

## **Personnel Supervision and Management**

**E-805-PESU**

**4 ECTS (30 hours)**

In this course students learn about using behaviour analytic supervisions and the potential risks of ineffective supervision in practice. Students learn how to: establish clear performance expectations for the supervisor and supervisee, select supervision goals based on assessment of the supervisee's skills, train personnel to competently perform assessment and intervention procedures, use performance monitoring, feedback and reinforcement systems, use a functional assessment approach, use function based strategies to improve personnel performance and how to evaluate the effects of supervision, collaborate with others who support and or provide services to clients.

### **Teaching Methods:**

Lectures, in-class individual and group activities.

### **Learning Outcomes**

At the end of the semester students will be able to:

#### **Knowledge:**

- Demonstrate detailed knowledge about behaviour analytic supervision.
- Demonstrate detailed knowledge in performance assessment and intervention procedures.

#### **Skills:**

- Be able to set up supervision goals based on assessment of supervisee skills and to set up an intervention procedure and performance monitoring system.

#### **Competence:**

- Be able to discriminate between effective and ineffective staff supervision.
- Be able to assess a staff performance problem and use a function-based strategy to improve that performance.

**Assessment:** Quizzes, application exercise and presentation, discussion questions, and project.