

## The Transitional Certification Panel: Update

For the past several months the Transitional Certification Panel has been working on behalf of the membership of ONTABA to create a made-in-Ontario certification process for behaviour analysis practitioners in Ontario. Coming out of ONTABA's approved Strategic Plan (2003), the Transitional Certification Panel was established (with positions later filled by election) and given the mandate of (1) *implementation of the ONTABA Board-approved certification process in Ontario ... and (2) to achieve independence from ONTABA as a non-profit organization within 5 years ... [through] ... the creation of a Board of Directors ..., the development of a process for administration, financial viability, development of by-laws, incorporation, appropriate administrative structure of a non-profit organization ... and the systems needed to have in place to ensure continuity with the Strategic Plan.*

At the 2004 ONTABA conference the TCP reported on progress to date. Since that time the TCP has worked to create a policy framework within which the certification system will operate. In keeping with the direction set by ONTABA, the TCP endeavored to make this framework consistent with models used by Regulated Health Professional Colleges.

Since certification is intended to enhance protection to the consumer, to provide professional identity to practitioners and to provide assurance to potential employers, it is important that systems of internal review and accountability are built in. Thus, in addition to articulating a certification process, the draft framework sets out structures, committees and procedures to guide the investigation of complaints regarding ethical issues and concerns regarding fitness to practice. In addition, the draft framework includes a process to allow a transitional panel to begin the certification process but see it eventually be taken over by an independent body with full independence from ONTABA.

With a policy framework drafted, the TCP is re-doubling its efforts to attract additional membership from outside of ONTABA membership. This is in keeping with the direction set by ONTABA (see 2003 Annual Conference meeting minutes) to seek broad expertise (e.g., a lawyer, a member of a currently-

*Continued on Pg.2*

# the ONTABA ANALYST

**Ontaba**

The Ontario Association for  
Behaviour Analysis

An Affiliate Chapter of  
The Association for Behavior  
Analysis International

Carroll Drummond  
Editor, Production Manager  
Ross Violo  
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**INSERTS:** 1. **ONTABA 2005 Conference Survey**  
2. **ONTABA Nomination Ballot 2005**

**From the President's Desk**

Rosemary Condillac  
RACK Consulting  
ONTABA President



Spring has sprung, which means that the Annual ABA Convention is just around the corner. We encourage ONTABA members to become members of ABA International; chapter adjunct memberships cost less than a tank of gas these days! For those ONTABA members attending the ABA convention, please consider writing a brief article about a session that you attended or presented and submitting it for the next edition of the Analyst. We hope to see you at the International Development Brunch!

Your board of Directors and Committee Volunteers have been hard at work. We are proud of the progress that is being made by our Standing Committees, Task Forces, and the Transitional Certification Panel. If you have questions regarding any of the committee updates published in the analyst please contact the relevant chair (see list on back page).

In this issue of the Analyst you will find 2 important enclosures. The first is the membership survey regarding conference planning for our annual conference. We know that less than half of all ONTABA members attend our annual conference, and we are interested in knowing why. We would also like your ideas surrounding topics, speakers and locations. Please complete the survey immediately, and return it to us by May 6<sup>th</sup>. The second insert is the call for nominations for the ONTABA election. We realize that it might take time to find nominees, and we would like to get a head start on the nomination process. Please take the time to get involved in your organization by nominating a fellow member or by asking someone to nominate you. We are especially interested in members from across the province, and are willing to make alternative arrangements (e.g. telephone, videoconference) arrangements for board members who are not able to attend meetings due to distance. We will continue to accept nominations until June 30<sup>th</sup>, 2005.

The organization is always looking for volunteers, so please get in touch if you can make time to become more involved in ONTABA.

*Continued from Pg.1 TCP: Update*

regulated profession) as well as consumers/laypersons to inform the process. Once broader input is received, the policy framework can be prepared for presentation to the ONTABA Board and, ultimately, the membership of ONTABA.

Next steps include following up on contacts made with appropriate experts regarding the creation of a written exam. In addition, the TCP has begun work on a business plan to guide the implementation of the certification system in a manner that will ensure its long-term financial stability.

Submitted by Peter Wyngaarden on behalf of the TCP

**ONTABA**

**President:**  
Rosemary Condillac  
2003-2005

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Bill Kirby  
Joel Hunder  
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Katrina MacDonald  
Mary McMillan  
Andrew McNamara  
Janet Valcourt  
Carobeth Zorzos

**Student  
Representatives:**  
Betina Clancy  
Thomas Rhee

## ONTABA Committee Updates

### ONTABA COMMITTEE UPDATES:

#### Conference Committee:

Conference Chair: Shiri Bartman

The ONTABA Conference 2005 Committee is seeking your feedback via this issues' member survey. Please respond May 6 2005. Anyone wishing to help with the conference for 2005 please contact Shiri at [shiri.bartman@surreyplace.on.ca](mailto:shiri.bartman@surreyplace.on.ca) or 416-925-5141.

