

# Positive Behavior Support (PBS)

## *What It Is And How To Get Involved*

September 14, 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
- Overview of Positive Behavior Support (PBS)
- Stories from the field
- How to get involved with PBS?
- Questions & Answers

# Statewide Partnership for PBS



UNIVERSITY OF MINNESOTA  
**Driven to Discover**<sup>SM</sup>



# Introductions

*Who do we have here today  
and what do you hope to get  
from this session.*

Reminder! Please type your  
name, the name of your  
organization, and your role  
within the organization into  
chat!





# Overview of Positive Behavior Support (PBS)

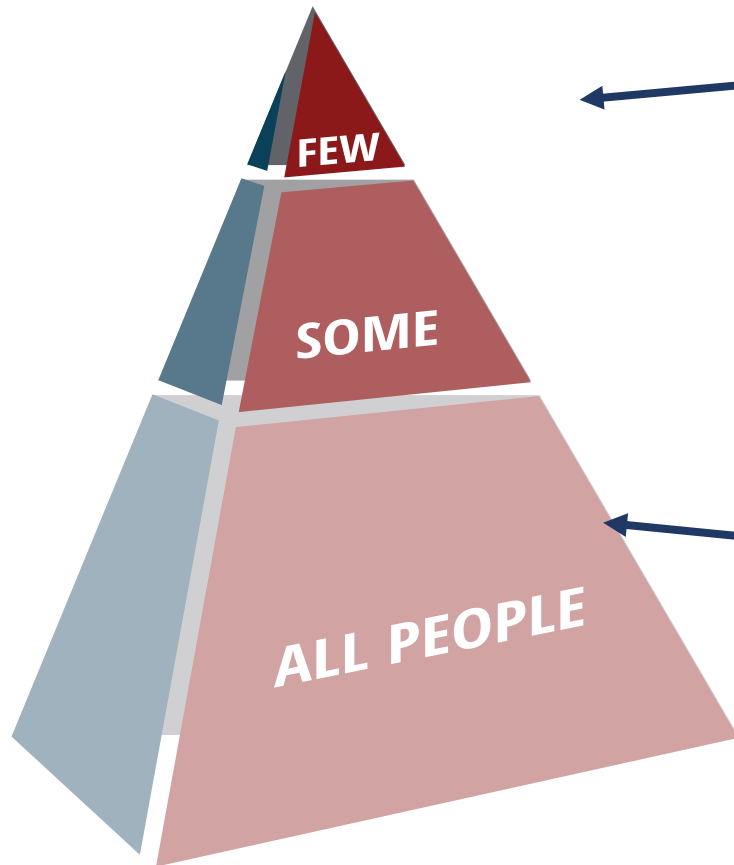
# The Positive Behavior Support (PBS) Approach:

- 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
- 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.*

# PBS and Organizations

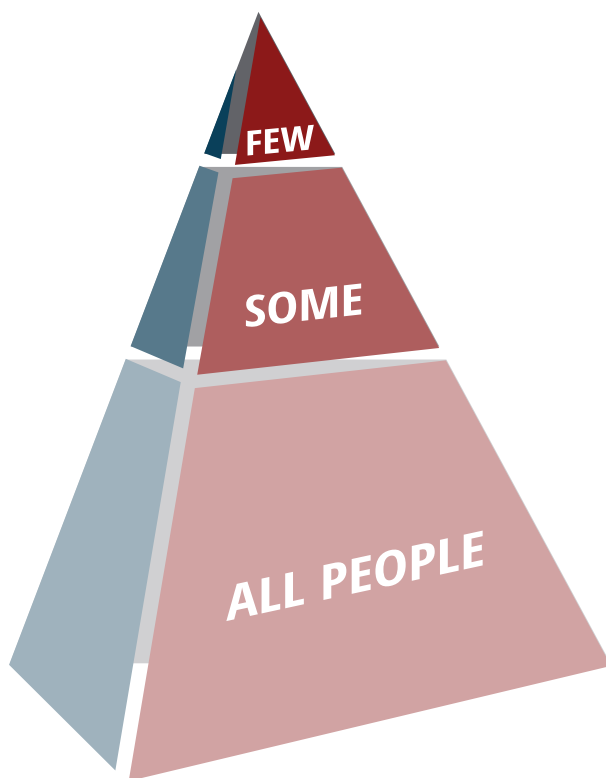


Tier 3 Individualized planning is often what we first think of with PBS

We will begin with focusing in Tier 1 PBS for ALL People as a foundation to decrease the need for the number of Tier 2 and Tier 3 supports and establish a positive living and working environment for ALL.

# 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



# Example: Home Matrix With Roommates

	<b>Morning</b>	<b>Returning Home</b>	<b>Meetings</b>	<b>Meal Prep</b>	<b>Chores</b>
<b>Respectful</b>	<ul style="list-style-type: none"> <li>• Follow morning routine</li> <li>• Communicate any changes in advance</li> </ul>	<ul style="list-style-type: none"> <li>• Allow people time and space to settle in</li> </ul>	<ul style="list-style-type: none"> <li>• Listen to understand</li> <li>• Come to the meetings</li> <li>• Work together</li> </ul>	<ul style="list-style-type: none"> <li>• Say thank you for cooking dinner</li> </ul>	<ul style="list-style-type: none"> <li>• Complete chores (follow-through)</li> <li>• Do them well!</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Ask and offer</li> <li>• Communicate any changes in advance</li> </ul>	<ul style="list-style-type: none"> <li>• Ask and offer</li> </ul>	<ul style="list-style-type: none"> <li>• Ask and offer</li> <li>• Call a meeting if needed</li> </ul>	<ul style="list-style-type: none"> <li>• Ask and offer</li> </ul>	<ul style="list-style-type: none"> <li>• Ask and offer</li> </ul>
<b>Caring</b>	<ul style="list-style-type: none"> <li>• Understand what your housemate wants in to morning.</li> <li>*Ask what you would want to see</li> </ul>	<ul style="list-style-type: none"> <li>• Asking how your day was and being okay with reaction</li> </ul>	<ul style="list-style-type: none"> <li>• Use PCT tools and help each other see the differences between us</li> <li>• Work together</li> </ul>	<ul style="list-style-type: none"> <li>• Offer to cook if the other person doesn't want to</li> </ul>	<ul style="list-style-type: none"> <li>• Offering to fill in or share the chore</li> </ul>

	Times of Day	Free Time	Dinner	Lunch Time	Fundraising	During Outside Activities
V a l u e s	Respecting Each Other	Respect another's privacy, Understanding differences	Offer to help each other, talk to each other kindly if something isn't working	Push in/pull out chairs for others, Ask if help is needed	Everybody can do something, break bigger jobs into smaller parts	Respect each other's preferences, follow the rules, watch out for each other
	Having a Positive Attitude	Be aware of your environment, Be aware of how other's are feeling	Respect people's differing abilities, Get involved	Talk to people that you may not otherwise talk to	Help out where you can, participate in Clubhouse meetings and offer suggestions	Appreciate the moment and activity, say thank you to those who plan activities
	Working Together	If there is nothing to do, get together and decide to do something, Clean up after yourself	Offer to help each other with the bigger tasks	Clean up after yourself, allow people time to finish eating before cleaning up/try not to rush people	Develop committees to break down the bigger jobs	Be friendly, clean up after yourself, be neat
	Positive Communication	Respect boundaries, have compassion, use humor respectfully	Ask for help if you need it, offer help if you see someone needs it	Use manners (please and thank you), thank the people who cook and serve you	Plan more fundraisers, talk about how to plan them at Clubhouse meetings	Be polite to the public and each other
	Volunteering	Welcoming new members, help others to participate more	Try out different tasks, try not to always do the same things	Pay attention to what chore/cleaning needs to be done	Volunteer for what you can, attend Clubhouse meetings to learn of and present opportunities	Help other people stay on time and with the group
	Support for Each Other	Offer to help, share computer time, only share things with others that you are comfortable sharing	Take turns doing tasks, develop teams for getting bigger cleaning projects done	Help out where you can - 2 people can do a job faster than 1	If someone or a committee needs help, offer assistance	Be friendly, get involved in planning activities

