

# Organization-Wide Person – Centered Practices and Positive Behavior Support

## Provider Example



# Implementing Multi-Tiered Systems of Support

## Positive Behavior Support

### Tertiary Stage

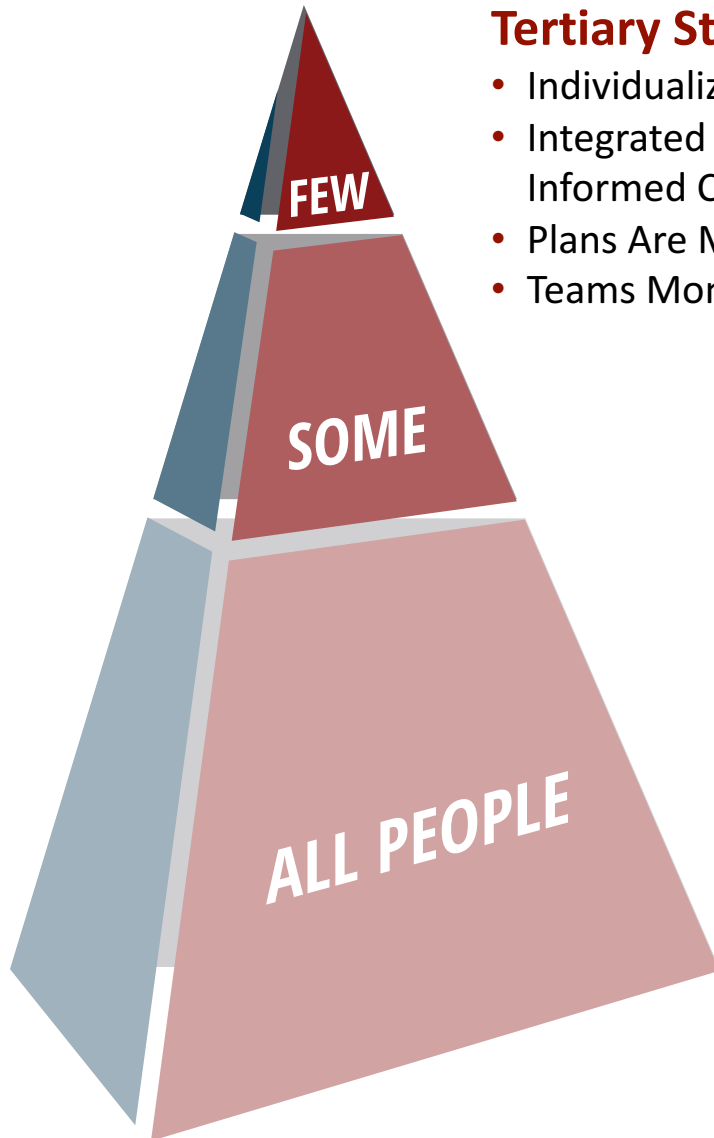
- Individualized PBS Plans
- Integrated with Other Positive Supports (PCP, Trauma-Informed Care, DBT, Etc.)
- Plans Are Monitored- Data-Based Decision Making
- Teams Monitor Progress of Each Person