#### Elections Committee Update:

Board Liaison/Chair: Katrina McDonald

Nominate your Board! The Elections Committee has provided you with a nomination form for Elections 2005 in this edition of the ANALYST. Please return your form by June 30, 2005.

#### Membership Committee:

Board Liaison: Mary McMillan

Chair: Amy Barker

See update on page 6. If you have address changes, please let us know so that we can forward your ONTABA materials to you. Membership forms are available on the website at [www.sl.on.ca/ONTABA](http://www.sl.on.ca/ONTABA)

#### Recruitment Committee:

Board Liaison/Chair: Carobeth Zarzos

The focus of the recruitment committee so far this year has been to recruit members at the college/university psychology / BST programs. We're currently developing a plan for recruitment activities in the fall, which we will include in the next newsletter.

We rely on volunteers to help spread the word about ONTABA, so please contact Carobeth if you are interested in assisting with recruitment activities or require further information. We're particularly interested to have volunteers from various areas of the province to ensure our recruitment efforts are widespread.

#### Newsletter Committee:

Board Liaison: Betina Clancy

Editor: Caroll Drummond

I am very pleased to see that our next issue of the ONTABA Analyst will be on line thanks to Janet and Rob! Time to send in your articles, book reviews etc. Lets not be short on content again! Readers appreciate your contributions. Send Ross Violo your contribution at [sifuross@rogers.com](mailto:sifuross@rogers.com).

#### Webpage Task Force

Board Liaison/Chair: Janet Valcourt

ONTABA has contracted Robert Duff to work with Janet Valcourt in developing the new site at [Ontaba.org](http://Ontaba.org). The site will eventually allow online transactions such as membership renewal and conference registration. As well, there will be a members only section with an electronic version of the ONTABA newsletter and members only features. We are very excited about the development of [Ontaba.org](http://Ontaba.org) and hope to have the site up and running in the next few weeks.

#### Public Policy Task Force

Board Liaison/Chair: Rosemary Condillac

We are eager to get rolling with our public policy task force, and have successfully been making contact with individuals and organizations with common interests. We will be accumulating a list of members with particular expertise and areas of interest regarding policies (e.g., Autism, Physical Restraint, Dual Diagnosis) and hope to call on these individuals to assist us in preparing responses and/or meeting with key stakeholders.

Please contact Rosemary Condillac

([rackconsulting@sympatico.ca](mailto:rackconsulting@sympatico.ca)) or Carobeth Zarzos

([carobethz@rogers.com](mailto:carobethz@rogers.com)) if you are interested in becoming involved in this exciting project.

#### Awards and Recognition Task Force

Board Liaison/Chair: Thomas Rhee

The Board of directors announced this initiative with the goal of researching and advising the board of directors on potential awards and recognition strategies to encourage study, research, and excellence in the practice of behaviour analysis. We are actively seeking members for this task force. We need a creative team to recommend ways that we can reinforce students, clinicians, policy makers and other individuals who do work related to the ethical and effective application of behaviour analysis.

#### Transitional Certification Panel

See page 1&2.

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### The ONTABA ANALYST

*is only as good as your contributions!*

*We need your articles, book reviews, posters, perspectives, and opinions.*

*Don't be shy, submit!*

**EMPLOYMENT OPPORTUNITY**

Surrey Place Centre

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Surrey Place Centre is a community-based organization that provides a range of services including complex assessment, diagnostics, and treatment for people living with developmental disabilities. We are dedicated to helping every client reach their potential – at every stage in life. With highly skilled staff and dedicated teams, we're making a real difference through inspired leadership, service and research excellence, community collaboration and creative capacity building.

**Sr. Behaviour Therapists**  
**36.25 hours/week**  
**\$45,822 - \$58,072**

We are seeking individuals with demonstrated education and experience in applied behaviour analysis to work with clients with developmental disabilities and their family. You will have an independent working style and the ability to participate as a member of an interdisciplinary team. Your work will be guided by a Registered Psychologist and will require you to provide behavioural assessment and intervention for clients assigned to you.

Qualifications for this position are usually acquired through graduate level education in psychology or the equivalent. You have demonstrated knowledge, experience and expertise in using behavioural methods to assist clients and their caregivers and with different behavioural schools and developmental approaches. Experience with multi-cultural environments and fluency in languages other than English would be an asset as our clients are members of diverse ethnic backgrounds.

Interested applicants should submit their resumes in confidence to Human Resources, Surrey Place Centre, 2 Surrey Place, Toronto, Ontario M5S 2C2 or fax: (416) 925-5645, or e-mail at [hr@surreyplace.on.ca](mailto:hr@surreyplace.on.ca), by May 20, 2005.

