followed by the importance of staff practicing skills such as the use of behavioural terminology and data recording skill (9.09%). Finally, staff properly preparing for client sessions, by looking through client files, and making visuals for the client prior to the session was also seen as key (9.09%).

Program Integrity and Implementation: The most frequent lessons learned in this category were the importance of collecting IOA data and finding a strong reinforcer (each with 23.08% of entries). The next most frequent lesson was the writing of clear and concise operational definitions (15.38%).

Guardian Perspectives: The most frequent lesson learned, in this category was the importance of parental education (40.00% of entries), which showed the student the importance of listening to guardian perspectives, familiarizing guardians with the ABA process, and ensuring parental education is taught for ABA use at home.

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Discussion:

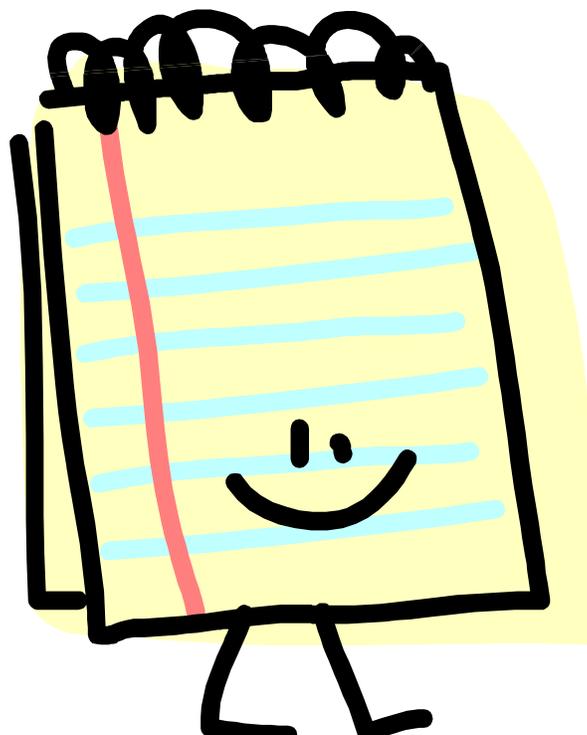
Strengths: This clinical diary contributed to the behavioural psychology field by showing professionals the challenges that may be faced by novice therapists. The diary also offered others the chance to see the difficulties faced by families who have children with autism, and learn how much the families' value and want more services for their children.

Limitations: The clinical diary did not include in-depth interviews with guardians. Also, the diary was based on a subjective interpretation of informal observations, and did not include clinical data to back it up. Finally, the frequency of the lessons learned/theme in the diary were derived from an informal review, instead of an empirical analysis.

Summary: This clinical diary highlighted the challenges faced by novice therapists, the importance of data collection to program integrity, and how essential it is to listen to the opinions of the client's family members. A copy of this clinical diary was given to the agency in order to aid other placement students, as well as new employees, and heighten their awareness of these three themes.

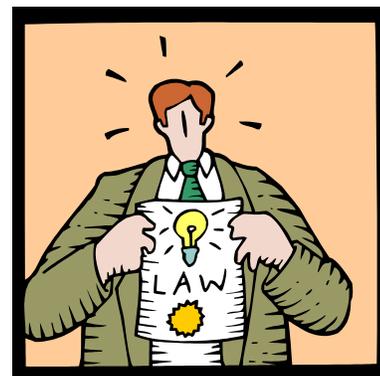
¹ For more information, a list of references and/or a copy of the full report, contact the senior author at MMerrillo4@student.sl.on.ca, She also wishes to thank Victoria Gillan, her agency supervisor during the placement.

¹ The college supervisor of the senior author is a professor in the Bachelor's degree in Behavioural Psychology, and can be contacted at GBernfeld@sl.on.ca



Professional Regulation Bulletin

Professional Regulation Committee



Regulation Efforts in Ontario – A History and Current Status

The purpose of the following is to serve as a primer and status update for ONTABA members regarding the certification and regulation efforts put forth by ONTABA's board of directors and professional regulation committee.

The Beginning

ONTABA's efforts of working towards regulation date back as far as the past twelve years. The initial efforts focused on steps towards Ontario Certification, which were initially developed by the Transitional Certification Committee (TCC) beginning in 2002. This process included input and governance from the ONTABA Board of Directors and the membership. The intent was to have Ontario certifications differ from BACB certification by including jurisprudence requirements for Ontario (being aware of laws regarding delivery of services in Ontario), and potentially including a third level of certification for front line workers implementing applied behaviour analysis. It was also to recognize the different levels of education that individuals trained in applied behaviour analysis receive in our province,

which differs somewhat from the education received in the US.

