Professional Behavior Analysis and Ethical Practice: The Shaping of a Professional Behavior Analyst

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FL Tech School of Behavior Analysis and ABA Technologies, Inc.

NAC - PATTAN/PSU – 8/1/17

Introduction – Skinner (1904-1990)
Jose Martinez-Diaz (1950-?)

Jose’s Timeline

• **1950-1961** – Cienfuegos, Cuba
My Home Town: Cienfuegos Cuba

Cuba, 1957, “The Loco Next Door”
What Next?

Jose’s Timeline

- 1950-1961 – Cienfuegos, Cuba
- **1961-1973 – Miami, FL**
1966, Miami: “Psych Class” WTF?

Dream is the royal road to the unconscious

~ Sigmund Freud ~

www.StatusMind.com
U of Miami – 1969-1973

My Undergrad Years, U of Miami

• PSI: First contact with behavior analysis
1970, U of Miami – Fred Newman

The Keller plan handbook: Essays on a personalised system of instruction (The Benjamin PSI series)

Keller, Fred Simmons

Code Element 5.04

• Designing Effective Supervision and Training
• When training is needed, the training you receive should be behavior analytic, effective, and ethical.
My Undergrad Years, U of Miami

- PSI: First contact with behavior analysis
- **Skinner: Basic Principles of Learning**

1971, U of Miami – “Learning 1&2”
Code Element 4.01

- 4.01 Conceptual Consistency
- Behavior analysts design behavior-change programs that are conceptually consistent with behavior-analytic principles

The 7 Dimensions

- Applied
- Behavioral
- Analytic
- Technological
- Conceptually Systematic
- Effective
- Has Generality

Baer, Wolf, & Risley (1968)
BACB TL-5 Instructional Requirements

• “Concepts and Principles” requirement:
  • 45 hours added; total: 90 hours
  • At least 45 hours in a freestanding course in concepts and principles.
  • (BACB Newsletter, January 2017)
  • BACB says that Verified Course Sequences that currently have a freestanding C&P course have the highest “pass rates”...

My Undergrad Years, U of Miami

• PSI: First contact with behavior analysis
• Skinner: Basic Principles of Learning
• Working at insane places and my wise advisor, Dr. Bob Jones
Jackson Memorial Psych Unit

1972, Montanari Psych Unit
Code Element 4.0

- Behavior Analysts and the Behavior-Change Program.
- Behavior analysts are responsible for all aspects of the behavior-change program from conceptualization to implementation and ultimately to discontinuation.
Code Element 4.09

• Least Restrictive Procedures
• Behavior analysts review and appraise the restrictiveness of procedures and always recommend the least restrictive procedures likely to be effective.

My Undergrad Years, U of Miami

• PSI: First contact with behavior analysis
• Skinner: Basic Principles of Learning
• Working at insane places and my wise advisor, Dr. Bob Jones
• *Psychology Today* article: “Shapers at Work” and my wise advisor
1972, “Shapers at Work”

WVU, Here I Come!
Jose’s Timeline

- 1950-1961 – Cuba
- 1961-1973 – Miami, FL
- 1973-1978 – West Virginia University

Barry Edelstein - West Virginia U.
WVU Practicum

• 2000 Hours
• 500 hrs. at each of 4 different rotations
  – HRA-Valley CMHC Outreach Program
  – HRA-Valley Adult Day Program
  – WVU Med Center Psych Unit
  – WVU Med Center Outpatient Clinic

Ed Psych & ID & Tech
Jose’s Timeline

• 1950-1961 – Cuba
• 1961-1973 – Miami, FL
• 1973-1978 – West Virginia University
• 1978-1979 – Camarillo-UCLA Internship

’78-’79, CSH-UCLA Internship & Stayed Working ’79-’87
Jose’s Timeline

• 1950-1961 – Cuba
• 1961-1973 – Miami, FL
• 1973-1978 – West Virginia University
• 1978-1979 – Camarillo-UCLA Internship

’79–’84 CHS-UCLA – Issie & Steve
My First Case: The Story of Mark

The Story of “Danica”
Important: Train Behavior Analysts

• Both respondent & operant Bx
• Interactions between both
• Procedures that address both:
  – How graduated exposure and stimulus fading the same at times
  – Desensitization + abolishing operation

Training...

