



**BRETT DINOVI &  
ASSOCIATES**

# APPLIED BEHAVIOR ANALYTIC SERVICES

**Changing education and the world with  
behavioral science**

We at Brett DiNovi and Associates (BDA) provide a variety of services designed to support the individual needs of students presenting complex behavioral and instructional needs. Since one of the goals for school and classroom leaders is to develop an educational structure in which students are responsible, motivated, and highly engaged, our Behavior Analysts are knowledgeable and skilled in working with teachers, behavior teams, and school leaders to assess, design, implement, train, coach, and evaluate evidence-based schoolwide and classroom management plans to improve educational outcomes. We have successfully adapted this expertise to address the specific needs distance learning creates for vulnerable populations.

**CLICK [HERE](#) FOR MORE INFORMATION**

**OR**

**CONTACT US AT [RECEPTIONIST@BRETTDASSOCIATES.COM](mailto:RECEPTIONIST@BRETTDASSOCIATES.COM)**



# DESIGNING YOUR DISTRICT

## Outcomes that Matter

- Improve student discipline
- Increase teacher retention
- Improve school climate and culture
- Increase student achievement
- Improve mental health
- Reduce disproportionality
- Reduce lawsuits by maintaining LRE and FAPE
- Increase school grade



## BEHAVIORAL *services*

- 1:1 student support
- Functional Behavior Assessments
- Behavior Intervention Planning and Support
- Teacher Training
- Teacher Coaching
- Leadership Development
- Leadership Coaching
- School-Wide Support



# INDIVIDUAL STUDENT SUPPORT

Our Behavior Consultants are trained to develop, deliver, and monitor educational programming that is driven by student outcomes. Once a referral procedure is initiated, our Behavior Consultants engage in a record review, visits and observations, contact with parents, and a consultation with the student's general education teacher and special education support staff. If needed, our Clinical Associates are ready to provide 1:1 support to meet the varied needs of the most challenging students. In addition, our Behavior Consultants may also support the needs of individual students by participating in Problem Solving, Student Study and Individual Educational Planning Teams.

# CLASSROOM SUPPORT

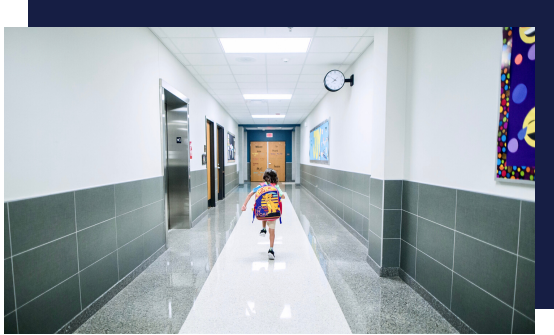
One of the goals for educators should be to develop an educational structure in which students are responsible, motivated, and highly engaged in the specific task at hand. To support this goal, our Behavior Analysts consult and collaborate with teachers and school based behavior teams to assess, design, implement, train, coach, and evaluate evidence based classroom management plans for general education and special education classrooms, including Autism Support Classes, Behavior Disability Classes, Multiply Disabled Classes, etc.





# School-Wide Support

Applied Behavior Analysis has been empirically validated across numerous interventions that have the potential to change the way public education functions as a whole. Our Behavior Consultants consult and collaborate with administrators or school based behavior teams to assess, design, implement, train and evaluate evidence based school wide behavior intervention plans. Our approach to improving and sustaining effective problem solving, decision making, and prosocial habits through through Positive Behavior Intervention and Supports is rooted in Organizational Behavior Management (OBM), the science of human behavior for making a positive culture shift in schools and organizations.



## WORKSHOPS *offered*

include but not limited to:

- FBA/BIP Development
- Classroom management
- Crisis management
- Coaching classroom management
- School-wide behavior management
- Deliberate Coaching©
- Alternatives to suspension
- Behavior leadership
- Acceptance and Commitment Therapy

# MENTAL HEALTH IN EDUCATION



Many students were struggling with mental health even before the Pandemic. Unfortunately, this trend, exasperated by the crisis, continues to move in the wrong direction.

To improve these outcomes, many experts recommend focus in the following areas:

- Promoting well-being
- Helping students track and reflect on daily habits
- Helping students to link habits to unproductive emotional responses
- Helping students to link habits to productive behavioral responses
- Making the processes above intentional and strategic

But it's not just students. Teachers are struggling as well. In one study, only 7% of the 129 participating teachers were classified as low stress, high coping and low burnout (Herman, Hickmon-Rosa, & Reinke, 2018). Teachers are stressed! According to the investigators, "Even more concerning is that these patterns of teacher stress are related to students' success in school, both academically and behaviorally. For example, classrooms with highly stressed teachers have more instances of disruptive behaviors and lower levels of prosocial behaviors."

If stress and mental health is a concern in your school or district, our experts are poised to provide training and coaching in Acceptance Commitment Training/Therapy. Since one of the major goals of education is to increase student achievement, the growing "social-emotional" needs of both students and educators must be addressed. Because the process is extremely simple and practical, it can be used at levels in education.

## Mental Health

### STATISTICS

- Mental health and behavioral disorders are diagnosed in 1 out of 7 children ages 2-8
- They are most commonly diagnosed in non-Hispanic white males
- The average age of depression is 14.5 years old as compared to 29 in 1978
- 1 in 12 high school students have cut themselves
- 16% of high school students have thought seriously about suicide

**\*\*Data gathered from research conducted by Leadership in Education\*\***



# EVIDENCE-BASED TRAINING AND COACHING

## Let's Talk Training

If the pandemic crisis is impacting your school or district, you aren't alone. Unfortunately, with teacher and leader attrition at an all-time high and behavior challenges continuing to plague classrooms and hallways, schools and districts must continue to carry the burden of professional development as the result of the revolving door of attrition. Whether you are trying to get your virtual teaching going, ensure FAPE, LRE, improve school-wide and classroom behavior management, strengthen coping and skills and mental health, or increase safety based on CDC recommendations, educators need to know what to do, and how to do it. Our workshops are designed and delivered using cooperative learning and behavior skills training to measurably increase, learning, performance, and socially validity. Whether virtually or in person, these are not your standard "sit-and-gets," but rather they are highly interactive and engaging.

## But Why Coaching?

### Models of Professional Development

Joyce & Showers (1980, 2002, 2011)

PD Offered	Impact on Knowledge	Impact on Skill	Impact on Practice
Theory	10%	5%	0%
Theory + Modeling	30%	20%	0%
Theory + Modeling + Practice	60%	60%	5%
Theory + Modeling + Practice + Coaching	95%	95%	95%

If sending people to training and telling them what to do worked, there would be many more successful leaders, teachers, students, and schools. The reason? Most teachers and school leaders coming into the field have not been trained in the science behind developing and maintaining habits. While training is an essential part of the formula, even the greatest training and well laid out plans will not work without simple strategies for building and strengthening critical habits

required for sustainable change through coaching. Our Behavior Consultants have worked hand and hand with school and classroom leaders using the principles behind Deliberate Coaching® to transform even the most difficult classrooms and schools as evidenced by drastic reductions in discipline issues, improved climate and culture, and ultimately, increased student achievement. Our approach isn't just about changing behavior; it's about changing how people think by using science.