


Charting to Improve Professional Skills


Kelly Ferris, M.Ed., BCBA
Organization for Research and Learning

International Precision Teaching Conference, New Brunswick
NJ
November 2008



Why?

- Help students reach their aims
- “Master encouragers” to guide students towards achieving their personal best
- **Remember to ensure that WE are reaching our personal bests!**



A possible plan

- Identify contingencies
 - To whom are you accountable?
- Select pinpoints
 - What’s important for you to change?
- Chart
 - Make changes as needed
- Secure support
 - Sharing opportunities
 - Praise opportunities



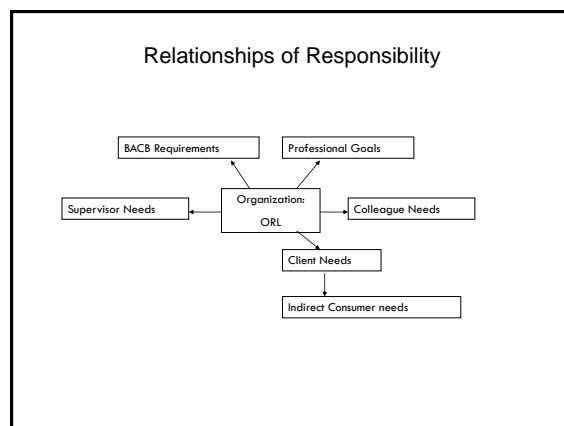
Identifying Contingencies

- Identify sources of responsibility
- Identify the functions in which you behave as a professional
- Align your goals
 - Position responsibilities
 - reach beyond your responsibilities




As a BCBA...

- Multiple Sources of Responsibility
 - BCBA Guidelines for Responsible Conduct
 - State requirements
 - Our supervisors
 - Our colleagues
 - Our clients
 - Our indirect consumers (parents)
 - Our companies
 - Ourselves!!!



ORL's Mission Statement



- Deliver high quality behavior analytic services to people with autism or related disabilities and their families
- Contribute to the field of behavior analysis and precision teaching
- Improve the body of literature available on effective treatment for learners with autism

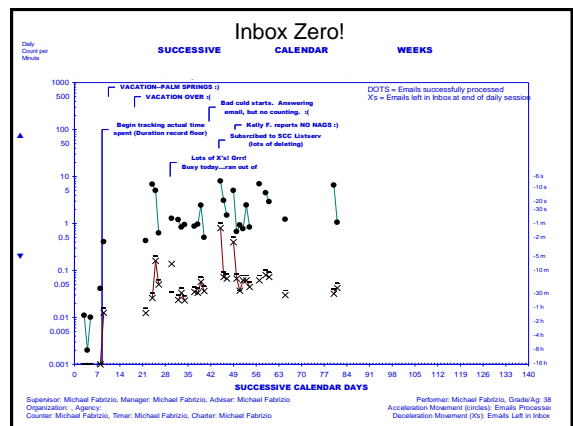
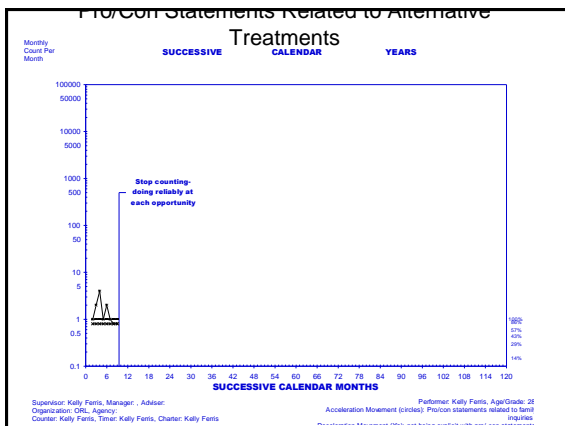
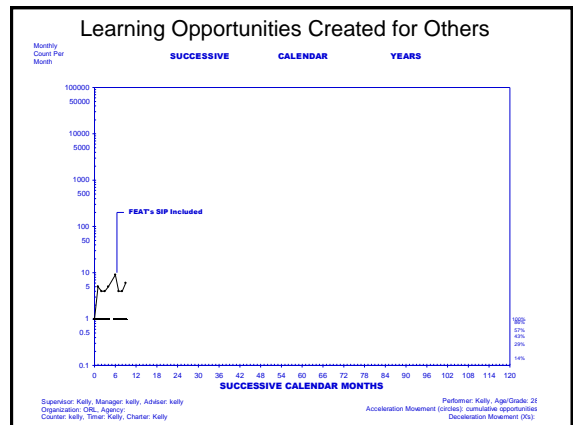
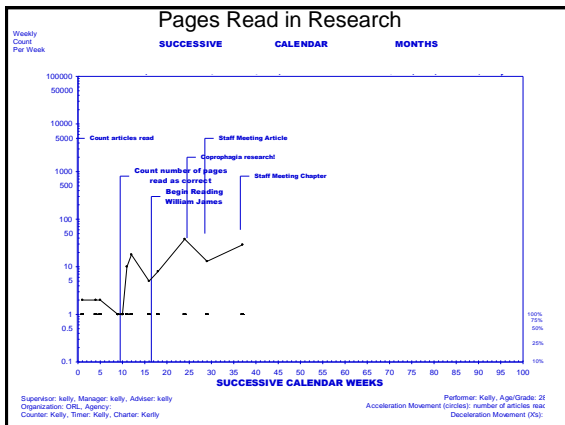
Aligning Goals with an Organization's Mission

