Person-Centered Positive Supports Culture Change

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Which comes first?

• Person-Centered Positive Supports?

• Person-Centered practices are considered a “Positive Support”

• Positive Supports must be person-centered
What are Positive Supports?

Support strategies and practices that are:
• Person-Centered and Respectful
• Culturally Sensitive
• Evidence-Based
• Prevention-Focused
• Flexible, Creative, and Improved over time
• Often implemented together
• Used across the life span
Examples of Positive Supports

Person-Centered Thinking and Planning is the Foundation

• Positive Behavior Support
• Applied Behavior Analysis
• Assertive Community Treatment
• Cognitive Behavior Therapy
• Dialectical Behavior Therapy
• Motivational Interviewing
• Wraparound Planning
• Trauma-Informed Practices
• See MNPSP.org for more information...
Developing a Person-Centered Positive Supports Culture

Laying the foundation for Person-Centered and Positive Supports practices

• Valuing PC/PS planning and PC/PS practices
• Raising expectations

Scaling Up

• Building capacity for PC/PS practices and professionals
• Developing a training and technical assistance infrastructure
• Alignment of policy, funding, regulations, and practice
Setting the Stage for Change for Transformation

- Jensen Settlement Agreement and federal court oversight
  - New HCBS licensing statute (245D) and Positive Supports Rule
  - Minnesota’s Olmstead Plan
  - Statewide Plan for Implementing Positive Supports
- Move from pockets of excellence to statewide strategy
- Identify and work with your partners
  - University of Minnesota/Institute on Community Integration
  - Minnesota Department of Education, and others
Key Element of Success: Focus on Quality of Life

Higher Quality of Life correlates with fewer interfering behaviors

• Focus on Quality of Life over reduction in behavior
• Use Quality of Life Indicators that are important to the person
  • Include measurable outcomes to assess change and success
• Offer functional alternatives when targeting behavior
• Choice and control is important to all of us!
The Purpose of 245D and the Positive Supports Rule

To improve the Quality of Life of people receiving home and community-based services and other licensed services by:

• Promoting community participation, person-centeredness, and supporting people in the most integrated setting
• Creating quality environment and lifestyles
• Support strategies that are collaborative and strengths-focused
• People are free from humiliating and demeaning procedures
• Eliminating the use of aversive or deprivation procedures.
Positive Supports Rule Provisions

• Person-Centered Planning
• Developing positive support strategies for every person
• Prohibited interventions/Restricted interventions
• Functional Behavior Assessments
• Positive Support Transition Plan
• Behavior Intervention Report Form
• Staff Qualifications and Training (DSPs to CEOs)
• External Program Review Committee (EPRC)
What Has Lead to Success**?

- Timelines put in place to phase out prohibited interventions
- FBAs/Positive Support Transition Plans
- Clinical oversight through EPRC
- Increase in assessments and staff training
- Increase in technical assistance

“It is rather impressive how creative people can be when restraint is simply not a part of the treatment culture.”

John N. Follansbee, MD, JCAHO testimony, 1999
Statewide Plan for Implementing Positive Supports

• Development prompted by Minnesota’s Olmstead Plan
• Organizational framework for implementing positive supports statewide
• Initial interagency effort between Department of Human Services and Department of Education, in partnership with University of Minnesota/Institute on Community Integration
• Focus on building a training and technical assistance infrastructure
Positive Support Goals:

1. Establish Training & TA Infrastructure
2. Implement State-Wide Data-Based Decision Making
3. Create a Marketing Plan
4. Expand Preservice and Inservice Systems
5. Create and Maintain Inventory of Policies Addressing Restrictive Practices and Positive Supports
6. Crisis Prevention