**Surrey Place Centre fosters diversity in the workplace and welcomes applicants from the communities we serve.**

## EMPLOYMENT OPPORTUNITY

With over 20 programs in Toronto and York Region, 200 employees and a \$10 – million operating budget, Vita Community Living Services supports individuals with developmental disabilities and dual diagnosis. We are currently recruiting for the following:

### Behavioural Therapist

Reporting to the Director of Clinical Services, you will provide behavioural assessments, design behavioural intervention plans, evaluate progress and revise plans as necessary. You will participate in the design and implementation of training initiatives to meet the needs of direct support staff in the areas of behaviour supports. You may facilitate group and individual therapies from a cognitive-behaviour orientation.

Preferred qualifications for this position are a graduate level education in psychology with a strong behavioural and cognitive-behavioural orientation. You have a minimum of 2-3 years clinical experience of working with individuals with developmental disabilities and or dual diagnosis. Demonstrated knowledge and experience in the facilitation of group/individual counseling. Experience in staff training and education an asset. Excellent interpersonal and communications skills required along with strong computer skills. Must have a valid drivers license and use of a reliable vehicle (travel throughout GTA required).

Please send your resume by May 15th, 2005 to:

Human Resources,  
Vita Community Living Services  
4301 Weston Road, ON M9L 2Y3  
Fax: 416-749-1456  
E-mail: [careers@vitacls.org](mailto:careers@vitacls.org)

**ABA International 2005 CHICAGO** Are you going to ABA? If you are, here is a special invitation to you;

On behalf of Dr. Ned Carter, International Representative, Dr. Maurice Feldman, Chairperson for the International Development Committee, and the ABA Executive Council, I would like to invite you to attend the International Development Brunch at the ABA Convention on Saturday, May 28, 2005. The purpose of this event is to welcome our international members, network, and review the international development of behavior analysis.

The International Development Brunch will take place from 10:00 - 11:20 am in Continental Ballroom A on the first floor of the Hilton Chicago Hotel. Your presence at this event would be most valued. In addition, please promote this event to your colleagues and encourage them to consider the benefits of ABA membership.

Please let us know if you plan to attend by replying to [convention@abainternational.org](mailto:convention@abainternational.org). If you are aware of others from your country or region who plan on attending this brunch, we would appreciate receiving their names as well. Please reply by Friday, May 6 so that we can make proper food arrangements.

We would also like to encourage you and your colleagues to attend the ABA Expo on Sunday, May 29, from 10:00 pm - 12:00 am in the Southwest Exhibit Hall (Lower Level). The Expo provides an excellent opportunity for all conference attendees to see what is happening with behavior analysis around the world. We look forward to seeing you there!

Sincerely,  
Maria E. Malott, Ph.D.  
Executive Director/Secretary-Treasurer  
Association for Behavior Analysis

Membership & Recruitment Updates 1999 to March 29, 2005:

1999	2000	2001	2002	2003	2004	2005
Memberships	Memberships (first year with increased fees)	Memberships	Memberships	Memberships	Memberships	Memberships (to date)
134 Full	136 Full	201 Full	235 Full	218 Full	211 Full	151 Full
27 Sustaining	18 Sustaining	19 Sustaining	28 Sustaining	24 Sustaining	26 Sustaining	22 Sustaining
24 Student	25 Student	27 Student	40 Student	50 Student	42 Student	29 Student
2 Affiliate	8 Affiliate	39 Affiliate	22 Affiliate	20 Affiliate	14 Affiliate	12 Affiliate
1 Emeritus	1 Emeritus	1 Emeritus	1 Emeritus	1 Emeritus	1 Emeritus	1 Emeritus
Total = 188 members	Total = 188 members	Total = 287 members	Total = 326 members	Total = 313 members	Total = 294 members	Total = 215 members
New = 88	New = 85	New = 151	New = 133	New = 108	New = 75	New = 68
Renewals = 100	Renewals = 102	Renewals = 118	Renewals = 161	Renewals = 177	Renewals = 193	Renewals = 138
Returning = 0	Returning = 1	Returning = 18	Returning = 32	Returning = 28	Returning = 26	Returning = 10
Total Revenue = \$2410.00	Total Revenue = \$6090.00	Total Revenue = \$8775.00	Total Revenue = \$10,390.00	Total Revenue = \$9740.00	Total Revenue = \$9400.00	Total Revenue = \$7000.00

Updates:

- An additional mailing for 2004 members was completed along with mailings to 2002 and 2003 members who did not renew their memberships.
  - Wrote out steps on the process to complete a membership form.
  - Met with Carobeth to go over recruitment processes, gave her the membership & recruitment travel box / T-shirts / tour kit.
- Submitted by Mary McMillan, Board Liaison of the Membership Committee

