

**Organization-wide Person-centered Practices and Positive Behavior Support
Evaluation Questions -- Year One**

Evaluation Question	Measures Used	Person Responsible for Summarizing Data	Data Collection Timeline	Which Meetings Will Use the Data?
<p>What impact has the organization-wide effort had on:</p> <ul style="list-style-type: none"> • Number of People Receiving Services • Number of Staff Receiving PCT Training • Number of PCT Trainers, Coaches, Key Contacts, PoL Planners, PBS-Facilitators • Number of Staff Coaches & Team Have Influenced (involved in consensus-based decision making, training received, etc.) 	<p>Simple Descriptive Graphs Summarizing Impact Across Organization</p> <ul style="list-style-type: none"> • Number of Coaches Per Year • Number of People Impacted by Implementation • Number of PCT Trainers • Number of Staff Involved in Consensus-building Activities • Number of POL Planners • Number of PBS Facilitators 	<p>ICI Staff Initially with Key Contacts</p> <p>Excel File Created and Shared with Key Contacts/Team</p> <p>Annual Sharing of Data for Evaluation (ICI)</p>	<p>Annually Measures Linked to Onsite Team Visits (September/October)</p>	<ul style="list-style-type: none"> • Team Training Days and Team Meetings • Annual Review of Evaluation Data • ICI
<p>Self-assessment of <i>organizational</i> efforts</p>	<ol style="list-style-type: none"> 1. Retention Rates, Tenure, Vacancy Rates, Percent of Staff Leaving Within 6 Months 2. Organizational Intervention Analysis/Baker Tool 3. Staff Satisfaction 	<p>Coach & Organization-wide team</p>	<p>Annually Measures Linked to Onsite Team Visits (September/October)</p> <p>Annual Self-assessment (April/May)</p> <p>Annual Self-assessment (June/July)</p>	<ul style="list-style-type: none"> • Organization-wide Teams • Staff Meetings • ICI
<p>Self-assessment of positive support practices</p> <ul style="list-style-type: none"> • Person-centered practices • Positive behavior support 	<ol style="list-style-type: none"> 1. Person-centered tool 2. Quality of Social and Physical Environment 		<p>Annually Measures Linked to Onsite Team Visits (September/October)</p>	<ul style="list-style-type: none"> • Organization-wide Teams • Staff Meetings • ICI

<p>Are there increases in staff knowledge Across</p> <ul style="list-style-type: none"> • Workforce • PCT • PBS <p>(CDS or Other Pre-Post Test of Knowledge) (If applicable)</p>	CDS modules pre-post		Annually	<ul style="list-style-type: none"> • Organization-wide Teams • ICI
<p>Are decreases in Behavior Incident Report Forms (BIRF) submitted after implementing Organization-wide PBS?</p> <ul style="list-style-type: none"> • Restraint/Restrictive Events • 911 Calls • Hospital/Out of Home 	Behavior Incident Report Form Summary	Summary of Data by Organization (State to Assist)	<p>2-4 Times a Year (April/June)</p> <p>(September/October)</p>	<ul style="list-style-type: none"> • Organization-wide Teams • Staff Meetings • Regional Team • ICI
<p>Are there increases in the implementation of the major features of Person-centered & PBS Organization-wide Planning? (External Evaluation)</p>	Person-Centered & Positive Onsite Evaluation Tool	Regional Trainers (Inter-Observer Agreement)	Annually (September/October)	<ul style="list-style-type: none"> • Organization-wide Teams • Regional Team • ICI
<p>Are there self-reported increases in the implementation of the major components of Person-centered & PBS Practices? (Self-report MN Team Checklist)</p>	<ol style="list-style-type: none"> 1. Positive Support Overall Fidelity 2. PC Practice Fidelity 3. PBS Fidelity 	Coach w/ Team Assist	2X per Year	<ul style="list-style-type: none"> • Team • Staff meetings
<p>Are There Organization-wide Strategies for Evaluating the Quality of Life for People Served?</p> <p>Domains</p> <p><i>Independence Factors</i></p> <ul style="list-style-type: none"> • Personal Development • Self-determination <p><i>Social Participation Factors</i></p> <ul style="list-style-type: none"> • Interpersonal Relations • Social Inclusion • Rights <p><i>Well-being Factors</i></p> <ul style="list-style-type: none"> • Emotional Well-being • Physical Well-being • Material Well-being 	<ol style="list-style-type: none"> 1. <i>Quality of Social and Physical Environment Team Assessment</i> 2. Onsite Evaluation Items related to #1 above) 3. (Note: Organizations May Be Using Different Programs—we Will Ask for Information in Year 1) 	Team	Annually (September/October)	Organization-wide Team
<p>Are there Increases in Person-Centered Behaviors, Active Engagement, Reinforcement, and Positive Social Prompts in 3 cations within Pilot Area</p>	Direct Observation Measures of Person-centered Thinking, Engagement Levels, and Reinforcers During 20 Minute Period in Pilot Areas	Key Contact (or Coach)	3-4 Times a Year (One During Onsite Evaluation)	<ul style="list-style-type: none"> • Organization-wide Teams • ICI (Anonymous Data)