The BACB Alternative Pathways

As work toward Ontario Certification was underway, the BACB Alternative Qualification was developed to address educational differences in Ontario while recognizing the distinctiveness of Ontario-based practice. The pathways were developed to provide the opportunity for certification of Behaviour Analysts in Ontario while educational programs were being developed to provide the qualifications necessary for more traditional routes of certification through BACB.

What were the Ontario BACB Alternative Pathways?

- A means to apply for BACB certification outside of the typical procedures and qualifications for BACB for individuals working in Ontario.
- Negotiated by the ONTABA Board of Directors with BACB and went into effect in 2006.

- Renegotiated by the Board and BACB in 2008 and extended until July 2010/July 2011

Establishment of the Professional Regulation Committee

In 2010, the general membership of ONTABA voted to continue to work towards the regulation of Behaviour Analysts in Ontario. With this mandate, ONTABA's Professional Regulation Committee (PRC; formerly TCC) consulted with government policy makers, political analysts and outside partners to determine what the best course of achieving this goal would be and what form regulation could take.

In the course of consultation with our partners it was determined that a gradual approach would be needed and that full self-regulation as is enjoyed by doctors, nurses, lawyers etc. would not be viable due to:

- The size of ONTABA's membership – (Our membership numbers are too small to support a self-regulated body. Our comparators are: Occupational Therapists - approx. 3,500; Psychologists –
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- approx. 7,550; Physiotherapists – approx. 5,550 and Speech Language Pathologists – approx. 2,600).
- The structure of the Association – (We are currently a chapter of ABAI and specifically a professional association not a regulatory body)
- The current governance model of ONTABA – (a separate regulatory body would need to be established if we are to pursue self-regulation as the current board of directors which requires specific legal processes to establish and considerable monies to sustain)

Work Towards a Private Act

Due to the challenges noted above, it was determined that as a first step, ONTABA should work towards a private act which would offer title protection, as well as provide associated by-law making authority, to the Association and its membership – rather than a public act. Unlike a government bill, which is introduced and supported by a governing party, or a private members bill which is introduced and supported by a member of the house, a private act can be advanced by a corporation, municipality, or outside Association. These bills are limited in scope to the membership of said body (municipality, association, and corporation) and face fewer legislative hurdles in their passage. Private acts are also the traditional first step for associations or professional bodies, which seek greater regulatory protections for their field. The intent was that as ONTABA grows and develops additional internal infrastructure, the Association might then seek to update the private act in the future in the form of a public act.

A private act, while easier to achieve, is also less expansive in scope than a public act. As such, a private act for ONTABA would offer: title protection under a new designation(s) for ONTABA members and the ability for ONTABA to establish bylaws, under

legislation, which would apply to the membership.

A private act would not include:

- Proscribed acts
- Limitations on the right to practice for non-association members
- Increased liability for members in the form of mandatory insurance
- Mandatory educational course beyond industry norms that could negatively impact employers

What a private act does offer:

- Professional respect.
- Greater public protection.
- Positions Behaviour Analysts as a profession in Ontario.
- Positions ONTABA as the regulator of the ABA field in Ontario.

In the advancement of this initiative, ONTABA hired Pathway Group (PG), with membership approval, to help PRC develop the Private Act and to also provide the consultation necessary to maneuver the political and governmental channels necessary to advance the Private Act. Pathway Group is a consulting firm that assists organizations through the processes of government relations, public affairs, and politics. Pathway Group works with all three political parties to help organizations achieve their goals and given ONTABA's limited expertise in navigating these systems, an outside consultant was required.

During the 2011 Annual General Meeting (AGM), the membership voted to support ONTABA's efforts in drafting and submitting a Private Act for the purposes of providing Title Protection for ONTABA members. The motion was put forward to the membership in December 2011 and 94% of voting

members supported moving forward with the Act. ONTABA's PRC worked towards this motion and drafted a Private Act, with input from ONTABA's Board of Directors, Behavior Analyst Certification Board (BACB), PG, and Ontario Legislative Counsel. We also shared our intention to move forward with the Private Act with Association for Behavior Analysis International (ABAI) and BACB and both have, and continue to be, made aware of our regulation efforts.