• Function-altering effects of reinforcement and contingency-breaking procedures
  – The sight of the bathroom, etc. was both a CE for the activation syndrome, a reflexive CEO for negative reinforcement and an SD for positive punishment
  – After: No CE or CEO-R; \( S^{DP} \) now \( S^{D} \) for \( S^{R+} \)
BEST Definition of Reinforcement

• A stimulus (stimulus change) that follows a response and increases the probability of EOs for reinforcement and $S^D$s to evoke similar responses.

• A stimulus (stimulus change) that alters (i.e., establishes) the function of EOs and $S^D$s to evoke behavior.

• Schlinger (2016)

Bobby & the Flickering Lights
The Shame of Tx for Persons w Sz Dx

- First ABA study (1959) showed how we could help persons with diagnosis of Schizophrenia
- Many other research studies have provided evidence of effectiveness of ABA with persons so diagnosed
- Shame: Now Rx, jails & homeless shelters
Big Pharma

Bigger Shame

• Even kids with Dx of Autism as young as 3-years-old are being prescribed psychotropic medications
• Catch Tom Freeman’s presentation later this week.
Jose’s Timeline

• 1950-1961 – Cuba
• 1961-1973 – Miami, FL
• 1973-1978 – West Virginia University
• 1978-1979 – Camarillo-UCLA Internship
• 1984-1988 – CSH + Pepperdine + Consulting

Pepperdine University
The Story of Benny

The Case of the Ventura County Group Homes
Jose’s Timeline (continued)

- 1988-1991 – Devereux, Melbourne, FL

1988-1991, Devereux Hospital
My MD Boss During Last 2 Years

• “It took him years to develop the problem. It will take years to…” and... “We just have to keep doing the same thing until he conforms to the program…”
• “The data might show that he is ready for discharge, but he really has not improved…”
• The memo that evoked my leaving...

Jose’s Timeline (continued)

• 1988-1991 – Devereux, Melbourne, FL
• 1991-1992 – New Medico, W Palm Beach
1991-1992, New Medico, WPB

1/1992, Thanks for Firing Me...

- While unemployed...
Jose’s Timeline (continued)

• 1988-1991 – Devereux, Melbourne FL
• 1991-1992 – New Medico, W Palm Beach
• 1992 – Consulting & First “CBA” Class

Billy, What is a nice man like you...
My First “CBA” Class

Jose’s Timeline (continued)

• 1988-1991 – Devereux, Melbourne FL
• 1991-1992 – New Medico, W Palm Beach
• 1992 – Consulting & First “CBA” Class
• **1992-1996 – DBA in D7 & CBA Program**
1992-1996, District 7 DBA

One of the Florida CBAs

The PhD in theosophy who had “PhD, CBA” next to his name in business cards and advertised himself as a doctoral-level behavior analysis
Case Scenario

Gracie, Her Grunting and the Water Mist:
Confusing Response Chains and Response Class Hierarchies

Alberta & Her Couch
The Orlando Group Homes

The Florida Certification Program
Why Regulate a Profession?

Legal:
- Full Weight of the Law
- Statutes
- Rules

Ethical:
- Disciplinary Action
- Service Contracts
- Core Assurances
- Code of Ethics
# Credentialing

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<th>Certification</th>
<th>Licensure</th>
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<tr>
<td>Involves the Profession</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Establishes Minimum Competencies</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Restricts Title</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Restricts Practice</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Established by State Statute</td>
<td>No</td>
<td>Yes</td>
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## “Enabling” versus “Restricting”

