

Join Other Organizations in Minnesota Implementing Positive Supports: Training Opportunities



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM



Purpose of Presentation

- Provide an overview of organization-wide positive supports
- Describe how your organization or county can get involved with the Positive Support Cohort process
- Provide suggestions on how to form a team
- Review additional training opportunities
- Allow time for questions



What Are Positive Supports?



Positive Supports

- Practices that are proven to be effective using research that addresses social, emotional, and quality of life outcomes for people who represent all Minnesotans
 - Assertive community treatment
 - Positive behavior support
 - Motivational interviewing
 - Person-Centered Practices
- Driven by person-centered values
- Monitored over time to make sure they are improving lives of people across the lifespan

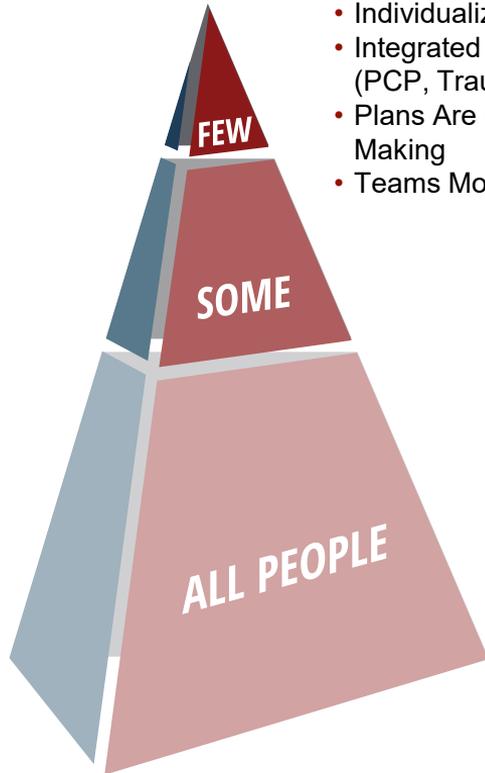


Organization-Wide Positive Supports

- Takes an organization-wide approach to how we implement various positive supports throughout our organization or county
 - Focuses on supports for individuals
- AND
- Focuses on workforce development and alignment at the organizational level



Organization-Wide Approach to Supports



Tertiary Stage: Intensive & individualized support

- 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: Targeted support

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

Universal Stage: Proactive support for everyone

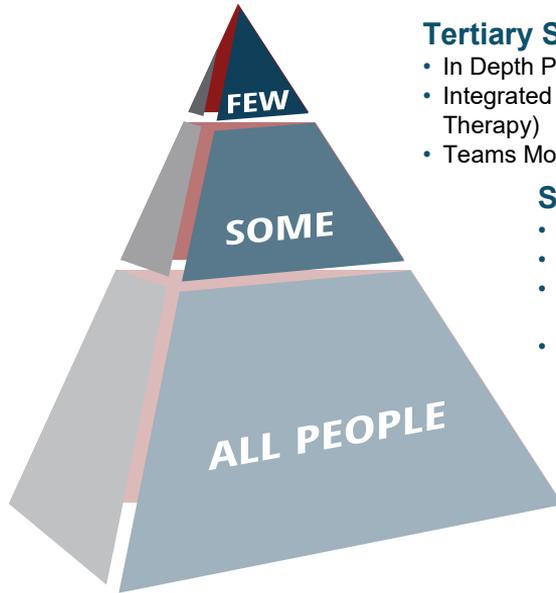
- Teach and Encourage Communication
- Predictable and Proactive Settings
- Encourage and Reinforce Social Skills
- Consensus-Based Team Focus
- Emphasis on Using Data For Decisions

