State’s Experiences in Implementing a Comprehensive Positive Behavior Support Model

Introduction to Panel

Rachel Freeman
Institute on Community Integration
University of Minnesota
Historical Definition of Positive Behavior Support

Positive Behavior Support is the Integration of:

- Valued Outcomes
- Behavioral and Biomedical Science
- Validated Procedures
- Systems Change

In Order to Enhance Quality of Life and Prevent Problem Behavior

Carr, Dunlap, Horner, Koegel, Turnbull, Sailor, & Fox, 2002

Positive Behavior Support Definition

- Based on Research-Based Assessment, Intervention, and Data-Based Decision Making Approaches
- Builds Social and Communication Skills
- Creates Supportive Contexts for People
- Respects Person’s Dignity
- Emphasizes Overall Well-Being
- Prevents the Occurrence of Problem Behaviors
- Includes Other Evidence-Based Practices
- Emphasizes a Multi-Tiered Framework
Implementing Multi-Tiered Systems of Support

Person-Centered Practices & Planning

Tertiary Stage
- In Depth Person-Centered Plans
- Integrated Plans (PCP, PBS, Trauma-informed Therapy)
- Teams Monitor Plan Progress

Secondary Stage
- Monitor PCT Action Plans
- Additional Quality of Life Strategies
- Increase Strategies for Supporting Independence and Community Involvement
- Mental Health and Wellness Interventions

Primary Stage
- Universal Person-Centered Strategies
- Encourage Self Expression
- Self-Determination and Choice Making
- Meaningful Participation in the Community
Implementing Multi-Tiered Systems of Support

Positive Behavior Support

Tertiary Stage
- Individualized PBS Plans
- Integrated with Other Positive Supports (PCP, Trauma-Informed Care, DBT, Etc.)
- Plans Are Monitored - Data-Based Decision Making
- Teams Monitor Progress of Each Person

Secondary Stage
- Early Intervention and Data Monitoring
- Additional Supports for Key Social Skills
- Function-Based Decisions
- Simple Interventions
- Mental Health and Wellness Interventions

Universal Stage
- Teach and Encourage Communication
- Predictable and Proactive Settings
- Encourage and Reinforce Social Skills
- Consensus-Based Team Focus
- Emphasis on Using Data For Decisions
Implementing Multi-Tiered Systems of Support

Organizational Workforce Development

Tertiary Stage
- Tailor Problem Solving for Specific Problematic Situations
- Individualize Training and Mentoring to Address Unique Settings Where Problems Occur
- Improve Supervision and Mentoring for Locations Experiencing Challenges
- Establish Matching/Hiring Tailored to Individualized Plans

Secondary Stage
- Monitoring and Early Intervention
- Training Targeted for Groups
- Targeted Strategies to Improve Specific Settings
- Simple Problem Solving for Challenging Situations That Occur in More Than One Situation

Universal Stage
- Align Policies to Person-Centered Practices
- Revise Job Descriptions, and Performance Evaluations
- Integrate Person-Centered Practices and PBS With New Orientation and Ongoing Instruction
- Use Data for Decision Making
Improving Quality of Life

Supporting Staff Behavior

Supporting All People

Supporting Decision Making

OUTCOMES

SYSTEMS

DATA

PRACTICES
NIRN 2015: http://implementation.fpg.unc.edu/module-2/implementation-drivers
Tailoring State-Wide Positive Behavior Support Implementation Efforts

Leadership Drivers
• State-Wide Leadership
• Stakeholder Involvement and Feedback
• Communication and Collaboration

Competency Drivers
• Fidelity of Implementation
• Training and Technical Assistance Approaches
• Ongoing Coaching and Mentoring

Organizational Drivers
• Rules, Policies and Procedures Related to PBS
• Additional Systems Change Efforts
• Evaluation and Data-Based Decision Making