FL Tech ABA Professional Development Program

BEHP 1067

Study Guide 1 - Version 1

“So You Wrote the Perfect Behavior Plan, Now What?”

or

“Performance Management in Human Service Settings”

Corey Robertson, M.S., BCBA

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Content Outline

A. Introduction
   a. Organizational Behavior Management
   b. Performance Management
   c. Systems Support
B. Literature Review
   a. OBM
      i. Task Clarification
      ii. Training
         1. Smith, Parker & Lovaas (1992)
      iii. Goal Setting
         1. Wilk & Redmon (1990)
      iv. Feedback
      v. Contingencies
         2. Bateman & Ludwig 2003
         4. Johnson & Dickenson 2010
   b. Performance Management in Human Services
      i. Intro
         1. McClannahan & Krantz (1993)
      ii. Applications

iii. Outcome management  

C. Personal examples  
   a. Intro to OBM Project: Improving data collection in group home staff  
   b. Collecting data on staff behavior and using feedback  
   c. Thesis- An application of outcome management with supported living coaches
Learning Objectives

The participant will be able to:

1. Summarize the literature related to in training, feedback, and contingency management (pay for performance) in general
2. Summarize literature specific to interventions in human services
3. Give examples of strategies to improve staff performance in human service settings
4. Develop pinpoints for staff performance
5. Develop a method of monitoring staff performance

Suggested Readings (not referenced)


References


