N Sync
In The Sink?
Maybe…

In Sink ERATER?
Out of Sync
Don’t You Just Hate It

You’re the Administrator and...

When:

You’re the Speech Therapist and...

9/30/2011
Dr. Susan Clare
Don’t You Just Hate It When...

You’re the Teacher And...

You’re the PARA And...

9/30/2011

Dr. Susan Clare
Fixer

Psychologist

Behavior Analyst

9/30/2011

Dr. Susan Clare
Prepare the Soil for Planting
Good Seeds
Growing A Garden
IN SYNC is About:

1. Developing
2. Using
3. Maintaining
4. Generalizing
5. Fading

• LASTING
• BEHAVIOR
• CHANGE
STEPS To Take

• Know the Student

• Know the Setting
  • Purpose or Mission
  • Personnel
  • Power Struggles
  • Ability to Adjust

Contingencies
What Da Ya Do

You Look At the Literature for Evidence Based Practice

When You Want to Know What Evidence Based Practice for Syncing is?
NOT - So - Surprising News
Overall Gap Between Research-to-Practice

- Limited Efficacy of Didactic Methods for Providing Professional Development
General Consensus (Cont)

1. job embedded training
2. direct observation and measurement of skills
3. followed by feedback—expected, repeated
For Example

- Just a smattering of examples from the current literature:
Classwide Treatment Integrity—I.A.’s

• Token Economy
  – Instructional Assistants
  – Rules for Delivery of Tokens
    • Inservice 2 days
    • Brief for new hires

Opps

```
<table>
<thead>
<tr>
<th>Self-Monitoring Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initials: ____________ Date: ______ Time: _____</td>
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</tbody>
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Please complete this following an observation session. Mark an X in the box you think corresponds to your behavior. Write "NA" in comments if you do not think it applies.

**Managing difficult verbal/disruptive behaviors:**
- Made a specific, correct point call within 5s of violation, did not respond to arguments or comments that occurred without hand raising.
  - How much of the time? 0-25% 26-50% 51-75% 76-100% Comments

**Delivery of prosocial/proacademic points:**
- Marked or told at least one student to add points, and told the student what he or she did right.
  - How many times? 3 or > 2 1 0 Comments

**Prompting to engage in a task or assigned activity:**
- Moved to student to give instruction, and said what should be done rather than what had been done.
  - How much of the time? 0-25% 26-50% 51-75% 76-100% Comments
```

Plus Accuracy Feedback and Prompting after Observations for Accuracy—Vibrating Pager

Petscher, (2006)
Inclusive Settings

• Basic Skills ID’d
  – Prompting
  – Reinforcing
  – Correction Procedures

• On the Job Monitoring

What About BSP’s

• Evaluate the Student
• Evaluate Enviornment/Learning Variables
• Develop a Dynamite Plan…
• But then IT doesn’t work??

TEACHER
Implementation of BSPs

- Video Modeling
- Variable Improvement
- Performance Feedback

100% Implementation of BSP
Special Educators and Function Based Tx

- Data Review with Teacher on target student’s behaviors

Noell, et. al (2002)
Plus

• 100% Fidelity resulted in avoiding consultant conference going over needed changes.

DiGennasro-Reed, et.al, (2007)
Training for PECS


2 Days
6 ½ Days
5 months
Need BST: Behavioral Skills Training
Behavioral Skills Training
PECS

• Written and Verbal Instructions
• modeling,
• rehearsal,
• feedback

Rosales, Rocio, et al, 2009
Menu of Role Play Foils

• Pick up and reach out to trainer
• Hold hand out or try to get item
• Pick up pict., but don’t give to T.
• Stare at the picture, don’t get it
• Wait for physical prompt
• throw pict. at trainer

Rosales, Rocio, et al, 2009 (cont)
What’s the Bottom Line; The Biggest Bang for the Buck?
MESSAGE?

Apron Strings
Avoid the “Don’t You Just Hate It When’s”
SYNC Yourself LASTING BEHAVIOR
Consider

1- Preparing the Soil for that Garden with a Behavior Skills Set

• Operationalize Expected Set of Behaviors

– That matches the skills needed by each level of implementer
Water Your Garden

2. By direct observation of skills needed (train, show, practice)
Fertilize Your Garden

3. Measure Behavior Skills Implementation and Reinforce
Weed Your Garden

4. Organize and Manage Team Performance Around Feedback
Best Policy
THANK YOU
References