### Secondary Stage

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

### Universal Stage

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



Positive Behavior Support

Person-Centered Practices  
& Planning

Organizational Workforce

# Implementing Multi-Tiered Systems of Support

## Person-Centered Practices & 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

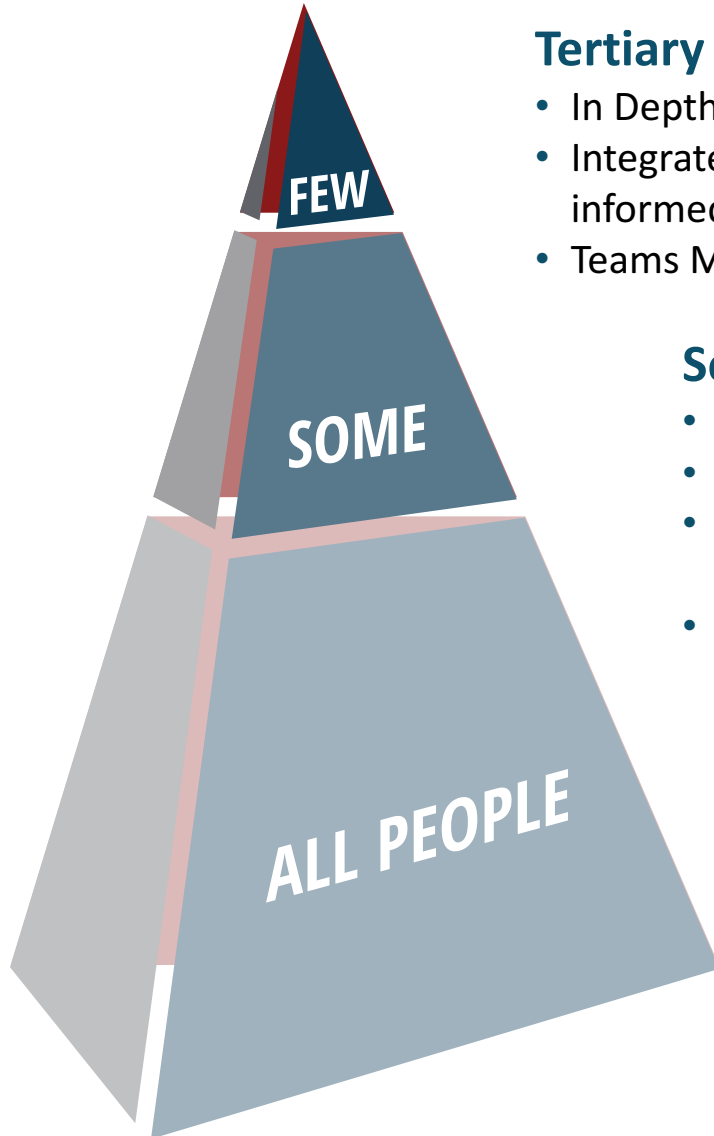
