



EXECUTIVE MEMORANDUM

TO: Executive Directors, DSN Boards; CEOs, Private Providers; and Residential Directors

FROM: Rufus Britt, Associate State Director of Operations

A handwritten signature in black ink, appearing to be "R. Britt".

DATE: October 15, 2021

SUBJECT: Training Opportunity – ***Introduction to Behavioral Programming***

The Department of Disabilities and Special Needs (DDSN) is offering training to agencies providing residential habilitation serving individuals with complex support needs.

The training, titled “*Introduction to Behavioral Programming*,” is designed to assist personnel on the frontlines and supervisory roles in residential settings expand and share best practices to support individuals displaying aberrant behavior(s). The expected outcome for attendees is increased localized knowledge of evidenced-based practices to reduce and/or eliminate aberrant behavior(s).

Ideal candidates include personnel with supervisory responsibilities and/or program-development responsibilities. This is in keeping with the concept of pyramidal training—identifying training participants that possess supervisory responsibilities (e.g., residential coordinators) enabling them to directly influence the work behavior of those under their supervision.

Training Format

The training format includes several components and is arranged in an asynchronous manner.

- Five in-person class meetings of five hours each. These occur over the course of 7–8 weeks.
- 1:1 video conference with instructor between class meetings to provide assistance with written assignments.
- Monthly group video conference post training completion to generalize these new skills across time, case discussion, and the dissemination of changes to standards and survey processes.

Curriculum

The curriculum is presented in a workbook that remains in the possession of the participant for future reference. Early topics include risks and benefits to the individuals receiving behavior supports and philosophical changes in our view of human behavior. The majority of the topics are directly related to intensive behavior intervention supports and follow the sequence of topics described in the Residential Habilitation Standards (RH5.0 – RH5.5). The glossary describes related terms to increase fluency across the behavior-analytic terminology. Each class meeting

ends with a written assignment for review the following class meeting. Assignments cover tasks related to the assessment of problem behavior via empirically-validated assessment devices, identifying the function of the problem behavior and developing function-referenced strategies. These strategies focus on the improvement of positive behavior that serve to replace problem behavior.

For questions or to register, contact Mark P. Morgan, Program Manager I-Crisis Response, via email (mmorgan@ddsn.sc.gov) or by dialing 803-898-9257.