Being a Champion for Behavior Analysis

Ways to build a Legacy for the Future
Let’s Break the Ice

Who am I?
• Practitioner
• Mom
• Wife
• BCBA
• Immediate Past-President of FABA
• Student
The idea of a Legacy: FABA
Definition of a legacy
Examples
How to build it
Influence
“If you want the field to do something for you, you have to do something for the field. Human beings first, behavior analysts second.”

-Amy Polick, Ph.D., BCBA-D
The POWER of POSITIVE PARENTING

Dr. Glenn I. Latham

Foreword by Dr. Sidney Bijou
Legacy?

Nobel Prize Winner 1

Nobel Prize Winner 2

Cataldo, 2008, *JABA*
• Little “impact” as a researcher
• What is your impact?
• We have to connect
“Our mission is to train behavior analysts and leave a legacy of analysts going in a fruitful direction.”
- Vince Carbone (3/28/18)
Todd had a way of taking a problem or a difficult situation and turning it into a miraculous adventure. His solutions were like magic, and more often than not, you got to be a sorcerer's apprentice, not just a passive observer (Cataldo, 2008, p. 1).

Day care research limitations? Legal barriers, university restrictions? Setting up a corporation?

"Why don't you handle that? I'm sure you can do it."

"Like magic, a graduate student is transformed into an effective trusted colleague with major responsibilities, challenges, and the trust of Merlin that he will not fail" (Cataldo, 2008, p. 2).

"Such was the magic that Todd made. He bestowed unexpected and amazing responsibilities on us that expanded our skills, instilled confidence, and taught us courage. (Cataldo, 2008, p. 2)"

1. A Champion for Future Behavior Analysts
Expectation

Reality
These three things are not the same:
- Manager
- Leader
- BACB Supervisor

Approach supervision as if fostering a child
Don’t stop at the task list
Revised BCBA & BCaBA Experience and Supervision Requirements

The BACB’s accrediting body, the National Commission for Certifying Agencies, requires key certification standards to be periodically reviewed by subject matter experts (SMEs) for possible revision. As such, the BCBA and BCaBA Experience Standards were studied by a 12-member SME committee in February 2017 at the BACB’s headquarters in Littleton, Colorado. The SME committee was
• Accepting feedback is difficult
• Giving feedback is also just as difficult....
  • Unless the receiver is perfect
  • Then its easy
• Focus
• Shape
• Reinforce
• Pair/ figure people out and their reinforcer
• Good with clients; not so much with supervisees
Champion

Professional

Legacy
2. Champion by advocating for THEM
   (Client/Students/Children)

Expectation

Reality

THERE THERE...

YOU
Be a Champion... for our Clients

• Be a problem solver
  • Insurance lapsed? AHCA denied?
  • Investigate resources—ask

• Antecedent Community support
  • Network
  • Pair
  • Ask

• Fundraisers
• Our team raised over $110,000
• Scholarship for low SES families without insurance
• Foster a culture of discretionary effort = valuable
  • Benefit to those you serve

“Let men be happy, informed, skillful, well behaved, and productive.”
American Scholar, 25 (1), 47-65

• And you have to be productive because the #1 barrier you will face as practitioners...as educators....or as parents will be..

LIMITED RESOURCES
Among the investigative findings cited by AHCA:

- Providers attempting to bill "unbelievable hours" — more than 24 hours per day, more than 40 hours per week, and billing in excess of 31 days in a row.

- Some providers may have falsified their qualifications, exposing patients to behavioral analysis services from unqualified providers.

- Miami-Dade currently has 8,175 behavior analysis providers enrolled in the Medicaid program, and 5,676 recipients receiving those services, a ratio that AHCA called "abnormally high."

- More than a dozen large provider groups have been referred to the Office of the Attorney General’s Medicaid Fraud Control Unit for investigation of suspected criminal activity.

3. Be a Champion for beating the challenges and crossing barriers
3. Be a Champion to meet challenges **by anticipating them**

"Resources" can be taken away/removed
High Performing Content: Animated Video

FABA: Benefits of Board Certification Animated Video

23,863 reach
39,795 impressions
210 social interactions
29,000+ video views

The video was shared 400+ times and spread across the world in Egypt, France, Greece, Canada, and even the Cayman Islands.

Board certified behavior analysts change lives through an effective and science-based approach that helps individuals learn the skills they need to achieve their overall life goals and gain independence.
And all of us know how things can go from bad to worse.
Meeting Challenges like a Champion
Without Medically Necessary ABA treatment for my son, they have NO AVAILABLE PROVIDER FOR B C! Also, received newest budget from [redacted] which is now CUT IN HALF based on his services being provided, supposedly through AHCA. He is stuck in the middle! Tell me, HOW is Florida working to keep community while dealing with Autism? Have never felt so frustrated and out of ideas as I am right now! Without supports and services that he needs, he regresses almost daily!

Because of this confusion. And chaos. I have had to place my son in a group home. This could have been prevented

5 month without therapy equals to regression in behavior and SELF INJURY ...The ill effects of Autism do not stop for "reviews". You are putting these children through unnecessary stress - sometimes, life-threatening. Here some pictures of self-injury from today maybe with pictures on social media someone will listen.

Please help!
Example of large scale challenge and to disseminate how we handled it.
Category 5 (>150 MPH) in less than 24 hours

Timeline:
• Oct. 9th: Clinic/School closed Monday 5 pm
• 10th: Cat 2 maybe 3
• 11th: Category 5 hit around noon
• Widespread devastation
Example of how to research a lack of resources amidst a geographic-specific challenge
• Long term period: no utilities, water, cell, or internet
• Widespread, significant displacement
• Schools: $250 million in damage
• Loss of nearly 4000 students from school district
• Almost 5,000 as of May 2019 still homeless
• ~200 teachers
• 17 million cubic yards of debris
• Extensive damage to 2 major hospitals
  • One requires a major rebuild (destroyed)
• 3679- no longer enrolled
• $12.4 million in lost revenue (2018-2019)
• $24.8 million anticipated loss for 2019-2020

Springfield Elementary in Bay County was completely destroyed by Hurricane Michael last year. Credit: Carmen Pinkard, Bay District Schools

• 514 more employees gone?
Tyndall AFB

- 100% building damaged
- 100% base housing condemned
- Impacted clientele
• How do you champion through the impossible?
• Utilize the resources you built (when you didn’t need them)
Champions
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Colleagues
Children
Students
THANK YOU
...for all
that YOU do.