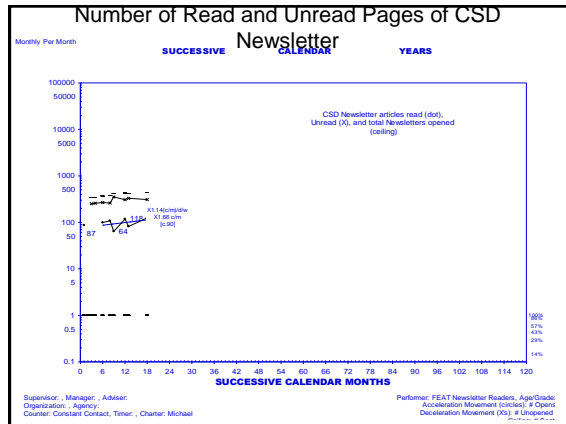
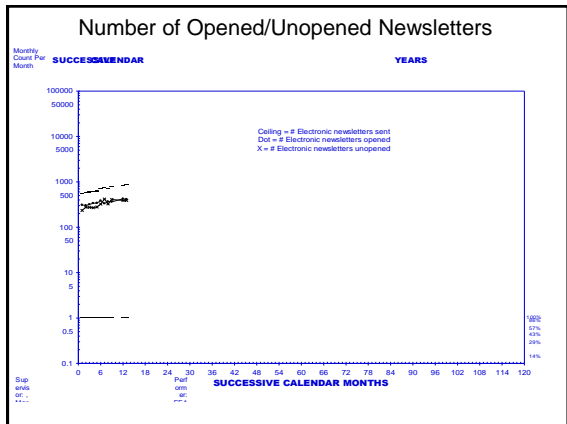


- Deliver high quality behavior analytic services to people with autism or related disabilities and their families

Pinpoints:

- Stay connected with current research
- Provide families with necessary information to allow them to make informed decisions about services
- Provide learning opportunities for other professionals
- Responsiveness to emails
- Pages Read/Unread FEAT Newsletter
- Pages Read/Unread of CSD Newsletter