**Universal Social Skill Tool  
Team Activity Example**

**Teaching Two People Supported Learning to Build Alliance**

<p><b>Social Skills selected for training plan</b></p> <p><i>Working Together</i></p>	
<p><b>Behavior definitions addressed in this tool (taken from the MN Direct Observation and Self-Assessment Tool)</b></p> <p><i>Observable actions include:</i></p> <ul style="list-style-type: none"> <li>• <i>Offer to help</i></li> <li>• <i>Do something together with someone</i></li> </ul>	
<p><b>Routine Selected for Learning/Practicing Social Skill:</b> <u>Dinner</u></p>	
<p><b>Prepare for the Training</b></p> <p>Decide how to share the training: <u>2 roomates living together</u>          Who is will participate in the training (List people involved): <u>Akemi and Martha</u>          What materials are needed to complete the training: <u>Practice skills in kitchen right before and during dinner preparation</u>          Time allocated: <u>5 minutes before and 5 minutes during dinner preparation</u></p> <p>Write down examples and nonexamples of the behavior (see example below):</p>	
<p><b>Non-Examples of Social Skill</b></p> <p>Watching Akemi get dinner ready from chair</p> <p>Watch TV</p> <p>Talk to friend on phone</p>	<p><b>Examples of Social Skill</b></p> <p>Offer to get food out</p> <p>Put plates on the table</p> <p>Stir soup for Akemi</p>

# Encouraging Positive Social Interactions

- Promotes relationship building
- Improvements in climate
- Impact on satisfaction and quality of life





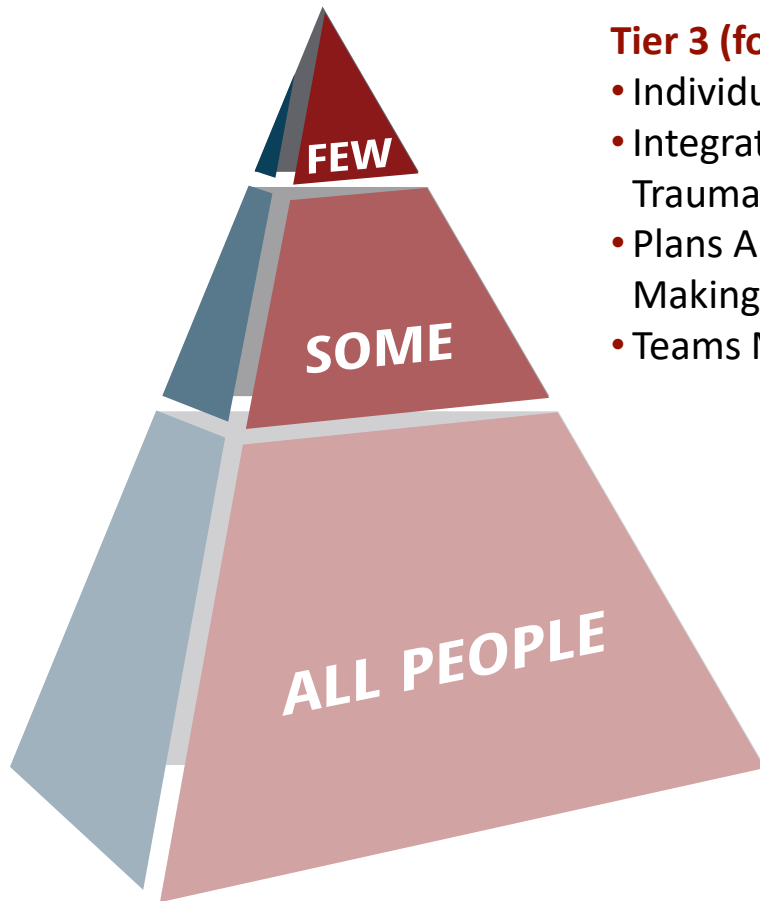
# Responding

- Thinking about the why before responding
- Empathy can help shape our responding
- When responding
  - Respectful
  - Person centered
  - Supportive
  - Safety



Link to Video: <https://www.youtube.com/watch?v=jz1g1SpD9Zo&t=3s>

# Tier 2 & Tier 3 PBS: What Does It Look Like?



## Tier 3 (for Few)

- Individualized PBS Plans
- Integrated with Other Positive Supports (PCP, Trauma-Informed Care, DBT, Etc.)
- Plans Are Monitored and Data-Based Decision Making
- Teams Monitor Progress of Each Person
- Additional Supports for Key Social Skills
- Simple Interventions
- Mental Health and Wellness Interventions

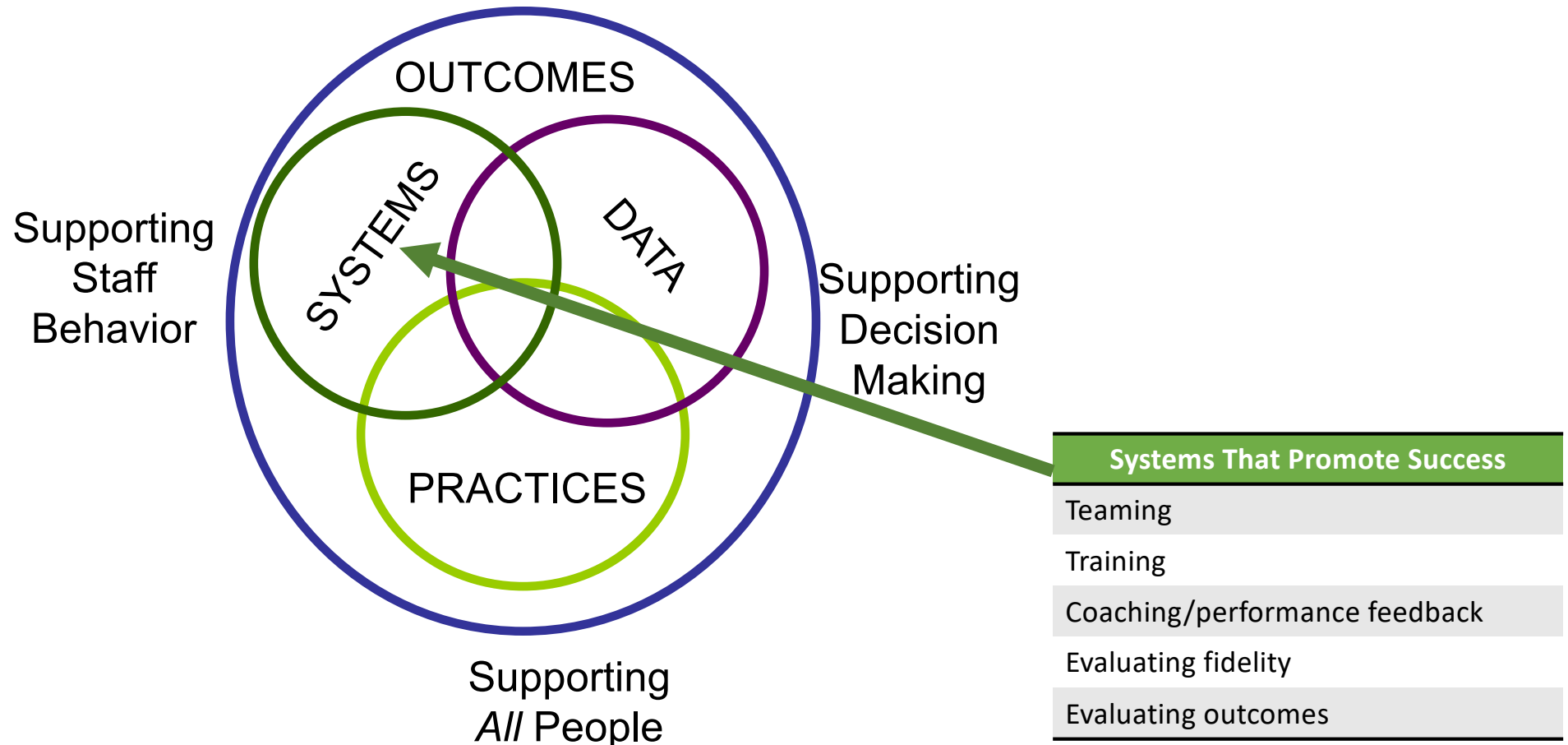
## Tier 2 (for Some)