+ Increased intensity & individualization of support

+ Increased data monitoring



Organization Wide Approach To Person-Centered Thinking and Planning



Tertiary Stage

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

Secondary Stage

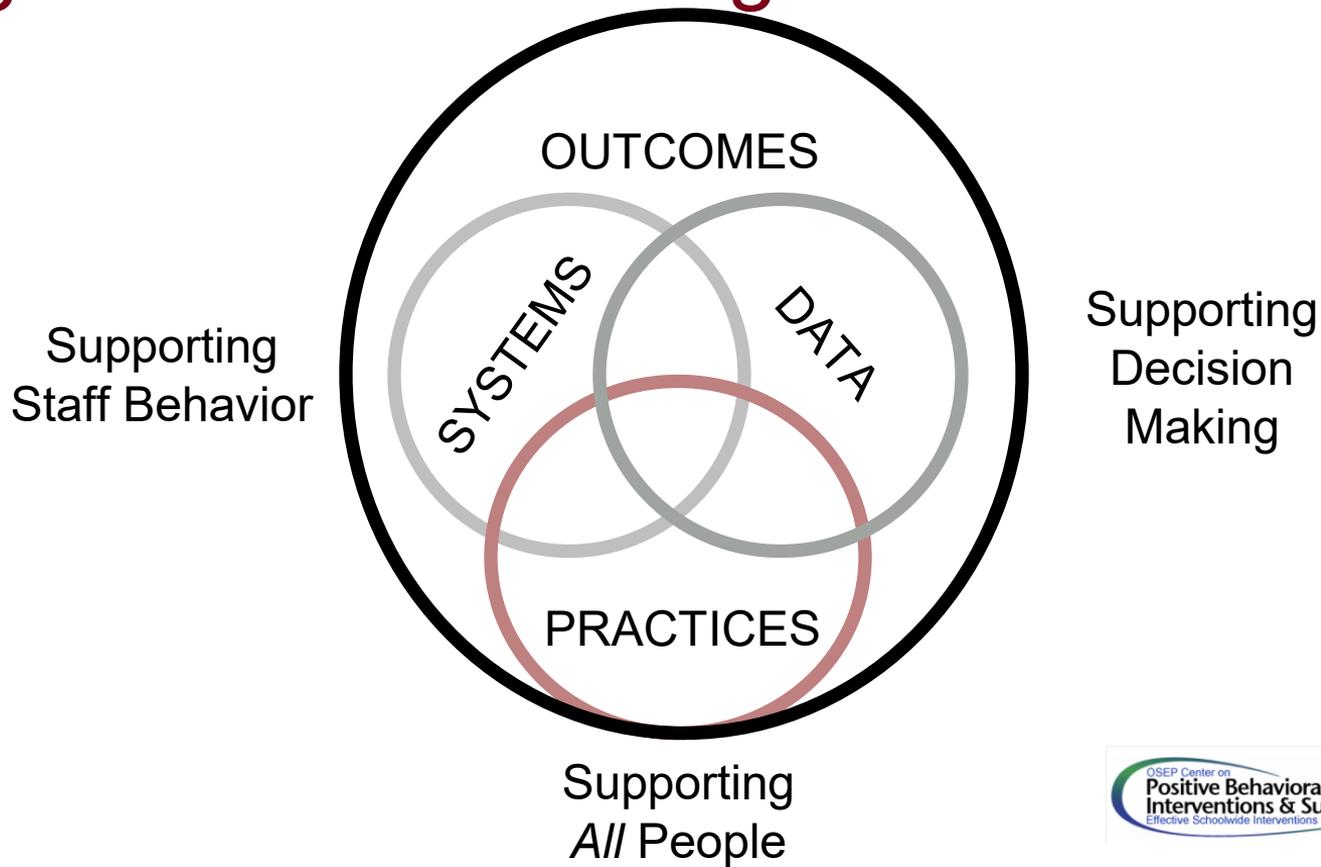
- Monitor PCT Action Plans
- Additional Quality of Life Strategies
- Increase Strategies for Supporting Independence and Community Involvement
- Mental Health and Wellness Interventions

Primary Stage

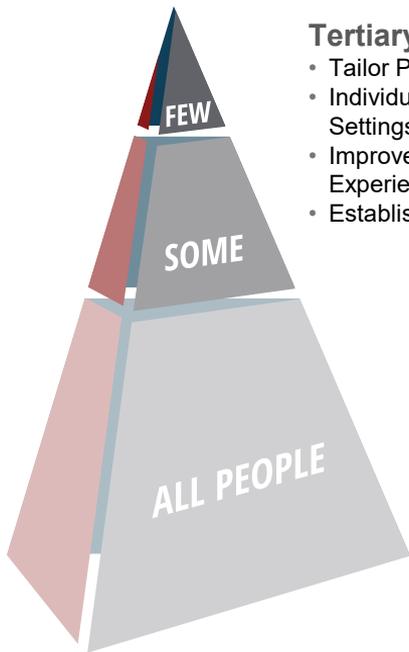
- Universal Person-Centered Strategies
- Encourage Self Expression
- Self-Determination and Choice Making
- Meaningful Participation in the Community



Organization-Wide Logic



Organization-Wide Approach to 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



What Is The MN Positive Support Cohort Model?