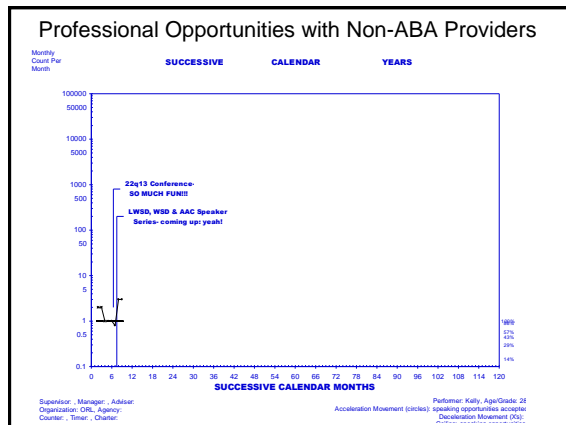


Aligning Goals with an Organization's Mission

- Contributions to the field of behavior analysis and precision teaching

Pinpoint:

- Number of professional work opportunities with NON-behavior analytic professionals

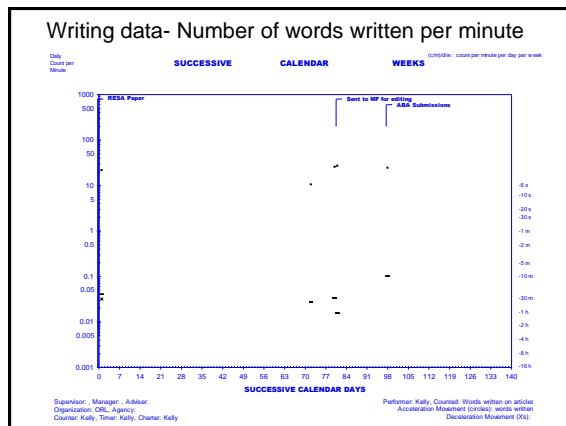


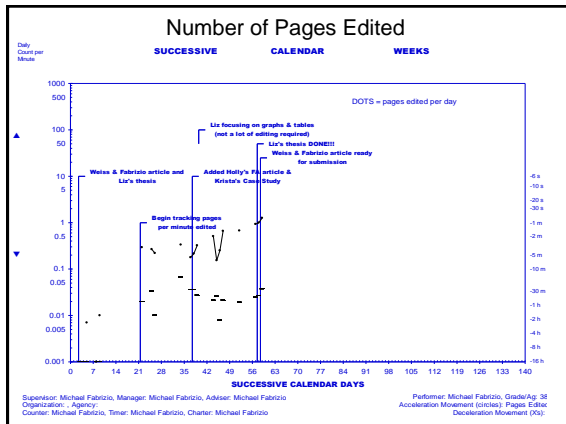
Aligning Goals with Organization's Mission

- Improve the body of literature available on effective treatment for learners with autism


Pinpoint:

- Number of words written towards publications
- Pages Edited






Support Strategies



- Share publicly
 - Staff Blog
 - Share every other month at staff meetings
- Identify sources of support for your goals
 - Research: create a reading group
 - Writing: find a good editor
 - Editing: writers who will “nag” gently, but effectively

Data-Based Decisions




- Change when needed!
 - Stop charting
 - Change measures
 - Identify new goals
 - Count different behaviors
 - Articles read to pages read
 - Pages written to words written
 - Change displays
 - Per month to cumulative records

Thank You, Teachers Mentors and Friends!



<ul style="list-style-type: none"> • All my students!!! • Vince Warner • Michael Fabrizio • Alison Moors • Stacey Shook • Bill Helse • Holly Almon-Morris • Kristin Foley • Sara Pahl • Kristin Wilkinson • John Demarco • Heidi St. Pierre 	<ul style="list-style-type: none"> • Charles Merbitz • Og Lindsley • Felix Billingsley • Owen White • Liz Lefebvre • Rebecca Phillips • Kate Laino • Shane Isley • Rose Feddock • Krista Zambolin • Donna Heughan
---	--

Contact Me



Kelly@o4rl.com