### Primary Stage

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

Positive Behavior Support

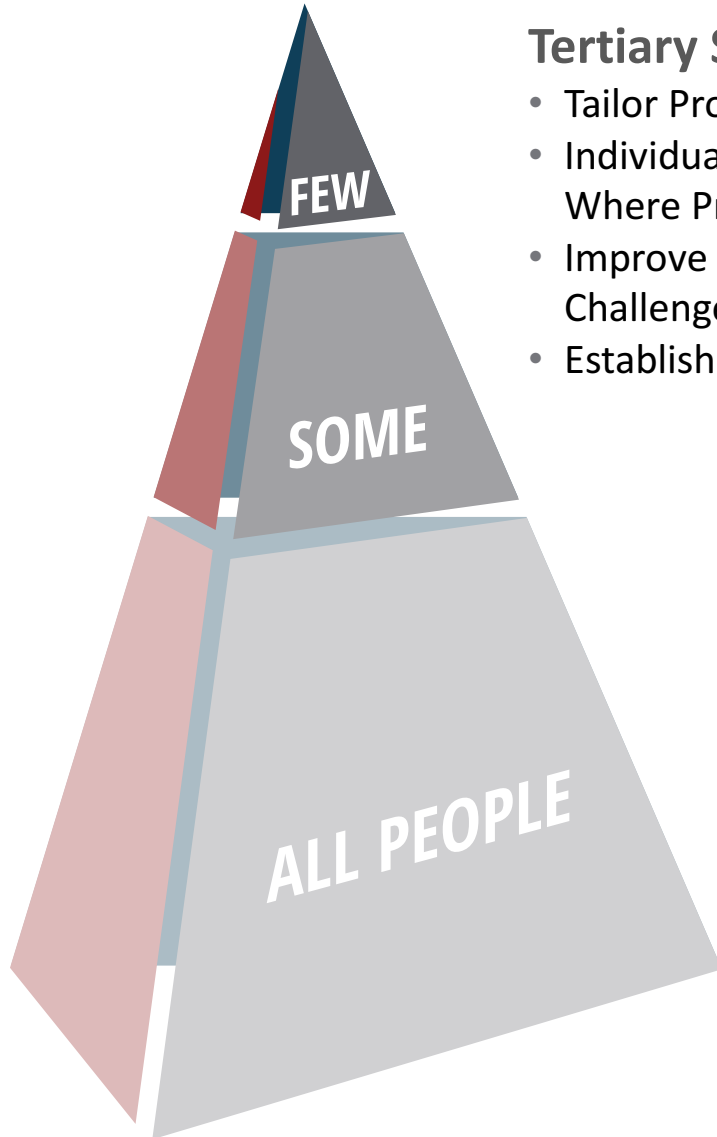
Person-Centered Practices  
& Planning

Organizational Workforce



# Implementing Multi-Tiered Systems of Support

## Organizational 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

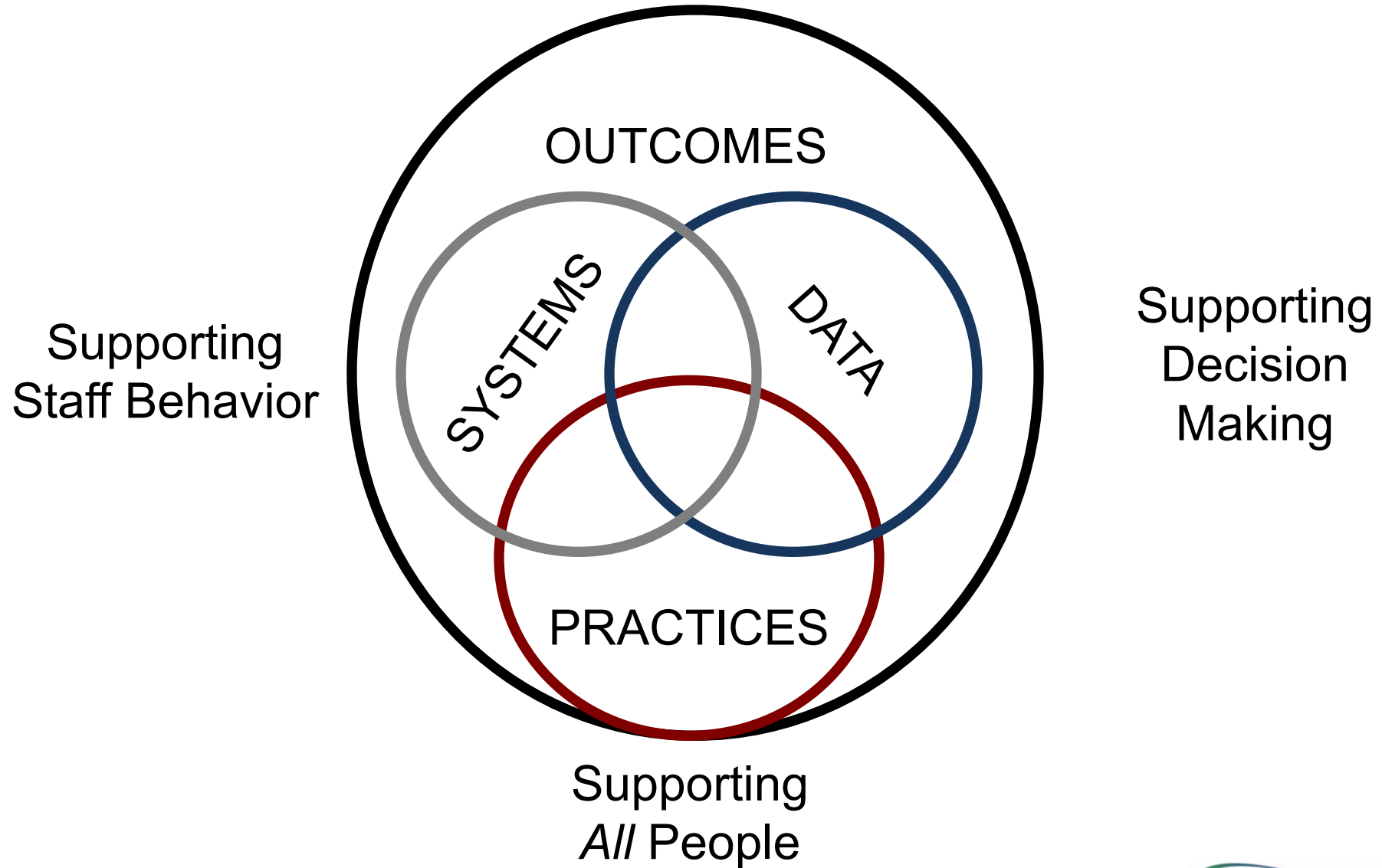
