Supervision: Flying over Kansas, thinking about Oz

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“Who looks outside, dreams; who looks inside, awakes.” CGJ

“Everything that irritates us about others can lead us to an understanding of ourselves.” CGJ

Interesting, but I’m dealing with twisters, witches and flying monkeys... DG and the rest of us
Jungian archetypes- collective unconscious- scientific(no) but we do share in the elements of the big bang- Carbon Hydrogen Nitrogen Oxygen Phosphorus Sulfur

- Wise old man- often foreign to those he advises, a wizard of sorts
- Trickster- crosses boundaries, a playful disrupter-Toto?
- Wise old woman (the sage)- the ultimate helper, a priestess-Glenda?
- Hero- her core goal is to return to paradise also known as the “innocent character”-Dorothy Gale?
- Hero helper- core desire is to prove one’s worth through courage. His greatest fear is being afraid- The lion?
Everything was black and white in grad school
She has learned a lot of good things ......
Truth

"BUT THEY HAVE ONE THING YOU HAVEN'T GOT. A DIPLOMA."
Got certified and now they want her to supervise others
A comment or two about witches
Sometimes we need our own witches....
Pioneers like Dr’s Ellie Reese and Beth Shultzer- Azaroff
Don’t even mess with my witches
This University has had its share

1968: SEAB begins publishing the *Journal of Applied Behavior Analysis (JABA)* and names M. Wolf as its first editor. D. Baer, M. Wolf, and T. Risley, now at the University of Kansas, define the field in their seminal paper, "Some current dimensions of applied behavior analysis." *JABA, 1,* 91-97. This one of the most frequently cited articles in the field of behavior analysis.
The wizard of Og... KU school of medicine—a comment on percent correct
Some Possible Combinations of Changes in Speed and Accuracy

- Speed increasing, Accuracy increasing
- Speed increasing, Accuracy decreasing
- Speed not changing, Accuracy increasing
- Speed not changing, Accuracy decreasing
- Speed decreasing, Accuracy increasing
- Speed decreasing, Accuracy not changing
Educate/Train and monitor the grand strategy

- Establish Rapport- active listening- caring- Humanistic Therapies
- Build hope- counter the cognitive triad- Cognitive Behavioral Therapies
- Establish expectations- all good therapeutic interventions but especially ABA
- AND Those things that separate us from other therapies
- Select valid and reliable behavioral measurements- no validity without reliability
- Baseline
- FA- what turns on and off *decel* targets and what is lacking in *accel* targets
- Tx based on FA
- Adjust
- Fade and trap
Home Based Supervision
Clinic based supervision opportunities
Clinic Camera Coverage
Things that can trip us up along the way- Our poppy fields
Scary words from the staff room

NOT MY CIRCUS NOT MY MONKEYS

MY MONKEYS FLY!
Four take home messages about supervising?

• Lesson one, too busy? Holdsambeck (2006) “Fun Shoes”- chapter 16-page 54 – *Busy Watching Football*

• Lesson two, not sure what to say? You learn more by listening and observing than by talking

• (So self check your ratio)

• Lesson three, am I in the right place? beware the traps of the profit and nonprofit agencies- greed and sloth. “Ethics and Autism: 7 deadly sins and 50 shades of grey”

• Lesson four: self care cannot be a last priority- you are a model, like it or not
A note on “busy” meet our Glenda
Listen to your staff. In particular, listen for irrational statements. Reframes matter

• I “should” be liked by my staff and the people I serve.

• You may be liked, or you may not. What part is you, what part is them, what if anything, needs to be changed. In fact if you do your job correctly some people will dislike you.

• The word cannot. Gretchen cannot sit still. Jack cannot focus on the task. Replace with “has not yet learned”.

• It’s not fair.
EVERYBODY LIES
BIG DATA, NEW DATA, AND WHAT THE INTERNET CAN TELL US ABOUT WHO WE REALLY ARE

SETH STEPHENS-DAVIDOWITZ
FOREWORD BY STEVEN PINKER
Fast forward 16 years or so – music by Biz Markie
So given that what are you to do as the supervisor

• Trust and verify
• Parent signatures
• Internal audits- follow up with families
• Question perfect data sets- the tale of the fat rat
• Also be aware that insurance companies and Medicare take fraud very seriously
• Commit to lifelong learning and growth to enhance your skills as a supervisor
Join or at least support great nonprofits that seek to improve our field

• I suggest CCBS but there are lots of others
• Three ways to join us:
• Volunteer to be an advisor
• Distinguished scholars or student sponsor
• Financial supporter and follower on social media and newsletters
Cultivate great mentors

And whatever this is—perhaps what friends looked like before Facebook?
We are enlisting scientists from North America and around the world
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Catherine Williams, BS, *West Virginia University*

and

Kaitlynn Gokey, MS, BCBA, *Florida Institute of Technology*

(Ms. Gokey will be graduating Summer 2019, leaving the group.)
Scholars presenting and networking at BSN
“Scienza Comportamentale: Racconti di Ispirazione, Scoperta e Servizi”

A new Distinguished Scholar project! Translation to Italian thanks to Valeria Squatrito
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Carl Binder, Kent Johnson, Kerri Myliko, Liz Lefebre, Mary Schmidt, & Andrew Bulla
Chaired by: Mary K. Reagan, J.D., M.S., BCBA, LBA

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Friday, August 7

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Richard M. Foxx, PhD, BCBA-D
Professor Emeritus of Psychology
School of Behavioral Sciences and Education &
Adjunct Professor of Pediatrics
College of Medicine
Pennsylvania State University

Tara Fahmie, PhD, BCBA-D
Associate Professor
California State University, Northridge
College of Social & Behavioral Sciences
Department of Psychology

Gregory Hanley, PhD, BCBA-D
Professor & Director of the Behavior Analysis Program &
Director, Life Skills Clinic
Western New England University

Sarah Trautman-Eslinger, MA, BCBA
President & Founder
STE Consultants, LLC
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California Association for Behavior Analysis

Shawn Quigley, PhD, BCBA-D
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Be present
A term that resurfaced from 1943

Same lil homie.. Same.
And just like that, ads for car insurance, car repair and couple counseling- Maddie Dai
Leadership takes heart, courage, brains and great supervisors- embrace diversity and your TEAM
And have fun
If all else fails, get some fun shoes