MN Positive Support Cohort Model

- Statewide process to build organization-wide positive support capacity to organizations, counties, regions in MN
- Total of 32 organization have participated in training events since 2016.

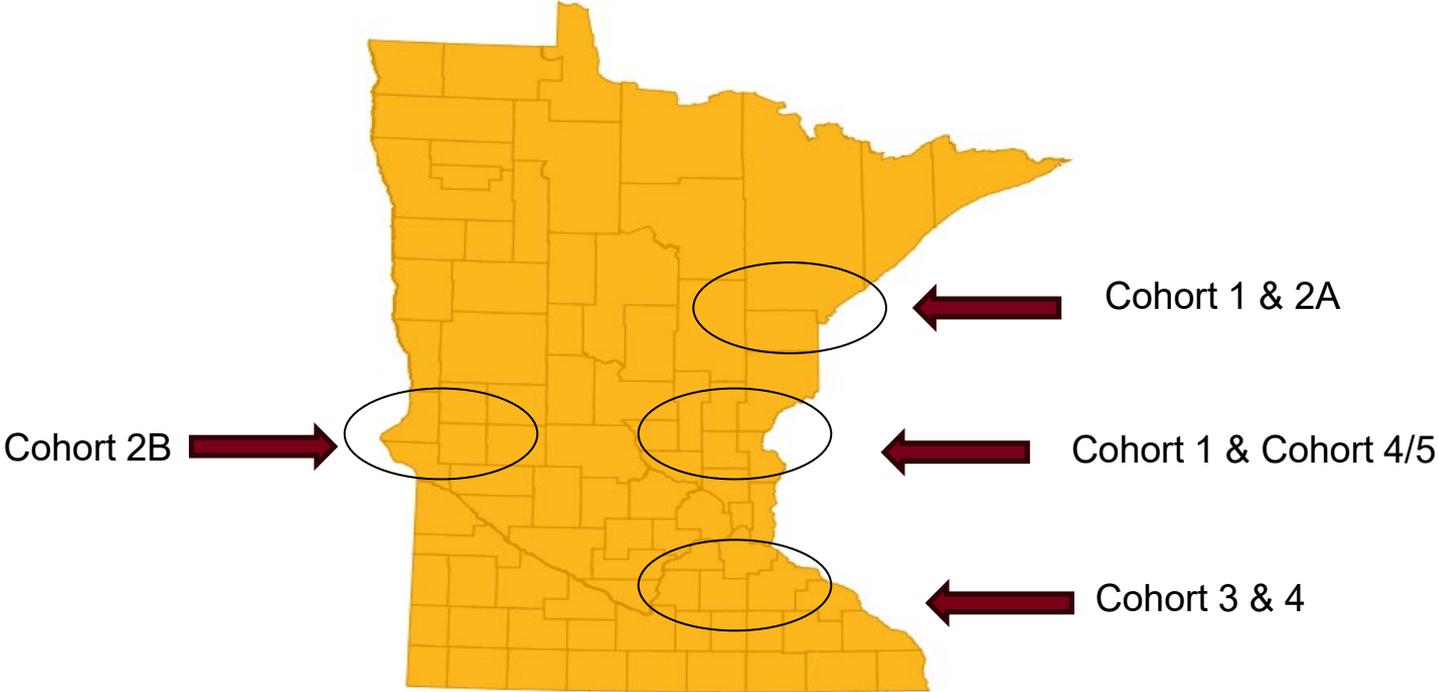


MN Positive Support Cohort Model (con't)

- Move beyond “one shot workshops”
- Embed positive supports within every day supports
- Maintain practices over time
- Seek out regional collaboration to share resources
- Work together to make recommendations to the state to help guide efforts



MN Positive Supports Cohorts And Regions



Types of Organizations Involved

- County teams
- Provider organizations
- Public health
- Mental health organizations



We are looking for organizations interested in creating new regions!



Resources Available To Cohort Teams

- Team Training
 - Universal, organization-wide positive supports
 - Tier 2 and Tier 3 systems for positive supports
- Follow-up support from the ICI UMN team
 - Tailored support
 - Flexible – phone, zoom, email
- Access to Cohort specific opportunities
 - Example: 2025 Stipends
- Opportunities for annual feedback to guide action planning
 - Tiered Onsite Evaluation Tool (TOET)



How Can My Organization Or County Get Involved With The Cohort Process?