### Minnesota Statewide Plan Logic Model: 2014-2019

| Contexts | Input | Implementation | Reach | Short Term Outcome (Year 1-2) | Intermediate Outcome (Year 3-5) | Long-term Outcome (Year 5+)
|----------|------|----------------|------|-------------------------------|---------------------------------|-------------------------------
| **People** | Consumers | • Establish Technical Assistance Infrastructure Across Agencies to Support Positive Supports for Individuals | • Education | • First Step Agencies Begin Planning and Tool Development | • First TA & Launch Large-scale Implementation Across First Agencies | • Large-scale Implementation Across First Agencies
| | Families | • Support Families to Build Relationships and Networks for Positive Supports | • Disabilities | • First Organizations Show Decreases in Problematic Behavior & Increases in Positive Supports | • First Organizations Show Decreases in Problematic Behavior & Increases in Positive Supports | • Large-scale Implementation Across First Agencies
| | Community Members | • Develop and Implement the Statewide Crisis Prevention Plan | • Mental Health | • First Organizations Receive TA | • First Organizations Receive TA | • Large-scale Implementation Across First Agencies
| | State Professionals | • Engage in Training & Technical Assistance for Positive Supports | • Stakeholders Involved in Implementation | • Community Members | • Comprehensive Interventions to Address Positive Supports
| | Agencies | • Expand and Increase Training Supports Throughout the State | • Disability Rights & Advocacy | • Families | • Comprehensive Interventions to Address Positive Supports
| | Practitioners | • Continue to Expand and Increase Practice-specific Training & Technical Assistance | • Mental Health | • Community Members | • Comprehensive Interventions to Address Positive Supports
| | Providers | • Continue to Expand and Increase Practice-specific Training & Technical Assistance | • Education | • Families | • Comprehensive Interventions to Address Positive Supports
| | University and College Professionals | • Continue to Expand and Increase Practice-specific Training & Technical Assistance | • Crisis Prevention Planning | • Community Members | • Comprehensive Interventions to Address Positive Supports
| | Behavioral Experts | • Continue to Expand and Increase Practice-specific Training & Technical Assistance | • Positive Supports | • Community Members | • Comprehensive Interventions to Address Positive Supports
| | Positive Support Practitioners | • Continue to Expand and Increase Practice-specific Training & Technical Assistance | • Crisis Prevention Planning | • Community Members | • Comprehensive Interventions to Address Positive Supports
| | **Funds and Personnel** | MINI Statewide Positive Behavior Support | • Dependent on Collaboration | • Marketing Plan is Established and Website Launched | • Marketing Plan is Established and Website Launched | • Marketing Plan is Established and Website Launched
| | Community Supports and Services | • Implement Statewide Data-Based Decision Making | • ODEE | • ODEE | • ODEE
| | State Professionals Associated with Prevention | • Support the Implementation of the Statewide Crisis Prevention Plan | • Dependent on Collaboration | • ODEE | • ODEE
| | PCP Experts | • Support the Implementation of the Statewide Crisis Prevention Plan | • ODEE | • ODEE | • ODEE

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Revised Statewide Plan Communication System
Statewide Plan Achievements

• Developing Regional Training Models
• Coordinating Training Efforts among Agencies and Agency Divisions
• Developing Practice Standards for Person-Centered Planning and other Positive Supports
• Supporting Evidence-Based, Data-Driven Decision Making
• Creating cross-agency inventory of policies on Positive Supports and Restrictive Interventions
Training Infrastructure

• Person-Centered Thinking/Person-Centered Planning
• Person-Centered Train-the-Trainer efforts
• Person-Centered Organizational Transformation
• Person-Centered and Positive Support Practices Organizational Implementation training
• Positive Behavior Support introductory and intensive training
• Positive Supports Rule training
• DirectCourse (College of Direct Support, etc.)
Technical Assistance Infrastructure

• Positive Supports Community of Practice
• Support Planning Professionals Learning Community
• Person-Centered Support Planners Community of Practice
• Minnesota PBS Network
• Positive Supports website (MNPSP.org)
• Positive Supports Manual
• “BIRF”-based technical assistance outreach
• External Program Review Committee
Continuing Statewide Plan Implementation Efforts

- Partnering with Department of Employment and Economic Development, Department of Corrections
- Building Infrastructure to expand Statewide Training, Coaching, and Mentoring Capacity
- Expanding use of Regional Training Models
- Marketing and Communication related to Person-Centered and Positive Support Practices!
What We’ve Seen: Restrictive Intervention Reports

# of Reports by Fiscal Year

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What We’ve Seen: Mechanical Restraints Reports

# of Reports by Fiscal Year

- FY14: 2038
- FY15: 912
- FY16: 691
What We’ve Seen: Seclusion Reports

# of Reports by Fiscal Year

- FY14: 1014
- FY15: 403
- FY16: 29
What We’ve Seen: Manual Restraint Reports

# of Reports by Fiscal Year

- FY14: 4534
- FY15: 3707
- FY16: 3292

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