- Early Intervention and Data Monitoring
- Function-Based Decisions

Adapted from

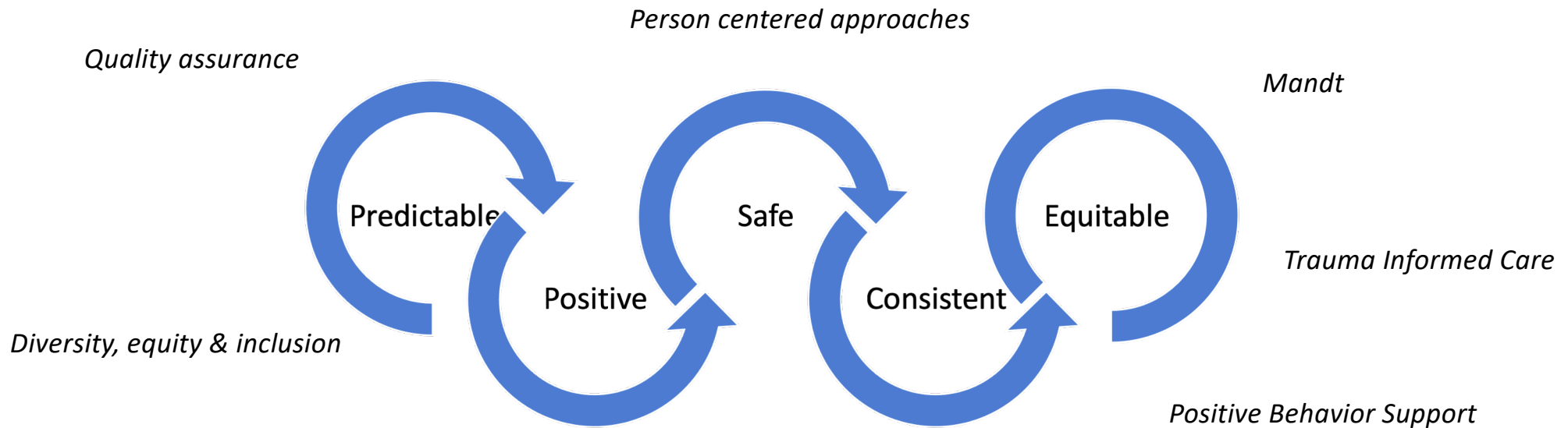


# PBS and Organizations



Adapted from PBIS.org

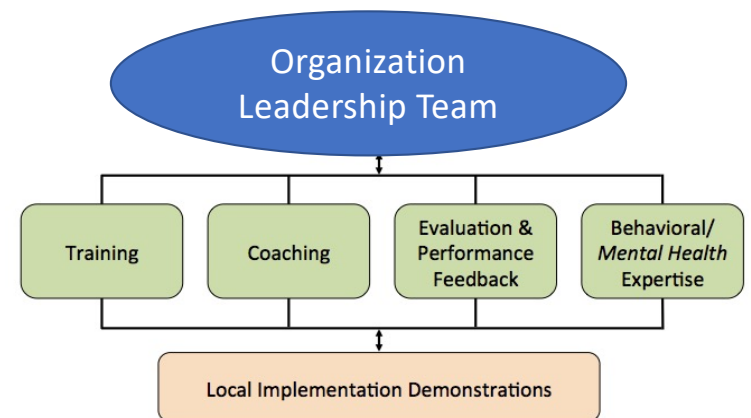
# Alignment With Existing Person Centered Priorities



Balancing Important To and Important For!

# Role of Leadership

- Establishes priority for this work
- Identifies how this work compliments or other efforts
- Determines long term action plan for building capacity for:
  - Training
  - Coaching
  - Evaluation
  - Behavioral Expertise



# Organization Leadership

Consider existing team(s)  
Avoid adding one more team

Working Smarter Not Harder!

## Membership Should Include

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

# Organization Support for Staff

**Note: PBS Plans Require Those Supporting Adults and Children to Change Their Own Behavior**

- Through this process, teams discuss and develop plans for:
  - Onboarding staff
  - Engaging staff in the planning and development process
  - Supporting staff in implementing strategies and skills

