

# The ONTABA ANALYST



NEWSLETTER OF THE



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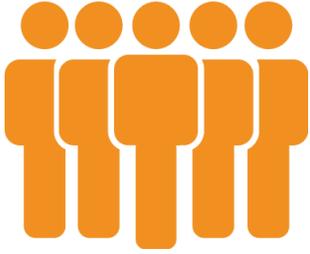
Follow us on:



**What did one leaf say to the other?**

**I'm *falling* for you**





# ONTABA Members

## EMERITUS

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Joel Hundert  
Andrew McNamara  
Larry Williams

## SUSTAINING

Lesley Barreira  
Shiri Bartman  
Gerry Bernicky  
Louis Busch  
Rosemary Condillac  
Ediana Othman Cox  
Laura Dignard  
Lanre Duyile  
Carly Eby  
Nancy Freeman  
Paula Green  
Kieva Hranchuk  
Lisa Israel  
Ilse Joubert  
Milena Kako  
Julie Koudys  
Pam Lawrynowycz  
Joanne Levy  
Tracie Lindblad  
Bruce Linder  
Albert Malkin  
Gopika Menon  
Kathryn Misale  
Kim Moore  
Laura Mullins  
Kay Narula  
Tara Ouellette  
Sheela Rajaram  
Jaime Santana  
Sandra Silliker  
Wanda Smith  
Toby Stahlschmidt-Kah  
Rebecca Videnoff  
Nancy Warren  
Carobeth Zorzos  
Larissa Zwick

## ONTABA BOARD OF DIRECTORS

**President** – Jennifer Cunningham  
**President-Elect** – Kendra Thomson  
**Secretary** – Joan Broto  
**Treasurer** – Raluca Nuta  
**Graduate Student Representative** – Joey Robertson  
**Undergraduate Student Representative** – Jamie Wallace

### Directors at Large

Shiri Bartman  
Jason Bosett  
Carly Eby  
Karl Gunnarsson  
Aamir Khan

## ONTABA PROFESSIONAL COMMITTEES

**Adult Services Chair** – Rosemary Condillac, Karl Gunnarsson, & Nicole Aliya Rahim  
**ASD Committee Chairs** – Carly Eby & Nancy Machese  
**Conference Chair** – Jamie Wallace  
**Elections Chair** – Jennifer Cunningham  
**Education Task Force Chairs** – Angeline Savard, Tricia-Lee Keller, & Amber Zealand  
**Finance Chair & Membership, Awards and Recruitment Chair** – Raluca Nuta  
**Jurisprudence Committee Chair** – Julie Koudys  
**Newsletter Chair** – Jason Bosett (Editor in Chief: Nicole Neil)  
**Professional Development Chair** – Shiri Bartman  
**Professional Practice Chairs** – Jason Bosett & Shiri Bartman  
**Professional Regulation Chairs** – Kendra Thomson & Joan Broto  
**Public and Community Relations Chair** – Joey Robertson  
**Webpage Chair** – Aamir Khan

# FROM THE President's Desk

## Dear Members,

As I sit here writing this update I am keenly aware of a few things that the month of October brings with it for ONTABA. First, it means the end of the "ONTABA year" -as I typically think of it- is quickly coming to a close. Second, it means our annual conference is quickly approaching! I will let you read on for a more detailed update about the conference. Our annual conference also reminds me that a time of further change is also approaching for ONTABA.

Change, preferred or not, is something that seems to have been a constant throughout the nine years I have been on the board. But, change in 2019 has spanned many areas. I don't believe anyone can deny that this year has been a challenging one for many in the field (including those who work on behalf of ONTABA and the membership) and for many who access the services we provide and their families. During this time we have seen the landscape of the field of behaviour analysis start to change. We have seen behaviour analysts have to adjust and learn how to move forward. We have also seen those who are a part of the field and those who support it come together to continue to advocate for services that will help those who wish to access them. Although there is much more to be done, the united front has resulted in steps forward; some of which you will read about throughout this newsletter. ONTABA is aware of the need to continue to adapt and move forward.

One way ONTABA is planning for the future is through the development of the 2020-2022 strategic plan. Thank you to members and stakeholders who have taken part in the process by completing the survey or speaking with our governance consultant. The information and perspectives you have provided are invaluable. The current board members and our consultant have been working diligently to ensure the feedback is incorporated and to finalize strategic goals and indicators so that we can present them to the membership at this year's AGM. I hope that members will join us online or in person to hear all that ONTABA has been a part of over 2019 and the organizations view for the future.