<table>
<thead>
<tr>
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<th>Certification</th>
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<tbody>
<tr>
<td><strong>Title</strong></td>
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<tr>
<td>Enables</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Restricts</td>
<td>YES</td>
<td>YES</td>
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<tr>
<td><strong>Practice</strong></td>
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<td>Enables</td>
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<td>YES</td>
</tr>
<tr>
<td>Restricts</td>
<td>NO</td>
<td>YES</td>
</tr>
<tr>
<td><strong>Established by each state’s laws and provided by the state</strong></td>
<td>NO*</td>
<td>YES</td>
</tr>
</tbody>
</table>

*May be recognized in a state’s laws, but is not established by state law or provided by the state*
The Florida Certification Program

1992-1995, FL Key Developments

• Behavior Analyst Task List, First Edition
• Multiple-choice Exam
• B Analysis Rule: Passage/implementation
  – Definition of our field
  – Increased certification requirements:
    • CABA, CBA, & CBA-Expanded
  – Improved Oversight System
Jose’s Timeline (continued)

- 1988-1991 – Devereux, Melbourne FL
- 1992 – Consulting & First “CBA” Class
- 1992-1996 – DBA in D7 + CBA Program
- 1996-1997 – Threshold + CBA Program

1996-1997, Threshold, Orlando
1/1997, Thanks for Firing Me...

Time to Spend on My Vision:
ABA Technologies, Inc.
Focus on Training ABA Professionals & Professional Credentialing

Jose’s Timeline (continued)

• 1988-1991 – Devereux, Melbourne FL
• 1991-1992 – New Medico, W Palm Beach
• 1992 – Consulting & First “CBA” Class
• 1992-1996 – DBA in D7 + CBA Program
• 1996-1997 – Threshold + CBA Program
• 1997-Present – ABA Tech + the BACB
ABA Tech Founded May 1997!

ABA Technologies, Inc.
Providing High Quality Behavior Analysis Services

We Offer:
Preparatory Classes for Certification
CEU Seminars
Agency Consultation & Training
Direct Client Services

1975 Palm Bay Rd. NE Suite 101 Palm Bay, FL 32905
321.951.8730 Fax: 321.951.8669 www.abatechnologies.com

Andy & the Wad of Paper

LET ME OUT
I WANNA GO HOME
Michael and the Oranges: Dystichia

• The Agency, the Many Hours of Wrap-Around, Home-Based, ABA Service Provided to a Child With High-Rate/Low-Severity Self-Injury, the Data, and the Graphs
“We have data...”

Approved ABA Hours per Week

<table>
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<tr>
<th>SERVICE:</th>
<th>BCBA/BCaBA</th>
<th>Behavior Tech</th>
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<tbody>
<tr>
<td>Months 1-3</td>
<td>8</td>
<td>40</td>
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<tr>
<td>Months 4-6</td>
<td>4</td>
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<td>Months 7-9</td>
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<tr>
<td>Months 9-13</td>
<td>1</td>
<td>10</td>
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Gestation & Birth of the BACB

Jerry Shook as Johnny Appleseed
The Pennsylvania Project +

Birth & Development of the BACB
Jose’s Timeline (continued)

- 1988-1991 – Devereux, Melbourne FL
- 1992 – Consulting & First “CBA” Class
- 1992-1996 – DBA in D7 + CBA Classes
- 1996-1997 – Threshold + CBA Classes
- 1997-Present – ABA Tech + the BACB
- **1998-Present – FIT**

Vision: Training ABA Professionals

*Conceptualization and Development of the Behavior Analysis Programs at the Florida Institute of Technology*

Jose A. Martinez-Diaz

Email: jose@abatechnologies.com

David A. Wilder

1 School of Behavior Analysis, Florida Institute of Technology, 150 W University Blvd., Melbourne, FL, 32901 USA

2 ABA Technologies, Inc., Melbourne, FL, USA
2013, School of Behavior Analysis

Continuing the Mission

• Train competent professional behavior analysts who...
• Focus on helping individuals and organizations to achieve value-driven, meaningful outcomes that lead to a better quality of life...
• And who behave ethically
Training Behavior Analysts

- Train scientist-practitioners; not technicians
- Train behavior analysts first; not autism specialists or “behavior” specialists
- Train in all four domains of behavior analysis, not only ABA practice