# Maryland's History With PBS

## MSDE (Schools)

PBIS or SWPBIS

20+ year history

Partnership with MSDE,  
Johns Hopkins &  
Sheppard Pratt

24 school systems, AOB  
and MANSEF schools

## MD DJS

Facility Wide PBIS

5+ year history

Statewide  
implementation plan

Range of programs

## MD DDA

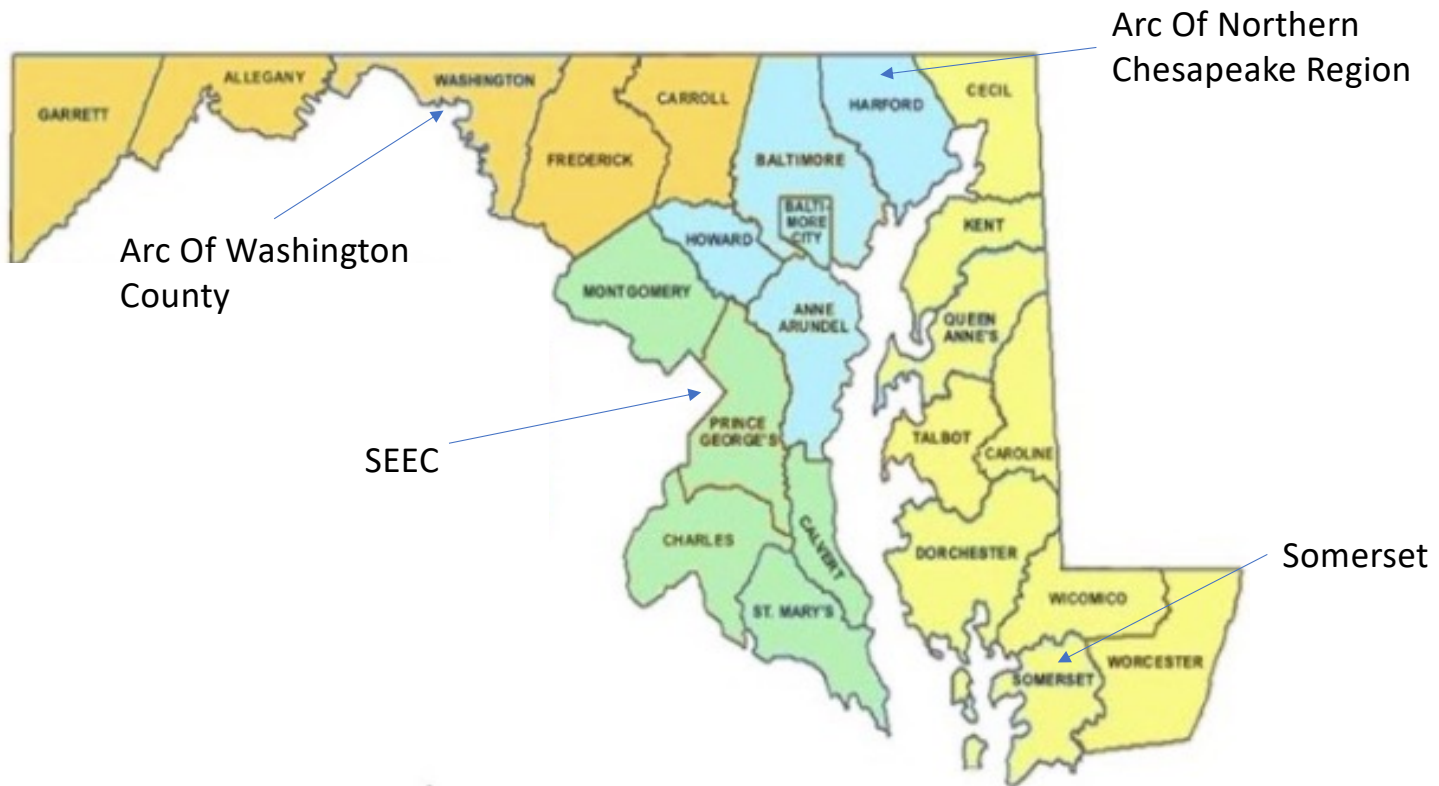
PBS

First cohort- 2019

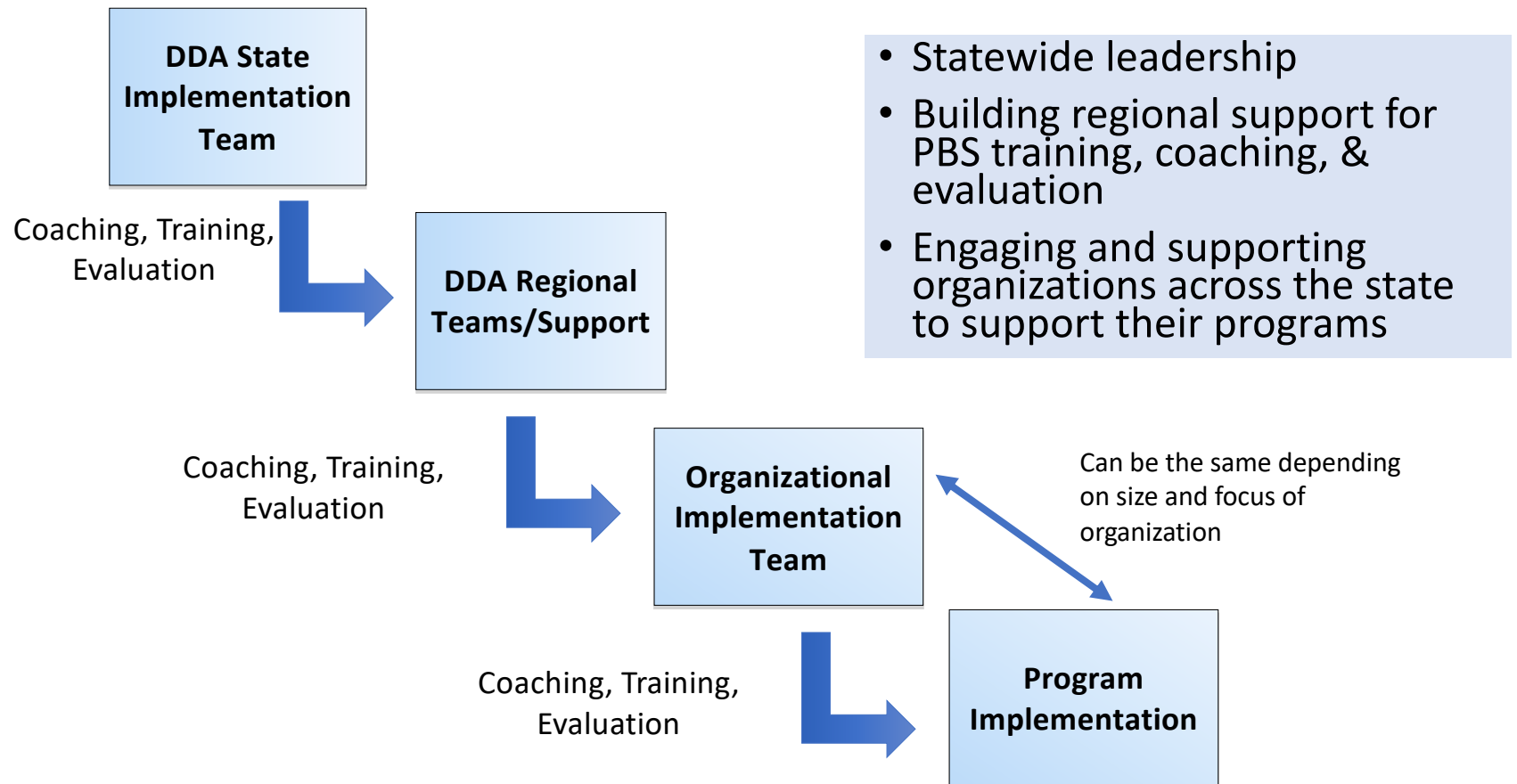
Partnering with:  
University of Minnesota,  
Sheppard Pratt/Mid-  
Atlantic PBIS Network,  
University of Maryland  
Eastern Shore



# Cohort 1 Organizations



# Maryland DDA and PBS



# Stories From The Field



# *Positive Behavior Supports*

*Lauren Neubauer, BCBA, LBA  
Clinical Behavior Analyst*





# ***Our Journey***

Spring 2019 to begin rolling out use of Positive Behavior Support (PBS) agency-wide:

- Form committee & develop mission statement
- Develop pilot sites
- Train & implement



## *Our team*

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At least 1 member from every department

Expectations reviewed annually

Rotate yearly if desired

Meet monthly & be the ambassador of PBS to their own department

**Pay attention to who you're  
around when you're  
feeling your best.**

POSITIVE VIBES QUOTES

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*Our mission statement*

---

“To increase positive interactions between everyone in the organization which in turn, improves our quality of life.”



# *Leading the PBS initiative*

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Who? Why?

Ongoing time & effort:

Roughly 6 hours a month for meeting preparation, sharing resources and doing research.







Camp Sp'arc  
Program  
Matrix

<i>a</i> attitude	Outgoing Cheerful Safe Helpful Team work Attentive Willing to try
<i>r</i> respect	Use walking feet, kind words, and appropriate tone of voice. Share Take Turns Keep hands to ourselves Clean up after ourselves Raise hands to ask questions Stay seated on the bus Follow swimming pool rules.
<i>c</i> communicate	Ask for help. Ask for a break. Ask questions. Tell staff where you are going. Discuss schedule changes & wait time. Know your group (role call/assignments) Review expectations each morning.

EDC Class	a Accepted	r Respect	c Communication
Training Site	Treat people Positively	Appropriate Language	Work with each other on activities
	Listening	Listening	Positive body language
		Truthful	Eye Contact
Office/On Breaks	Friendly	Be Helpful	Nice to Customers
	Welcoming	Follow Directions	Use Appropriate Language
Transportation	Kind to each other	Be Safe	Aware of Meetings
	Included	Quiet when walking around work areas	Listen
	Accessibility	Friendly and Appropriate Conversation	Let driver know of changes
		Be Safe	Reasonable Voice Volume

We interrupt this presentation for a world-wide pandemic....



