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

Sheppard Pratt
HEALTH SYSTEM

APBS

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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

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Statewide Partnership for PBS

Maryland
DEPARTMENT OF HEALTH
Developmental Disabilities Administration

ICI INSTITUTE on COMMUNITY INTEGRATION
UNIVERSITY OF MINNESOTA
Driven to Discover℠

Sheppard Pratt
APBS

UNIVERSITY of MARYLAND
EASTERN SHORE
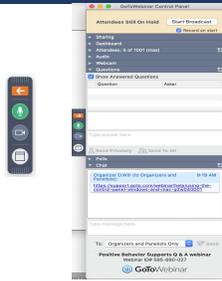
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Introductions

Please type the following into Chat:

Your name
Name of organization
Your role within the organization

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Overview of Positive Behavior Support (PBS)

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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
- Is applied throughout the *system*
- Occurs across a multi-tiered *continuum* of support

Create positive, consistent, safe, predictable, and equitable environments

in order to enhance Quality of Life and prevent problem behavior.

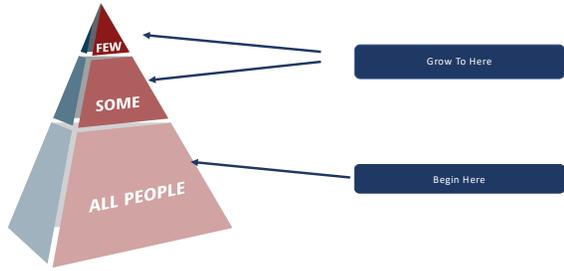*Kincaid, Dunlap, Kern, Lane, Bambara, Brown, Fox & Knoster, 2016*

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PBS and Organizations

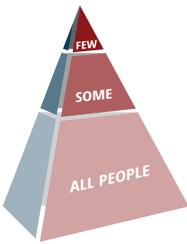FEW

SOME

ALL PEOPLE

Grow To Here

Begin Here

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Tier 1 PBS: What Does It Look Like?

Tier 1 (for ALL)

FEW

SOME

ALL PEOPLE

- 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 ICI

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PBS and Organizations

OUTCOMES

SYSTEMS

DATA

PRACTICES

Supporting Staff Behavior

Supporting Decision Making

Supporting *All* People

Adapted from PBIS.org

Systems That Promote Success
Teaming
Training
Coaching/performance feedback
Evaluating fidelity
Evaluating outcomes

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Alignment With Existing Person Centered Priorities

Person centered approaches

Quality assurance

Mandt

Predictable — Safe — Equitable

Positive — Consistent

Trauma Informed Care

Diversity, equity & inclusion

Positive Behavior Support

Balancing Important To and Important For!
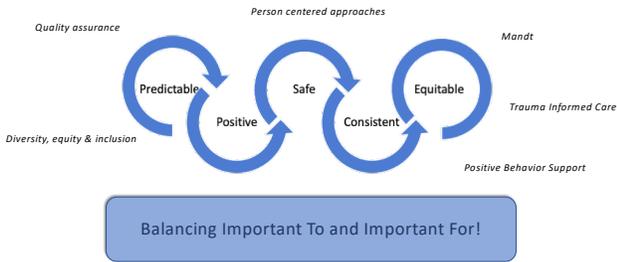
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Becoming Involved with Cohort 2

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Considerations

- Know what is expected
- Determine your interest and buy-in for this work
- Apply for Cohort 2

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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

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Readiness Indicators

Maryland DDA Readiness Checklist For Organization-Wide Positive Behavior Support
Organization/County Participating: _____ County/Region: _____ Date: _____

Documents/Evidence Complete?		Items to Review, Complete and Up-date
□ YES	□ NO	1. Commitment to policy development related to positive behavior support with time allocation for staff development and team-based planning.
□ YES	□ NO	2. A Team is identified with broad representations, and roles assigned to members (administrator, management, staff members, etc.) and commitment to including a broader group in the meeting process (people supported, family members, community partners, etc.). *List team member names and roles on page 2.*
□ YES	□ NO	3. CEO/Executive/Head Administrator is an active participant on the Team and agrees to attend all training days. *Administrator signature(s) on this Document below indicates agreement. See Appendix A: Summary of Time Commitments*
□ YES	□ NO	4. CEO/Executive/Head Administrator commits (or re-commits) to organization-wide implementation as a 3-5 year process that may require ongoing training and/or revisions to the Strategic Plan and PBS Action Plan. *Please provide Administrator signature(s) on this Document below.*
□ YES	□ NO	5. Team commits to meet at least once a month during the year to analyze and problem-solve organization-wide evaluation information. *See Appendix A: Summary of Time Commitments*
□ YES	□ NO	6. The team will evaluate ongoing interest and buy-in of implementing PBS with staff, people living/working in a setting, and administration.
□ YES	□ NO	7. Organization has allocated/secured funding to support on-going staff development and cohort training.
□ YES	□ NO	8. Individual(s) (1-3) identified as a PBS Point of Contact. This person(s) will serve as a primary contact and communication path between the MD DDA around the organization on correspondence related to PBS, and engage in training and technical assistance activities. *See Appendix A: Summary of Time Commitments* *List confirmed PBS Point(s) of Contact (PoCs).*
□ YES	□ NO	9. The organization commits to engage in internal training and coaching/technical assistance actives to support staff skill development as the organization implements PBS. *Administrator signature(s) on this Document below indicates agreement.*
□ YES	□ NO	10. The organization will work with trainers to identify data that are already collected to use for self-assessment and will work to gather additional information in a manner that works for the organization.

Successful implementation requires strong administrative support, commitment, and involvement. In recognition of the time, effort, and motivation required to effect positive systems change, my signature below signifies my agreement and recommitment to the above fulfilled expectations for continued implementation.

CEO/Executive/Head Administrator's Signature: _____
Date: _____

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Organization prioritizes investment in positive behavior supports.

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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

Time Commitment for Leader:
Estimated 27 hours /person plus time spent at ongoing team meetings

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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

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

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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

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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

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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

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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

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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

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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

Insert image of IDD TFI – and share tool

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We Are Asking For A 3 – 5 Year Commitment….As, Lasting Change Takes Time

Exploration	Installation	Initial Implementation	Full Implementation
• Assess fit • Ensure a usable innovation • Create implementation teams • Establish practice-policy loop	• Examine implementation drivers • Develop practitioner readiness • Develop fidelity measure	• Initiate improvement cycles • Build capacity for implementation drivers • Enhance the practice-policy connection • Assess fidelity	• Achieve fidelity • Improve outcomes • Sustain the practice-policy connection

2 to 4 Years

National Implementation Research Network

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Summary: What Does It Mean To Get Involved?

What DDA Provides

Training to Organization leadership teams

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)

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In Order To Apply

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

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2021 – 2022: Important Dates

November 04 — Support Webinar For Applications — 11:00am – 1:00pm

December 10 — Applications Due to DDA

January 31 — Teams Will Be Notified

To be Announced — Readiness webinar and team training dates — April 2022 – July 2022

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Questions

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Who To Contact

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Want To Learn More About PBS?

https://www.apbs.org/

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Informational Modules

https://mnpsp.org/hcbs-modules/

Agency Examples

https://mnpsp.org/implementation-stories/

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