



TEXAS A&M UNIVERSITY-SAN ANTONIO

Applied Behavior Analysis

ABA 5306 Supervision and Management in ABA

A. MAJOR COURSE DESCRIPTION/REQUIREMENT

This course covers the utilization of ABA strategies to provide effective training to parents, caregivers, and staff and effective mentoring to future behavior analysts. The course covers supervision and management skills used at an individual level as well as an organization level.

B. LEARNING OBJECTIVES

Upon Completion of the course, the student will be able to:

1. Identify the risks of ineffective supervision.
2. Describe clear performance expectations when supervising others.
3. Utilize behavior skills training to train others.
4. Analyze supervisee's performance.
5. Evaluate the effectiveness of supervision.

C. LECTURE OR DISCUSSION TOPICS

Intro to Supervision & Acceptance and Commitment Training
Training Staff & Mindfulness Action Plan
Monitoring Performance & Telehealth
Supporting Proficient Work Performance & Intro to Performance Management (PM)
Corrective Supervision and Promoting Enjoyment & Steps to PM
Accountability and Resolving Absenteeism & PM
Improving Formal Teaching, Reducing Nonwork Behavior, & Workplace Issues
Large Scale Performance Management

D. REQUIRED OR RECOMMENDED READINGS

Students will study course content provided through selected texts and Blackboard postings. These resources include:

- Daniels, A. C., & Bailey, J. S. (2014). *Performance management: Changing behavior that drives organizational effectiveness* (5th ed.). Atlanta, GA: Performance Management.
- Reid, D. H., Parsons, M. B., & Green, C. W. (2012). *The supervisor's guidebook: Evidence-based strategies for promoting work quality and enjoyment among human service staff*. Morgantown, NC: Habilitative Management Consultants.