## *Staff appreciation*

Shining Stars

Staff Spotlights

# ***Training***

All staff overview: Summer 2019

Directors: Fall 2020

Front Line Supervisors: Fall 2021

Direct Support Professionals: TBD



## ***Renew pilot sites***

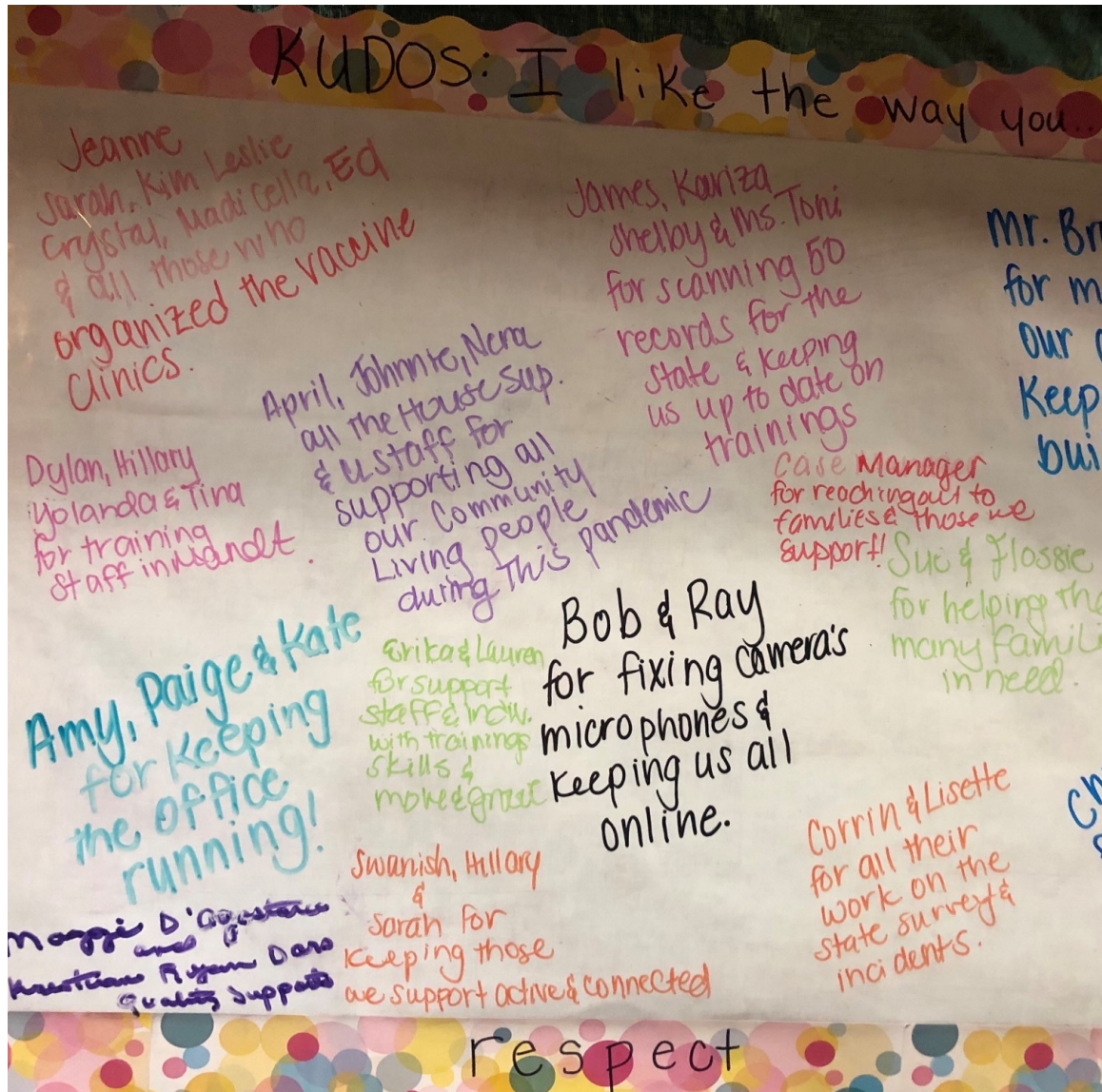


Reach out to ambassadors/use committee meetings to find new pilot sites.

Help develop behavioral expectations for each department/house in CL

Assess progress





## Use of bulletin board

- Kudos shoutouts
- Staff Spotlights
- Shining Star poster for the month
- Topic of the quarter

# *Shared resources*

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Microsoft Teams library  
Research and other positive  
psychology organizations:  
Happify  
Action for Happiness  
Headspace  
GoNoodle  
The Science of Happiness





Questions?



# Positive Behavior Support in Minnesota

Rachel Freeman  
Institute on Community Integration  
University of Minnesota



# Positive Supports Defined

**Refers To All Practices That Include The Following Characteristics:**

- 1) Person-Centered Interventions That Demonstrate Cultural Competence And Respect For Human Dignity
- 2) Evidence-Based And Promising Practices
- 3) Include Strategies For Ongoing Assessment And Monitoring At Individual And Organizational Levels
- 4) Are Often Implemented In Combination With More Than One Practice

## Positive Support Examples

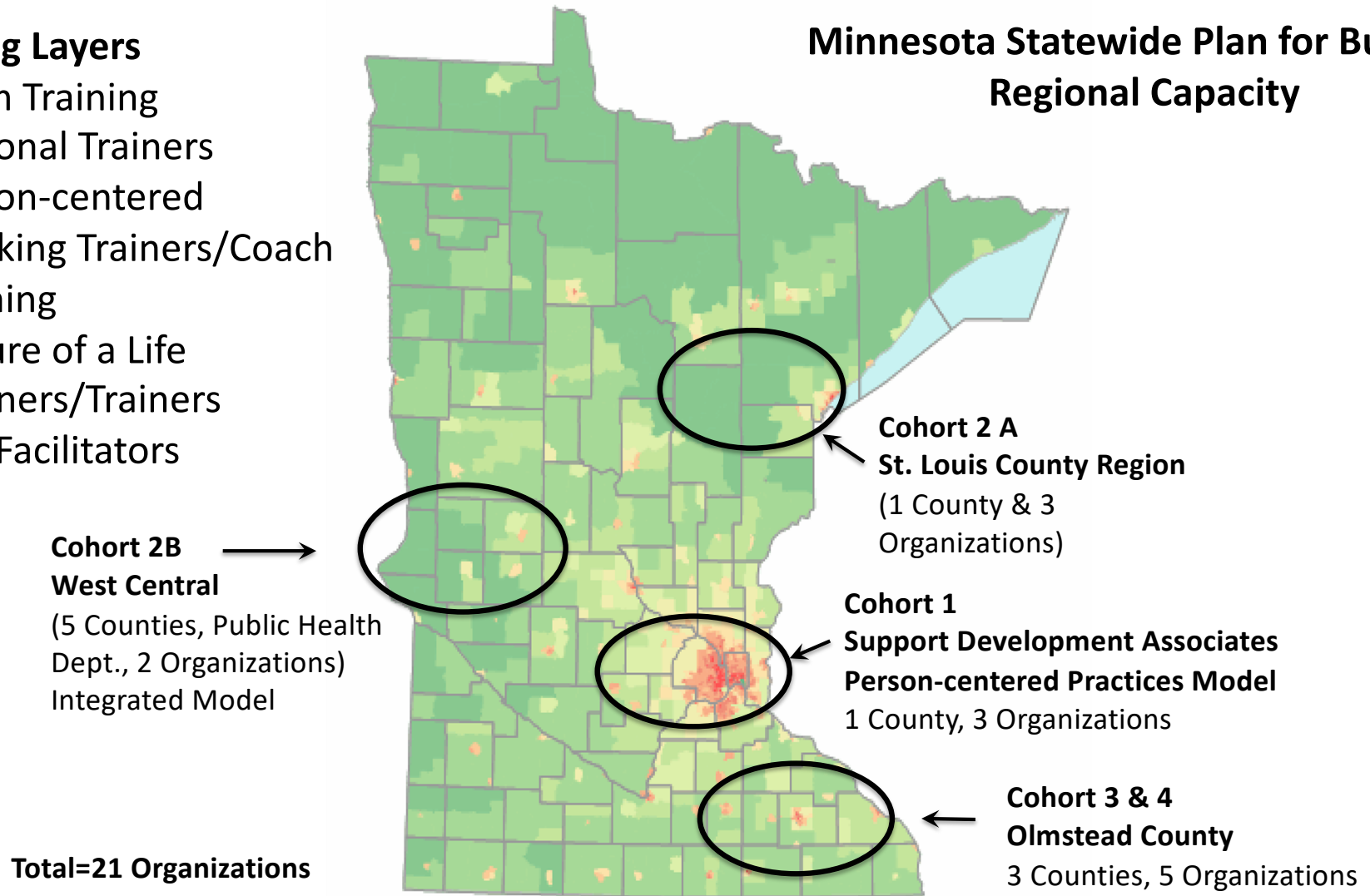
- **Person-Centered Strategies/Planning – Foundational**

- Positive Behavior Support
- Applied Behavior Analysis
- Assertive Community Treatment
- Cognitive Behavior Therapy
- Dialectical Behavior Therapy
- Motivational Interviewing
- Wraparound Planning/Systems Of Care
- Trauma Informed Practices
- School-Linked Mental Health