The end of the ONTABA year also brings about a change in board members. Voting will remain open until 5 pm on November 13th, 2019. I encourage eligible members to take the time to review the nominees' biographies and vote. This is your chance to have your say and form your future board. A board which will lead the organization through any change to come over the next year or so. As always welcoming new board members indicates that we must say goodbye to others.

This year the ONTABA Board says goodbye to two Directors-at-Large, Jason Bosett, and Shiri Bartman; our Graduate Representative Joey Robertson; and our Undergraduate Representative, Jamie Wallace. I would like to take this opportunity to thank these board members for all their time and efforts. They have been an integral part in keeping all the arms of ONTABA moving forward and supporting the membership.

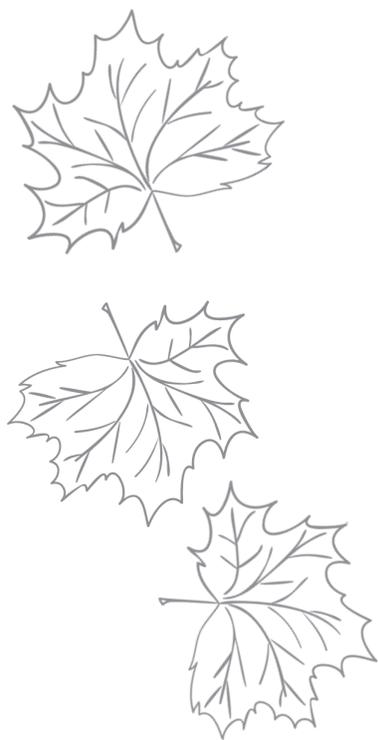
While I have you, I would like to take this occasion to say goodbye (or rather see you around) as I will be stepping down from my term as President during the 2019 AGM. I would be remiss if I didn't acknowledge that it has been intense, demanding, and stressful at times. In spite of it all, the positives far outweigh these times. It has been a personal honour to take on a leadership role within the organization and the field of behaviour analysis in Ontario during my time on the board of directors. I have learned an immeasurable amount about our field and the society we are a part of in Ontario. I have also had the pleasure of working alongside many amazing human

beings (most of whom also happen to be behaviour analysts), and many of whom I believe and hope that I have formed lifelong connections with. I have to admit this time of change for me is bittersweet, but for the organization it means a spot has opened up for someone new to come and be a part of the future. Come the new year you will be receiving your president's desk from the admirable Kendra Thomson who will be stepping into the role. During my time working with and getting to know Kendra I feel confident saying that this change is a positive one. ONTABA's leadership is in good hands and I am sure it will be made stronger as the new board comes together to move



**Jennifer Cunningham**  
President, ONTABA

# Strategic Planning in Progress



## Got Something for an Upcoming Issue?

The ONTABA Analyst is produced quarterly. The remaining issues for 2019 will be released in **January**

Interested? Send it to us!  
[newsletter@ontaba.org](mailto:newsletter@ontaba.org)



## Education Task Force

This past year, the Education Task Force activities have been focused on the production of a document that addresses ABA in schools. We have researched programs and school implementations to prepare a White Paper detailing evidence-based practices for use in schools. The document also makes recommendations regarding the incorporation of ABA into school-wide programming. ONTABA hopes that the document reaches policy makers, school board administrators, principals and school board consultants. We hope to publish this White Paper by the end of the year.

## Public and Community Relations Committee

The PCRC committee had a fantastic time hosting the evening of behaviour analysis “A BCBA’s Guide to Self-Employment”. Thank you so much to our great panelists, Nancy Marchese and Angeline Savard, for their invaluable knowledge and lessons of opening your own private practice. The committee is looking forward to the Conference social on November 14th from 8:30-11:30. We hope to see you there!

# Committee Updates



### ASD Committee

Our committee has been working to engage meaningfully with the greater community, including parents, self-advocates, and other professional groups. Opportunities to consult with relevant government ministries on improving access to quality ABA treatment for individuals with ASD in Ontario, has also been an important priority. We are looking forward to our in-person committee meeting, set to take place at the annual conference on Thursday November 14th at 12:50pm (room TBD). We would like to acknowledge all of our volunteers for offering their time and expertise throughout this past year. Thank you to Cailen Hudson, Dalena Anzivino, Caroline Roncadin, Brian Mason, Kristina McAdam, Samantha Herberman, Rachel Koffman, Laura Campbell, Nancy Freeman, Kim Trudeau-Craig, Jane Lee, Julie Koudys, and Carobeth Zorzos.