Getting Started in Organizational Work

- 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



Core Team Members

- Administrators
- Management
- Supervisors
- Direct Support Staff
- Human Resources Staff
- Peer Support Specialists
- Coaches
- PBS Facilitators
- PCT Trainers
- Person Centered Planners
- Person(s) supported

Working
Smarter Not
Harder!

Can you identify
an existing team
to engage in this
work?



Team Process

- Confirm commitment from organization/county leadership
- Confirm readiness of everyone in the organization
- Complete a self-assessment of strengths
- Engage in training and follow-up events
- Identify a long-term vision and action plan
- Use data for decision making
- Evaluate progress over time
- Build expertise and connect with trainers in your region



Engage In Training: Cohort 6 Training Dates

*training will be available in up to two regions, based on organization interest. One date for each region, on Day 1 and Day 2, will be selected once the Cohort organizations or counties are identified.

In-Person Team Training*

Day 1: November 4 or 5, 2025

Day 2: March 10 or 11, 2026

Location TBD

Time: 9:00am – 4:00pm

Webinar Team Training

9:30am – 11:30am

December 9, 2025

February 10, 2026

April 14, 2026



Stay Involved

- Consider this a long-term commitment (3 to 5 years...or more)
- Participate in the annual feedback process
- Continue to engage in Cohort trainings and meetings
- Engage with other available resources
- Be open to sharing your experience with other organizations/counties



Next Steps In Getting Involved:

- ✓ Identify interest and readiness
- ✓ Identify a team that could support this work
- ✓ Indicate interest (online application)



Visit What's New on the Positive Supports MN website after August 1st to Complete The Online Application

HOWAY, KASPE

Positive Supports MINNESOTA



[Home](#) [About](#) [People and Settings](#) [Positive Supports](#) [Training Materials](#) [What's New](#) [Site Map](#)

Search for Positive Support Information and Resources



What are Positive Supports?

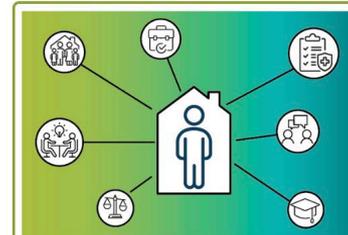
Screenshot



What's New



MNPBS Network



Community-based Positive Supports and Systems of Care



What Are The Other Opportunities Throughout The Year?



New In 2025! Stipends Available To Cohort Organizations and Counties

Data Stipend

- Up to 10 hours for preparation and participation in the TOET completion
- Up to 10 hours for preparation, summary, and submission of outcome data related to organization-wide efforts
- Up to 20 hours @ \$80/hour
- Submit application of interest

Contribution Stipend to DHS Positive Supports

- Partnership work that will benefit service recipients in the state and assist in implementing positive supports
- Stipend funds offset the costs of more intensive work
- Examples: work within regional networks, creating presentations for training events, mentor staff in competency-based trainings, assist organizations in qualifying for positive support services, providing awareness presentations to community partners
- Up to 20 ours @ \$80/hour
- Submit detailed plan



Positive Behavior Support Intensive Training Series

What:

- Awareness training in Positive Behavior Support Intensive Supports
- Focus on Tier 2 and Tier 3 systems and practices
- 6, full-day, virtual training sessions

Who:

- PBS Facilitators
- Public providers

How to get involved:

- PBS Intensive dates will be announced in the early fall
- Visit the mnpssp.org What's New section of the website



Project ECHO Webinars

What:

- To support Tier 2 (focused) and Tier 3 (highly individualized) levels of implementation of PBS and related positive supports
- 8, virtual events
- Didactic presentation and cased-based learning

Who:

- Cohort members
- Related provider organizations who have completed the PBS Intensive training
- Those currently providing Tier 2 an Tier 3 PBS supports



PBS Tier 3 Competency-Based Training

What:

- Learn how to facilitate complex individual PBS Plans

Who:

- PBS Facilitators to become mentors
- Up to 7 mentors

How:

- Complete training
- Complete one plan with a person you support
- Be observed at least 3 times during key training time periods
- Quarterly meetings (2-hour meetings)



Visit The What's New Page! Information About These Events Will Be Emailed To You In The Fall.