## Training Layers

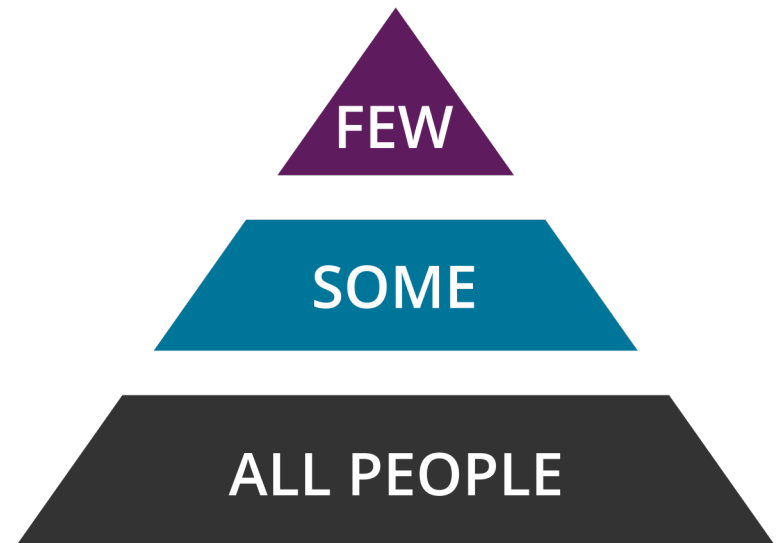
- Team Training
- Regional Trainers
- Person-centered Thinking Trainers/Coach Training
- Picture of a Life Planners/Trainers
- PBS Facilitators

## Minnesota Statewide Plan for Building Regional Capacity



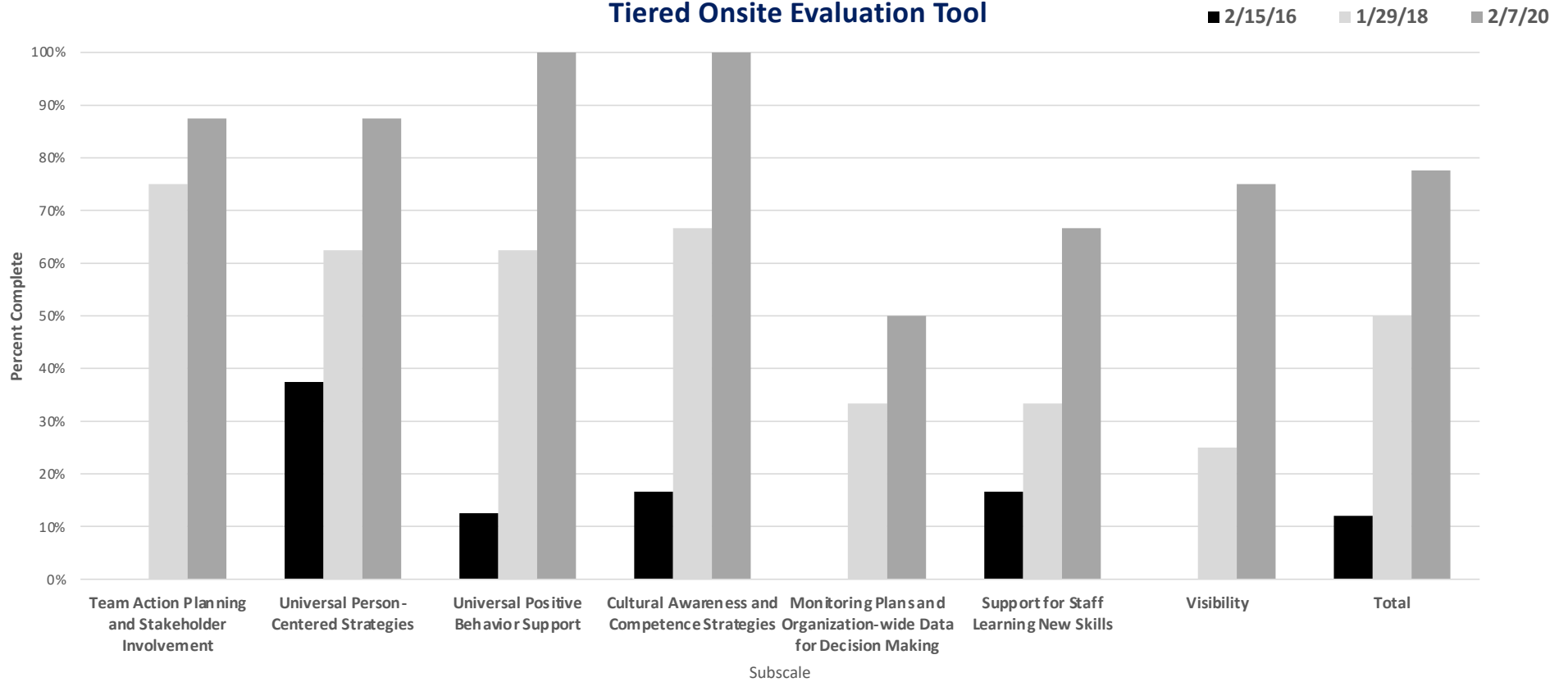
# Getting Started

- Form an Organization-wide Team That Represents All Stakeholders
- Assess Readiness and Buy in
- Complete a Self-assessment
- Create an Action Plan
- Use Data for Decision Making
- Make Changes to Improve Outcomes

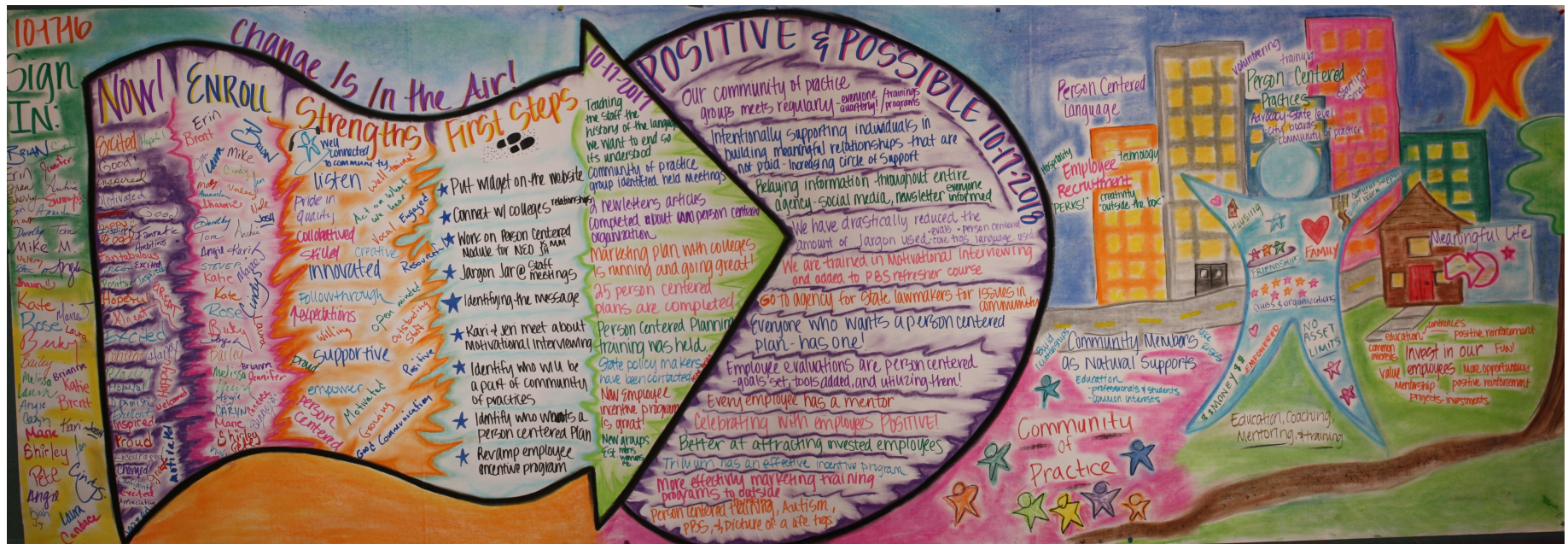




## Residential and Employment Organization Tiered Onsite Evaluation Tool



\* Data collected for Agency disrupted in 2019 due to staff attrition issues



# ORGANIZATIONAL CHANGE STAKEHOLDERS PATH

## OCTOBER 17TH 2016



Overview ▾

What's New

Site Map

Events

Positive Supports  
MINNESOTA

**VISIT MNPSP.ORG**

Home

Topic Areas ▾

Positive Support Practices ▾

Training Materials ▾



# Welcome to Minnesota Positive Supports Website

## This website is for:

✓ Mental health providers

ability services providers

**All people want to be respected, have choices, and feel safe.**

Positive supports are approaches that are used to help people using a

Search MNPSP



Screen Readers Users

*If you are using a screen-reader, please visit the [site map](#) for a listing*

Screenshot

# Click on HCBS Modules

## Training Materials



**HCBS Modules**

[Go to HCBS Modules](#)