### Professional Practice Committee

Do you have questions about professional practice? The Professional Practice Committee (PPC) would like to invite our membership to submit professional practice questions to [professionalpractice@ontaba.org](mailto:professionalpractice@ontaba.org). We will endeavour to answer your questions or connect you to evidence-based practice resources. We look forward to hearing from you!

## Website Committee

Our new payment processing system (Payfirma) is up and running! Thank you to our members for their patience as this matter was being resolved. As we attempt to continue to promote ONTABA online, we are seeking to expand the webpage committee in terms of committee members as well as overall functionality of the website. Any ONTABA members with expertise in online marketing, social media, and creative projects/content creation are encouraged to contact [website@ontaba.org](mailto:website@ontaba.org) if they are interested in joining the webpage committee. As ONTABA and the presence of behaviour analysis grow in Ontario, it will be important to leverage any and all online platforms as much as possible in order to maximize our impact online.

## Professional Regulation Committee

As per the membership update on September 20, 2019, members should be aware of the joint communication from the Ministry of Children, Community and Social Services (MCCSS) and the Ministry of Health (MOH) to the College of Psychologists of Ontario (CPO).

ONTABA will collaborate with CPO and relevant stakeholders to work towards autonomous regulation of the practice of behaviour analysis in Ontario that protects consumers of behaviour analytic services across sectors and populations. As consultations with MCCSS and MOH begin, we will provide ongoing membership updates and the opportunity for members to direct questions and concerns to the ONTABA Board.

### NOTICE OF TOWN HALL

Please join us on November 15, 2019 during lunch at the ONTABA conference (if you are a conference attendee) for an opportunity to ask your questions and provide input. We will follow up with a survey for members not attending the conference.



## Jurisprudence

### Committee

The jurisprudence committee has been actively working to support the development of standards and resources that will enhance Ontario-based behaviour analysts' knowledge and compliance with applicable legislation, regulations, program requirements and policy directives of municipal, provincial, and federal authorities. The original committee (consisting of Rosemary Condillac, Julie Koudys, Tracie Lindblad, Adrienne Perry) was expanded to include Jeffrey Esteves, Melissa Legree, Pamela Shea, and Krysten Spottiswood (RA). Heather Church recently stepped down from her role to devote more time to her clinical work and studies. The Committee thanks Heather for her contributions.

The previously developed Jurisprudence and Ethics Knowledge and Competency Standards were used to develop a comprehensive document that specifies learning objectives and resources pertaining to jurisprudence and ethics requirements for Ontario behaviour analysts. This document will form the foundation for training and evaluation resources. The Committee is in the process of selecting a vendor to create learning modules with embedded knowledge assessment.

With the recent announcement that behaviour analysts are to be regulated the Jurisprudence Committee is confident these resources will provide timely, professional development opportunities for all ONTABA members!

# Ethical Billing and Business Practices for Behaviour Analysts

## Context

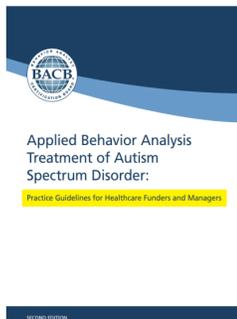


In January 2018, the Ontario Autism Program (OAP) began requiring families and ABA service providers accessing funding through the Direct Funding Option to submit a Budget Plan that outlines recommended ABA services and their associated costs (MCYS 2018)

This new requirement has resulted in numerous questions from providers regarding ethical billing practices.

## ABA Specific Resources

Given that behaviour analysis is currently unregulated in Ontario, there are minimal resources that provide direction to behaviour analysts when billing for ABA services. Current resources include:



**BACB® ABA Treatment of ASD: Practice Guidelines for Healthcare Funders and Managers (2nd ed.) (2015)**



**Behavior Analyst Certification Board (BACB®) Professional and Ethical Compliance Code (2017)**

## Other Resources

Until such a time when billing guidelines are developed specifically for behaviour analysts practicing in Ontario, it may be beneficial to draw from other regulated health professionals. Psychologists in Ontario have several resources that provide suggestions regarding decision making when billing for services. These resources include:

**CPA**  
Canadian Psychological Association Code of Ethics (2017)

**CPO**  
College of Psychologies of Ontario Standards of Professional Conduct (2017)

**OPA**  
Ontario Psychological Association Guideline for Fees and Business Practices (2015)

# Ethical Billing and Business Practice Dos and Don'ts

We have outlined a list of do's and don'ts in relation to ethical billing and business practices below. While not exhaustive, these provide a starting point for parents and clinicians when determining if billing and business practices are consistent with current available resources.