Request for Proposals for a Feasibility Study on the Development of an Ontario-Based Certification Process

An unforeseen development came in April 2012, when the PRC was actively engaged in the process of developing the Private Act. At this time the Ministry of Children and Youth Services (MCYS) put out a Request for Proposals for a Feasibility Study on the Development of an Ontario-Based Certification process for practitioners of Applied Behaviour Analysis. SEG Management Consultants Inc. were awarded the study and worked with stakeholders to determine what the best certification or regulation options would be for ABA practitioners in the province. We expected the report to be released when SEG provided their report to the ministry, and so PRC put some of their efforts on hold as we awaited the results of the study. This was done to ensure that PRC was making appropriate decisions about its next course of action and was not wasting ONTABA resources unnecessarily. Since the process of establishing a Private Act is still an expensive process, PRC did not want to engage in efforts that might yield similar outcomes to what the proposed study might recommend.

PRC has since learned that, despite SEG having fulfilled their contract with the ministry, it's unknown at this time whether MCYS has developed a report and/or if they have any plans to release the report. ONTABA attempted to make inquiries about the status of the report via several channels including a requested and scheduled meeting with MCYS in the fall of 2013, however we were unable to get any clear direction about the status of the report and MCYS cancelled

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the meeting. While MCYS indicated that they would contact ONTABA to reschedule the meeting this has not yet happened. Stakeholders who were involved with the feasibility study (including ONTABA) remain skeptical of the release of this report.

Prior to the feasibility study, the PRC had begun to work with legislative counsel to draft the initial legislation, coupled with securing a supportive MPP to introduce the bill and developing the by-laws that would be needed as part of the Private Act. PRC's efforts were put on hold as we awaited the release of the feasibility study so that we could make the most informed decision about our next steps. The initial plan was that once the draft legislation was complete, it would be made available to members to review, prior to ONTABA's introduction of the bill.

Considerations Regarding Setting up Regulatory Bodies

The process of setting up a fully self-sustaining regulatory body has never been a feasible option for ONTABA. The government had indicated (when a full self-regulation process was still an option available to organizations) that any regulatory body had to be self-sufficient. ONTABA has not yet been able to demonstrate that our membership could form a financially self-sustaining regulatory body, as our membership numbers are too low. This was the main reason why ONTABA had implemented a series of steps (the Private Act being the first step) to find a model that will allow us to eventually attain full self-regulation. The purpose of the Private Act process was to help build membership capacity, all the while engaging the government regarding the need for regulation of our field, in order to reduce harm to the vulnerable populations with whom we work. Currently the government has closed the door on a full self-regulation process, meaning that this is no longer an option available to us to pursue.

Some individuals may be familiar with the HPRAC process, which was set up to determine which professions should be

regulated. We have been told that our profession (unlike SLP's, OT's, etc.) had never been considered by the government as a group to be regulated. This is likely due to the fact that we have lower numbers of professionals working in the field of ABA, compared to these other groups, and also due to the fact that we don't share one common title as a way to count the number of individuals in the province who should be regulated. Other organizations have independently engaged in the HPRAC process; however organizations that have successfully used this process have far greater numbers of members from which to build capacity and have more monies available to them to advance their initiative. The HPRAC process is an intensive, expensive, demanding, and laborious process; additionally, there is talk of the government soon closing this process. Many people may be aware of the recent establishment of the College of Psychotherapists, who used this avenue. This organization spent ten years working through this process, and at great cost. They also had a coalition of 12 different associations working together and paid staff to advance their mandate. Despite this, they still had a very difficult time demonstrating that they could be self-sufficient. Given ONTABA's limited funds and that we work with a small number of volunteers, we are not presently in the same position to use this process.

Where Are We Now?

Since the results of the feasibility study have yet to be released (and it's unknown if they will ever be released), PRC needed to continue to work on the mandate that they have been provided by the membership. As a result, this past fall PRC began to engage with PG again to determine our best course of action. PG advised that an environmental scan should be completed whereby PG would (on ONTABA's behalf) contact the senior policy advisor and possibly also the chief of staff and the minister. This would then result in a briefing note that would engage the process and find out if there are any policies, activity or discussion related to the field of

ABA and specifically with regards to the feasibility report. Using a lobbyist such as PG has greater influence in such processes. The environmental scan is advantageous to us at this point to find out what's going on at the government level so that the PRC can make informed and relevant decisions about how to proceed. Although PRC has attempted; we have had no success in establishing meetings with ministry representatives. By initiating the environmental scan, the government will be required to respond and we can then become engaged in whatever discussions are happening about our field. Once PRC has this information, decisions can be made about whether or not the Private Act is still the most appropriate course of action to follow. As always, PRC will be providing the membership with updates as required and will also be providing a report of our efforts this past year at the Annual General Meeting during the 2014 ONTABA Annual Conference.

Kim Trudeau-Craig, MSc. (Psych/ABA)

Chair – Professional Regulation Committee

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