**Implementation Resources**

[Go to Implementation](#)



**Universal Social Skills Resources**

[Go to Universal Resources](#)



**Positive Social Strategies**

[Go to Positive Social Strategies](#)



**MN Community of Practice**

[Go to MN Community of Practice](#)



**Regional Contacts and Collaboration**

[Go to Regional Contacts...](#)



**PBS Intensive Training Materials**

[Go to PBS Intensive Trainings](#)



**PBS Notebook**

[Go to PBS Notebook](#)

**Each Box is a Module**

**Also, Scroll Down This Page For Implementation Stories**

## HCBS Modules

These Home and Community-Based Services (HCBS) modules provide an introduction to individuals who are interested in improving person-centered practices and implementing positive supports.



**Person-Centered Organizations**

Go to Module 1



**Using a Team Approach**

Go to Module 2



**Confirming Readiness**

Go to Module 3



**Assessing Your Organization**

Go to Module 4



**Creating an Action Plan**

Go To Module 5



**Making Person-Centered Practices a Part of Everyday Work**

Go To Module 6



**Evaluating Person-Centered Practices Over Time**

Go To Module 7



**Problem-Solving When Person-Centered Related Challenges Occur**

Go To Module 8

Screenshot

# Build Implementation Into Every Day Work

(Accreditation, Strategic Planning, Organizational Workforce, etc.)

## The Minnesota Home and Community-Based Services (HCBS) Modules for Person-Centered Organizations

Module #1: Overview of the Minnesota Home and Community-Based Services (HCBS) Modules for Person-Centered Organizations

Module #2: Using a Team Approach to Build on Person-Centered Practices

Module #3: Confirming Readiness

Module #4: Assessing Your Organization's Strengths and Needs

Module #5: Creating an Action Plan

Module #6: Making Person-Centered Practices a Part of Everyday Work

Module #7: Evaluating Person-Centered Practices Over Time

Module #8: Problem-Solving When Person-Centered Related Challenges Occur

## The Minnesota Home and Community-Based Services (HCBS) Modules for Person-Centered Organizations



# Team Stories From Minnesota

## Implementation Stories

### Team Implementation Examples

These stories describe how teams in Minnesota are building on existing strengths and tailoring action plans to expand on areas important to each organization.

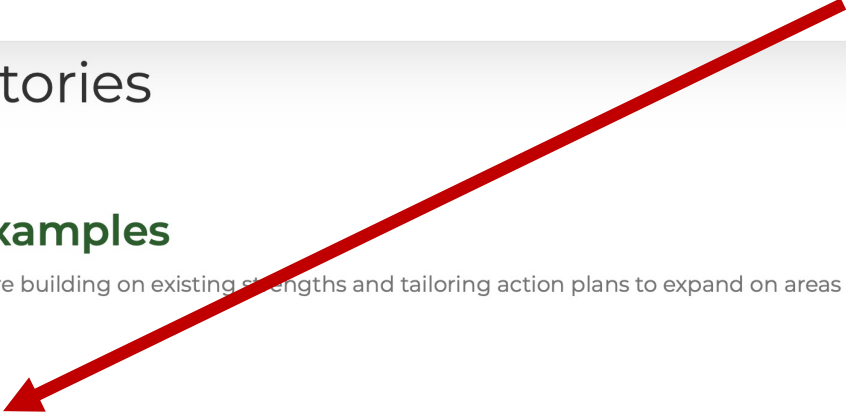
- [Team Story 1 – Public Health](#)
- [Team Story 2 – Residential Provider](#)
- [Team Story 3 – Employment Services](#)
- [Team Story 4 – Mental health Provider](#)
- [Team Story 5- County Example](#)
- [Team Story 6 – Evaluation Story](#)

### State and National Examples

This website link shows both Minnesota-based and national team examples as well as projects and resources related to person-centered and positive support practices.

- [Implementation Examples from the Training Materials Page](#)

Screenshot





## PBS Resources

- [Home and Community Based Modules](#)
- [MNPSP.ORG Positive Social Strategies](#)
- [MNPSP.ORG Universal Social Skills](#)
- [Implementation Resources](#)
- [Individualized PBS Resources](#)

# How To Get Involved



# What Does It Mean To Get Involved?

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 DDA Provides

Active administrative leadership & involvement

Organization leadership team to coordinate PBS efforts

Complete the application to indicate interest

Attending two readiness webinars

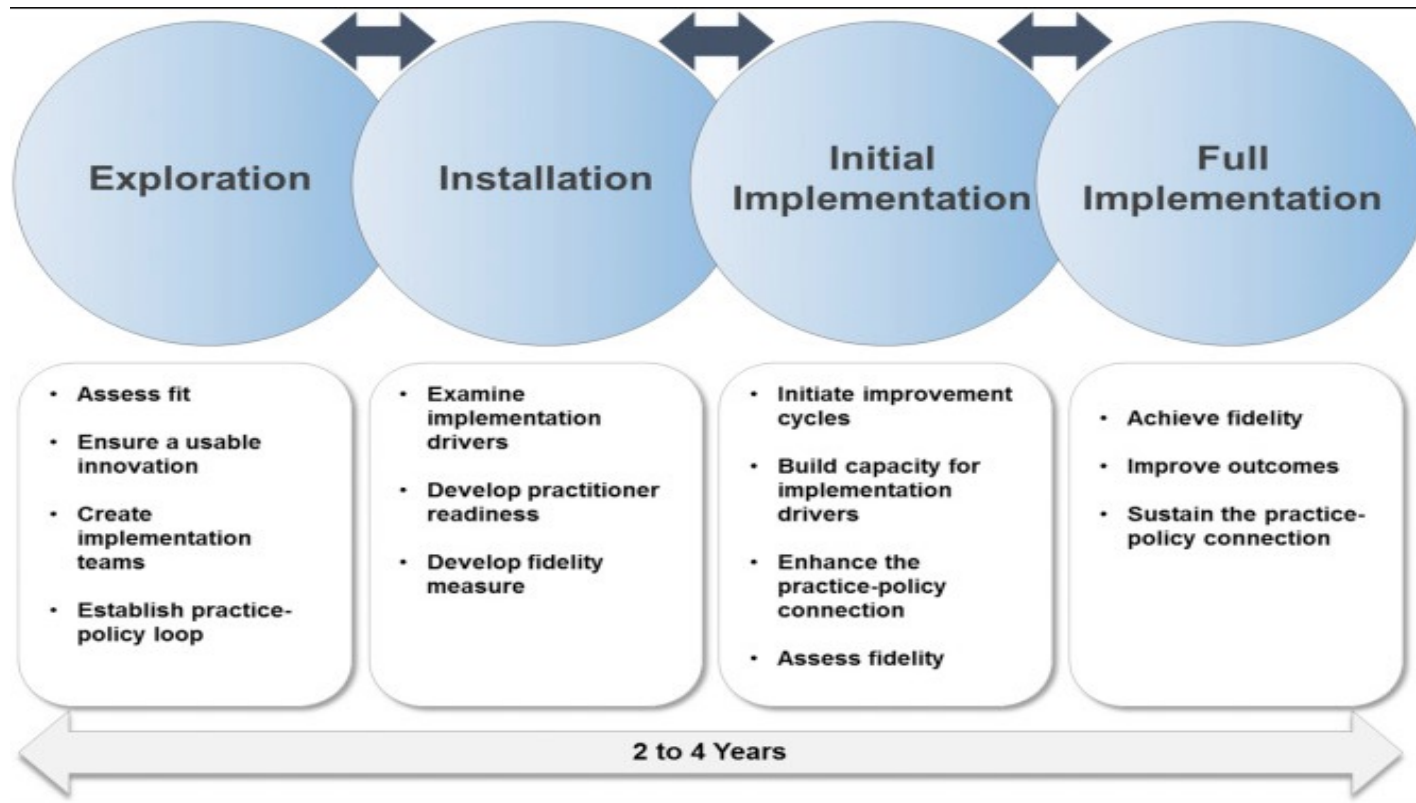
Attending three days of team training

Engage in TA & evaluation (virtual & onsite)