1. Obtain informed, written consent for billing and invoicing procedures, including collections procedures, missed or cancelled appointments, and late fees, before a client starts services.
2. Bill accurately and in a manner that is clear and easy to understand by parents. This includes, but is not limited to the following: name of client, date and duration of service, type of service, cost per hour, total cost of service, date payment is due.
3. Recommend service intensity and duration in a manner consistent with the research literature and sound clinical practice, including the BACB guidelines.
4. Hold funds in a separate bank account, if a client agrees to prepayment for services.
5. Keep all billing records in the same manner and for the same duration as clinical records. Allow for timely access to billing records upon parent request.
6. Offer a sliding scale (e.g. fees vary based on a client's ability to pay) when possible and appropriate.



1. Make retroactive changes to fees for previously delivered services.
2. Accept money or gifts for referrals.
3. Require clients to pay using only a specific method (e.g. credit or debit only).
4. Require clients to pre-pay for services (see bullet point #4 in "do" column for more information).
5. Invoice for a service that did not occur.
6. Invoice for additional hours that were not delivered.
7. Make service recommendations based on available funding.
8. Offer rebates for prompt payment of an account.
9. Prematurely discharge clients who are paying on a sliding scale to make room for clients paying the full rate.

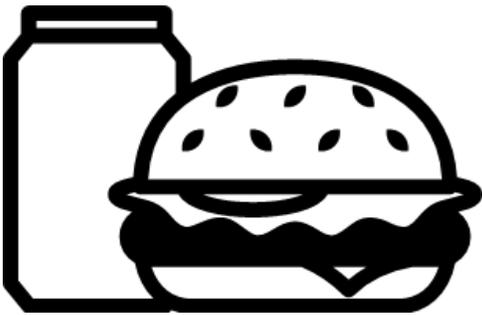


Download the: [Statement on Recommendations for Ethical Billing and Business Practices September 2018](#)

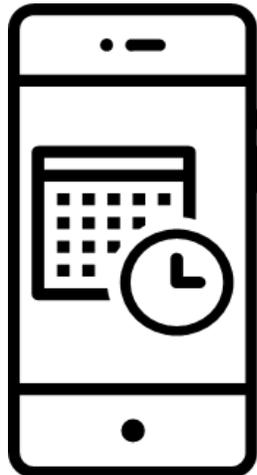
The content of this infographic is not intended to represent the Behavior Analysis Certification Board (BACB®), the Government of Ontario, the College of Psychologists of Ontario, or any other organization with whom ONTABA is affiliated with. Content should not be taken as specific legal or professional advice.

# Annual Conference

## Conference Committee Updates



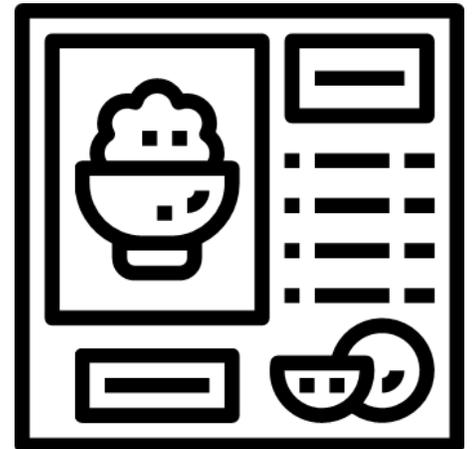
During lunch on Friday a town hall on regulation will be held for those who wish to attend. Lunch will be an hour and a half to allow for attendees to go and get lunch, eat quickly and come back to be a part of the conversation .



We are excited to announce that this years CEU collection at the annual conference will be automated for ONTABA members. You will use your smart device to sign in and out of events. Please download the CEU Helper app on your device in advance of the event and see this link for instructions <https://ceuhelper.com/info>. CEUs will be free for members and processed within 30 days of the event. Paper forms will be available for non-members.

**ONTABA's annual conference is only a few weeks away!**

This years invited speakers include Dr. Thomas Szabo, Dr. Jonathan Tarbox, Dr. Nicole Luke and Dr. Adrienne Perry. We're also offering four concurrent session options per block. We've got a range of topics from ethics, ACT, and even taking a closer look at climate change! The schedule, including all concurrent sessions and CEUs being offered, is available online at [Ontaba.org](http://Ontaba.org) under the 2019 conference tab.