Domains of Behavior Analysis

Figure by Dan DeRosa
Four Branches of Behavior Analysis

- Experimental analysis of behavior (EAB)
- Conceptual analysis of behavior
- Applied behavior analysis (ABA)
- ABA service delivery, including the professional practice of behavior analysis

Credentialing & Accreditation

- The BACB credentials practitioners
  - The BACB also “verifies” course sequences, supervised experience and Type II CE providers
- The BAAB (ABAI) accredits behavior analysis training programs (graduate & undergrad)
- Approval versus Verification
Credentialing & Oversight

Professional Regulation & Oversight

- Professional Regulation
  - E.g., Credentialing
- Credentialing (e.g., BACB certification)
  - Allows for Oversight
  - The new Compliance Code enables oversight
  - Oversight can lead to disciplinary actions & sanctions
### What can be Accredited?

<table>
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<th>Individuals</th>
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<th>Degree Programs</th>
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<tr>
<td>Accredited</td>
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### BCBA vs. BAAB Requirements

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<th>Content Area</th>
<th>BACB: BCBA 4 (5)</th>
<th>BAAB: Master’s</th>
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<tr>
<td>Foundations</td>
<td>45 (90)</td>
<td>135</td>
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<tr>
<td>Methods</td>
<td>45 (45)</td>
<td>45</td>
</tr>
<tr>
<td>ABA Procedures</td>
<td>105 (135)</td>
<td>90</td>
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<tr>
<td>Ethics</td>
<td>45 (45)</td>
<td>45</td>
</tr>
<tr>
<td>Discretionary / Thesis/Capstone</td>
<td>30 (0)</td>
<td>Permanent Product</td>
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<tr>
<td>Experiential L</td>
<td>Variable-N/A</td>
<td>90</td>
</tr>
<tr>
<td>Total Instruction:</td>
<td>270 (315)</td>
<td>405</td>
</tr>
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</table>
Some Important Points for Training

• Teach the basic concepts & principles
  – Don’t forget respondent conditioning & interaction between operant & respondent...
  – The upcoming BCBA requirements includes 90 hours of instruction of C&P, 45 of which must be in a stand-alone course!
  – Integrate C&P with experiential learning
• Teach the methods of ABA
  • The upcoming BCBA requirements includes 45 hours in a stand-alone course!

Experiential Learning

• Practicum: Competency based
• Thesis or Capstone Project
• Integrate coursework, including ethics, with experiential learning
• Unfortunately, none of this can be done in a certificate program; that’s why the BAAB only accredits degree programs
The Saving Grace Now

• Many students who enroll in certificate programs work in agencies where they get excellent training and supervision from excellent BCBAs.
• Unfortunately, there are just as many, or even more, who don’t.
• But even some degree programs are not providing the type of training we need!

How Good is Our Educational System?
The Shame of American Education

“It has long been said that college teaching is the only profession for which there is no professional training. Would-be doctors go to medical schools, would-be lawyers go to law schools, would-be engineers go to institutes of technology, and would be college teachers just start teaching.”

(American Psychologist, 39)

Many College Professors Suffer from:

• Curriculum Development Disorder (CDD)
• Dysteachia
What is More Important?

Entertainment

OR

Education

Entertainment?

For a 2-Hour Movie
Or Education?
So...

How do we DESIGN, DELIVER, and TEACH courses without compromising educational outcomes?

Solutions

• Team approach with full support of administration
• Behavior analytic approach for instructional design and instruction
• Highly interactive high-tech methods to deliver instruction
• OBM methods to achieve best performance from all!
Triad Model (E.A. Vargas)

Integration of:

- Science (of Behavior)
- Technology (Engineering)
  - Instructional Design
  - Instructional Delivery
- Organization (Management; Teams)

It Takes Collaborative Teams!

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What’s Next

Keep Raising The Bar

Our Training Programs Must

MEET THE CHALLENGE
Thank You PATTAN & PSU!

• Contact Info:
• Jose Martinez-Diaz
• jose@abatechnologies.com