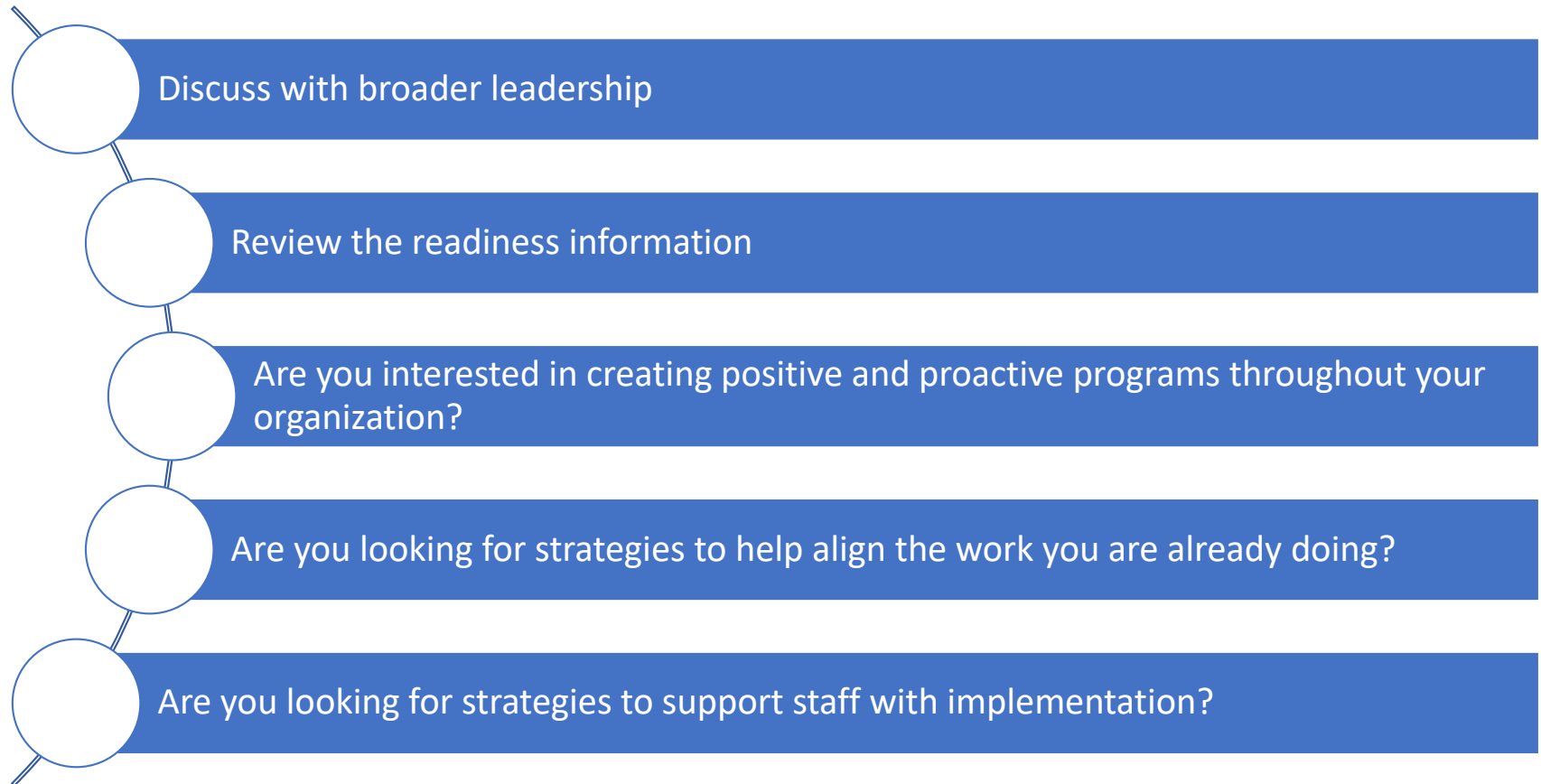
## What Organizations Need to Commit To



# Ongoing Commitment: *Lasting Change Takes Time*



# Determine Your Interest



# 2021 – 2022: Important Dates



Want To Learn  
More? Follow-up  
Webinar

9:30am –  
11:30am



Support Webinar  
For Applications

11:00am –  
1:00pm



Applications  
Due to DDA



Teams Will Be  
Notified



**To be Announced**

Readiness webinar and team training dates

February 2022 – June 2022

# Who To Contact

Dr. Meg DePasquale

MD DDA

Director of Clinical Services

[meg.depasquale@maryland.gov](mailto:meg.depasquale@maryland.gov)

Terrence Proctor

MD DDA

Statewide Coordinator of Clinical Services

[terrence.proctor1@maryland.gov](mailto:terrence.proctor1@maryland.gov)

Want To  
Learn  
More  
About  
PBS?

<https://www.apbs.org/>

APBS Home About Networks Conference Membership Login f t i

# APBS

ASSOCIATION FOR POSITIVE BEHAVIOR SUPPORT

Enhance the quality of life of people across the life-span

## BECOME A MEMBER TODAY!

### Our Mission

Enhance the quality of life of people across the life-span by promoting evidence-based and effective positive behavior support to realize socially valid and equitable outcomes for people, families, schools, agencies, and communities.

### APBS Vision Statement

Members of APBS across the world will interact with the Association as their primary reliable resource on positive behavior support and view their engagement as personally and professionally beneficial.

### APBS Equity Statement

APBS is committed to equity, human rights, and social justice for historically marginalized and oppressed communities, families, practitioners, and students. Our work informs individuals, institutions, and organizations through systems development and strategies to disrupt interpersonal and structural forms of inequity, discrimination, and racism in order to promote equitable and meaningful outcomes for all.

### APBS News

#### Meme Hieneman Tribute

It is with great sadness that we share that Meme Hieneman passed away Thursday August 5. Read more about

### APBS and Positive Behavior Support: Overview Videos and Information

Get started as a leader in affecting positive behavior change for YOUR community. Whether that's in a school, home or community, the principles of positive behavior support stay the same, but there are specific next steps that can be taken to help bring about better outcomes for all.

<a href="#">Introduction to APBS</a>	<a href="#">Positive Behavior Support In Schools</a>	<a href="#">Positive Behavior Support At Home</a>	<a href="#">Positive Behavior Support In Your Community</a>
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Read More About Positive Behavior Support in Your Community

This video is available in: English | Simple Chinese | French/Canada | French/France | Spanish/Latin America | Spanish/Spain

[Become a Member](#) [Attend Our Conference](#) [Join a Network](#)









Overview ▾ What's New Site Map Events

**Positive Supports**  
MINNESOTA

Home Topic Areas ▾ Positive Support Practices ▾ Training Materials ▾

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 <p><b>Creating an Action Plan</b></p> <p>Go to Module 5</p>	 <p><b>Making Person-Centered Practices a Part of Everyday Work</b></p> <p>Go to Module 6</p>	 <p><b>Evaluating Person-Centered Practices Over Time</b></p> <p>Go to Module 7</p>	 <p><b>Problem-Solving When Person-Centered Related Challenges Occur</b></p> <p>Go to Module 8</p>

# Informational Modules

<https://mnpssp.org/hcbs-modules/>

## Implementation

# Agency Examples

<https://mnpssp.org/implementation-stories/>

Overview ▾ What's New Site Map Events

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MINNESOTA

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- Implementation Examples from the Training Materials Page

Maryland PBS Modules for  
Staff and Teams



Questions