Positive Behavior Support (PBS)
Getting Involved with PBS Through MD DDA

October 12, 2021

Welcome!
As you join, please type your name, the name of your organization, and your role (e.g., program director, executive director, clinician) into the chat.

Our Time Today

• Introductions
• Circling back to the big-ideas of PBS
• Detail on how to get involved with organization-wide PBS through MD DDA
• Questions & Answers

Statewide Partnership for PBS

Maryland Department of Health
Developmental Disabilities Administration
Introductions

Please type the following into Chat:
Your name
Name of organization
Your role within the organization

Overview of Positive Behavior Support (PBS)

The Positive Behavior Support (PBS) Approach:

- Promotes the respectful delivery of practices that support the dignity of individuals
- Includes a progression of assessment, intervention, and decision-making activities
- Utilizes validated strategies
- Occurs throughout the system
- Occurs across a multi-tiered continuum of support

Kincaid, Dunlap, Kern, Lane, Bambara, Brown, Fox & Knoster, 2016
Tier 1 PBS: What Does It Look Like?

**Tier 1 (for ALL)**
- Predictable and proactive settings
- Common language/values
- Routines
- Plan for teaching and prompting communication and positive social behaviors
- Strategies to acknowledge and recognize positive social behaviors
- Positive social interactions
- Praise
- Recognizing individuals and staff
- Proactive and function-based responding to challenging situations
- Consensus-based team focus
- Emphasis on using data for decisions

Adapted from PBIS.org
Alignment With Existing Person Centered Priorities

Positive Behavior Support
Mandt
Trauma Informed Care
Diversity, equity & inclusion
Person centered approaches
Balancing Important To and Important For!

Becoming Involved with Cohort 2

Considerations

• Know what is expected

• Determine your interest and buy-in for this work

• Apply for Cohort 2
Cohort 2: Organization-wide PBS

- Up to 8 organizations
- Representation from across the state
- Commitment from organization leadership
- Commitment to engage in training, technical assistance, and evaluation with MD DDA and partners
- Multi-year commitment

Readiness Indicators

Organization prioritizes investment in positive behavior supports.
Commitment from Administration: Role of Leadership

- Sets the tone for how this work is prioritized
- Actively involved in the process
- Provides time for:
  - Organization team meetings
  - Attendance at training
  - Team to meet with external trainers and consultants
  - Training and support to be provided internally to build capacity

Organization Leadership Team for PBS

Consider existing team(s):
Avoid adding one more team

Time Commitment for Team Member:
Estimated 24 hours/person plus time spent at ongoing team meetings

- Organization leadership
- Program managers
- Quality assurance
- Members with knowledge of individual functional skills and behavior patterns
- Individual representation
- Direct support professionals

PBS Point of Contact (PoC)

- One person (up to 3) who will be the main point of contact for communication between MD DDA and partners for training and technical assistance.
- Attend team meetings with organization PBS team
- Attend PBS training and technical assistance activities
- Attend two-three additional webinars for PoCs across the state as part of a professional learning community

Time Commitment for PoC:
Estimated 33 hours/person plus time spent at ongoing team meetings
PBS Facilitators

- Identified by with organization during the first year of planning/implementation
- Individuals within organization who can build the expertise to train and support PBS within their organization

Time Commitment for PBS Facilitator:
Estimated 33 hours /person plus time spent at ongoing team meetings

Planning Webinars

- Two (2), 1.5 hour planning webinars
- Prior to team training
- Attended by organization leadership and PBS Point of Contact
- Purpose: finalize the leadership team and who is attending the team training events, engage with organization planning tools
  - Alignment
  - Evaluation

Team Training

- Three (3) full-day team training events
- Goal: In-person
- Days 1 and 2: PBS Foundations and Features
- Day 3: PBS Evaluation
- Attended by full team, including organization leadership
Technical Assistance

- Two to three (2 to 3) on-site meetings with consultants
  - Part of evaluation process to inform action planning
  - Webinars with other Cohort 2 organizations (e.g., quarterly)
- As needed
  - Attend team meetings
  - Review products
  - Email/phone

Evaluation

- Purpose: to inform action planning and monitor (a) effort, (b) fidelity, and (c) impact
- Two to three (2 to 3) on-site learning walks with the TFI.
- Development of an evaluation plan to monitor
  - Effort
  - Fidelity
  - Impact

We Are Asking For A 3 – 5 Year Commitment....As, Lasting Change Takes Time
Summary: What Does It Mean To Get Involved?

What DDA Provides
- Access to consultation as you build and maintain your PBS approach
- Ongoing training opportunities with your cohort
- Support for evaluation
- Timely and relevant resources and updates

What Organizations Need to Commit To
- Active administrative leadership & involvement
- Organization leadership team to coordinate PBS efforts
- Complete the application to indicate interest
- Attending two readiness webinars
- Attending three days of team training
- Engage in TA & evaluation (virtual & onsite)

In Order To Apply

1. Review application
2. Complete the Readiness Guidelines within the application
3. Identify (a) organization leader(s), (b) leadership team, (c) PBS Point of Contact
4. Complete and submit the application by 11:59pm on December 10, 2021

2021 – 2022: Important Dates

- Support Webinar for Applications: November 04
- Applications Due to DDA: December 10
- Teams Will be Notified: January 31
- To Be Announced: Readiness webinar and team training dates
  - April 2022 – July 2022
Questions

Who To Contact

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Want To Learn More About PBS?  
https://www.apbs.org/