Howay, Kacne



- Home
- About
- People and Settings ▾
- Positive Supports ▾
- Training Materials ▾
- What's New
- Site Map

Search for Positive Support Information and Resources



What are Positive Supports?

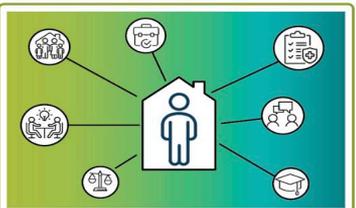
Screenshot



What's New



MNPBS Network



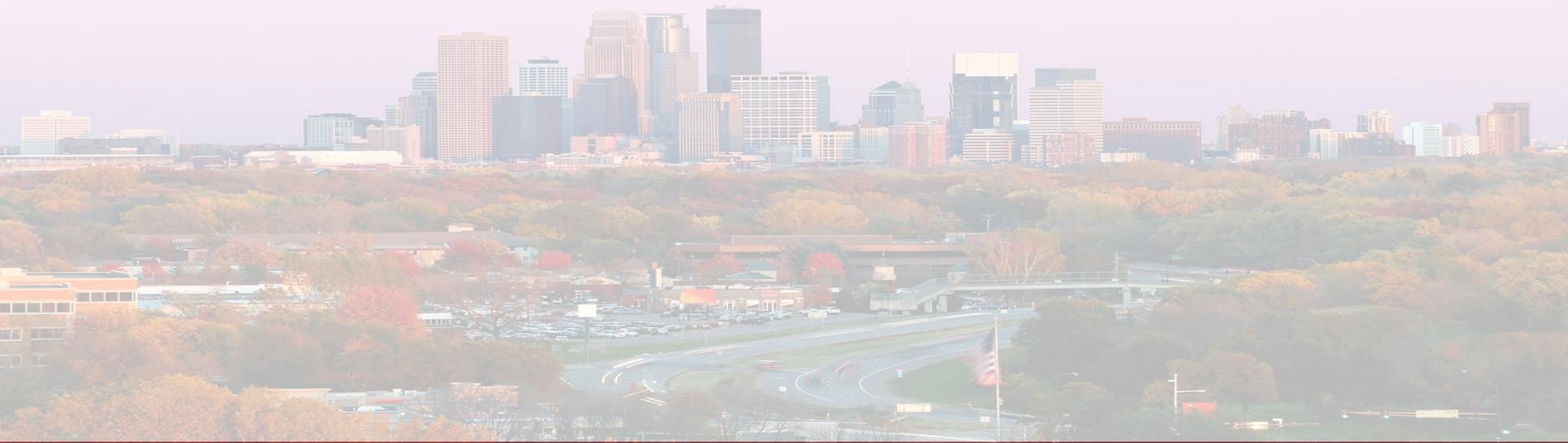
Community-based Positive Supports and Systems of Care



Save The Date...ish

2nd Annual Great Minnesota Regional Positive Support Get-Together

Same Mission...Continued Momentum. See you in 2026!



Looking For More Information About Organization-Wide Positive Supports?



Use the QR code to access an interest form.

Complete and submit the form.

A member of our team will be in touch with additional information.



For questions about the Cohort Model,
Please contact:

Jennifer Jeffrey-Pearsall @ jeffr181@umn.edu



Developed by



Preparation of these modules was supported, in part, by cooperative agreement from the Minnesota Department of Human Services (MN DHS). The University of Minnesota, when undertaking projects under government sponsorship, is encouraged to express freely its findings and conclusions. Points of view or opinions do not, therefore necessarily represent official MN DHS policy.



Continue to visit MNPSP.ORG

HOWAY, KASPE

Positive Supports MINNESOTA



[Home](#) [About](#) [People and Settings](#) [Positive Supports](#) [Training Materials](#) [What's New](#) [Site Map](#)

Search for Positive Support Information and Resources



What are Positive Supports?

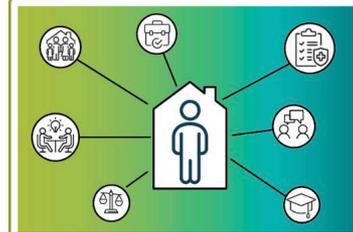
Screenshot



What's New



MNPBS Network



Community-based Positive Supports and Systems of Care





UNIVERSITY OF MINNESOTA

Driven to Discover®

Crookston Duluth Morris Rochester Twin Cities

The University of Minnesota is an equal opportunity educator and employer.