**Getting connected**

**ABA International Information**

ABA website:  
<http://www.abainternational.org>  
 ABA Email:  
[mail@abainternational.org](mailto:mail@abainternational.org)  
 Phone: (269) 492-9310  
 Fax: (269) 492-9316  
 Address: 1219 South Park Street,  
 Kalamazoo, MI 49001

**ONTABA HOME PAGE**

Internet address:  
<http://www/sl.on.ca/ontaba/>

**CONTACTING ONTABA**

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**ONTABA Analyst Submissions**

**Your newsletter is only as good as your contributions.**

The *ONTABA Analyst* is a forum for us to stay connected in many ways. All members are encouraged to submit articles on topics related to behaviour analysis; theoretical, practical or topical issues, perspectives from different regions of the province, jobs or schools, research accounts, news, announcements, your biography, reviews, student practicum, etc.

**Article submissions:**

We reserve the right to edit without changing the intent of an article, request further editing by the author, publish articles relative to the content of the current Analyst, publish them at a later date with due respect to the timeliness of a given article, or refuse an article. You will be informed of acceptance, rewrite or refusal of an article. Announcements will be published at the discretion of the editor. *ONTABA* will not be held responsible for the views and opinions of *ONTABA Analyst* contributors.

Advertising in the *ONTABA Analyst* is available for a fee payable to *ONTABA* ( \$100.00 1/4 pg., \$200.00 1/2 pg., \$300.00 full pg.). Job ads may be posted on the *ONTABA* website for up to 30 days.

Submissions for the next *ONTABA ANALYST, Issue* must arrive to **Caroll Drummond** at [carolld@sympatico.ca](mailto:carolld@sympatico.ca) or **Ross Violo** at [sifuross@rogers.com](mailto:sifuross@rogers.com) by June 1 for the June 15th issue.

**Upcoming Conferences and Workshops**

**International Conferences**

- 31st ABA International Conference, May 27 to 31, 2005, Chicago, IL
- 22nd Annual Conference and Exhibit Show. NADD , October 26-29, 2005, St.Louis, MO
- 3rd International ABA Conference: November 25-27, 2005. Beijing, China

**Upcoming ABA Chapter Conferences (See ABA Website for more...)**

- Polish ABA 2nd Conference of the European ABA Sept 6-9th 2005, Gdansk, Poland e-mail: [ptab@univ.gda.pl](mailto:ptab@univ.gda.pl)
- Berkshire ABA and Therapy, Oct 13,14 University of Massachusettes, Amherst, MA

**Ontario Conferences/Workshops/ Events**

**Video Conference Series**

- Dual Diagnosis (MH/DD) rounds via video conference on OHA network hosted by the Royal Ottawa Hospital. Members include Penetanguishene, Kingston Psych, Surrey Place Centre, Walkerton, London, CAMH, et al. Every 3rd Wednesday 845 to 945 am. Interactive education and case presentation. Contact a site to get involved!

ONTABA  
 T-Shirts  
 \$20.00

On Behavior



Membership  
 sells ONTABAWEAR



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**Elections 2005:**  
**Chair/Liaison: Katrina MacDonald\***

### Committees

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f. (416) 243-0832  
e. [abarker@westpark.org](mailto:abarker@westpark.org)

### Task Forces

**Awards Task Force**  
**Liaison/Chair: Thomas Rhee\***

**Public Policy Task Force**  
**Liaison/Chair: Rosemary Condillac\***

**Webpage Task Force**  
**Liaison/Chair: Janet Valcourt \***

**Member Emeritus**  
Larry Williams

### 2005 Sustaining Members

Francisco Barrera  
Carol Drummond  
Sheelagh Jamieson  
Sandi-Lee Parker  
Rebecca Ward

Debra Charlesworth  
David Factor  
Christy Johnston-Garrity  
Adrienne Perry  
Benj.B.C. Wu

Barbara Claiman  
Maurice Feldman  
Laurie Leeming  
Don Salmon

Rosemary Condillac  
Nancy Freeman  
Bruce A. Linder  
Wanda Smith

Rita DiGangi  
Stella Greimer  
Lyle MacDonald  
Niicole Walton-Allen

**ONTABA, the Ontario Association for Behaviour Analysis,**  
is an affiliate Chapter of the Association for Behavior Analysis International.  
ONTABA currently has members from professions such as  
education, nursing, health care, and psychology.

**ONTABA's Vision: Fostering a culture of excellence, integrity, and expertise for the advancement and promotion of the science of behaviour analysis.**

**ONTABA's Mission: To demonstrate leadership, knowledge, and innovation in education, training, and research for the ethical and effective application of behaviour analysis.**

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