The poster session will feature over 40 posters from both staff and students. An award is available for a student poster so be sure to come check-out what's on display!



# Keynote Speakers



**Dr. Jonathan Tarbox**



Acceptance, Values, and Committed Action: An Introduction to Implementing ACT Inside ABA Service Delivery



Get Out of Your Mind and Change Your Behavior: Using Defusion, Self-as-Context, and Mindfulness to Enhance ABA Services



**Dr. Thomas G. Szabo**



Using RFT to Promote Moral Thinking, Ethical Conduct, and Effective Activism



Diversity, Love, and ACT: Lessons from Skinner (1945)



**Dr. Adrienne Perry**



Re-thinking the Place of Research in Advancing Behaviour Analysis



**Dr. Nicole Luke**



Behaviour Analysis in Educational Settings: Consulting and Supervision with the Whole School Instead of Just the Child



# WHAT WOULD YOU DO?

**Dr. Rosemary Condillac, C. Psych, BCBA-D**

Associate Professor, Centre for 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](mailto: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.

*Tara is a behaviour analyst practicing in group home setting for adults with intellectual disabilities and other health, mental health, and behavioural needs. She has been trying to complete a functional behaviour assessment for four months. Her client, Antonio, engages in disruptive behaviour that leads to aggression, several times daily. The ABC data that she has been asking for is not consistent with the reported frequency of the behaviour and some staff have questioned the accuracy of data from other staff including part-time and occasional staff. She is also using indirect assessment by having three staff completed the Q-ABF. She knows that she needs some direct assessment in order to be making data-based decisions, but is unclear on how to proceed.*

Like Tara, many behaviour analysts in community settings in Ontario use the mediator model when providing services. Unlike a direct service model in which intervention is delivered directly to the client by the behaviour analyst or trained therapists, the mediator model relies on natural

caregivers such as direct-care staff or family members to implement the intervention in the client’s living and learning environments. In these situations, behaviour analysts are often faced with data collection issues. Sometimes data collection gets missed or is incomplete because mediators are heavily involved in providing support. Some mediators are unable or unwilling to take data. Other times there is a mismatch between the mediator’s skill

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and the complexity of the data collection system that is implemented. The lack of useable data is a problem because it can prolong the assessment period and delay intervention planning and implementation. Tara’s concern is supported by section 3.1(a) of the BACB Code which requires that current assessments be used to develop a treatment plan and that a functional assessment be conducted when designing a plan to treat problem behaviour.

Tara appears to be trying to use descriptive data to complete her FBA, by collecting ABC data and using the Q-ABF. While descriptive data can be helpful, and could potentially yield important information, Tara needs to weigh the risks and benefits of waiting

for accurate data from staff with the risks and benefits of potentially designing and running an experimental functional analysis (EFA). On the one hand, the descriptive data might be less intrusive to collect, but if data is not accurate and it is taking too long, there is a risk that they would not lead to the right functional hypothesis, and treatment could be delayed indefinitely. A solution might be for her to observe and take data herself (or a behavioural technician if available). On the other hand, if Tara can gather enough information to design an EFA, that could be more efficient and effective but there are risks when prompting and reinforcing dangerous behaviour. Taking the risk benefit analysis a bit further would likely be helpful. Prompting potentially dangerous behaviour and exposing it to putative reinforcement is often used as a rationale for not conducting an EFA. However, if the client engaged in problem behaviour multiple times per day over four months of exposure to natural levels of reinforcement while waiting for the assessment to be completed, a carefully crafted latency-based EFA might have made the assessment quicker (more efficient), and with the demonstration of functional relationships, may have identified a clear function (more accurate).

So two potential solutions would be to (a) arrange for a different source of data collection as early as possible when data collection is an issue or (b) design and implement a latency based EFA. If Tara is uncomfortable with designing and implementing an EFA, she should seek out consultation or supervision from a trusted mentor.

**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](https://www.bacb.com/wp-content/uploads/170706r_compliance_code_english.pdf)

Miltenberger R.G., Bloom S.E., Sanchez S., Valbuena D.A. (2016) Functional assessment. In Singh NN (ED), Handbook of evidence-based practices in intellectual and developmental disabilities, 69-97. New York: Springer; 2016.