Positive Behavior Support

Person-Centered Practices  
& Planning

Organizational Workforce



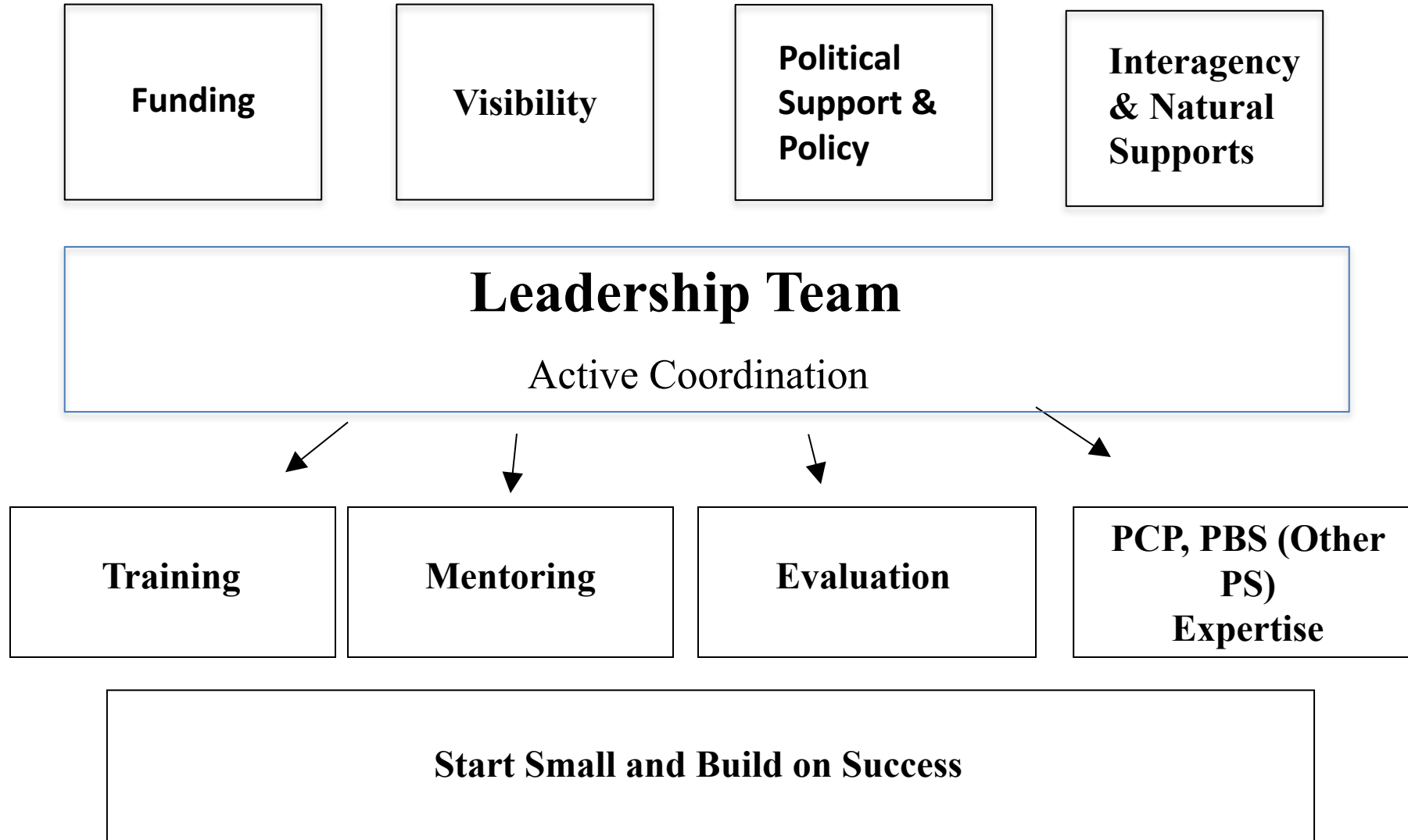
# Improving Quality of Life



# Team-Based Decision Making: 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

# *Organization and County Model for Planning*



# Person-Centered Practices & PBS

## Institute on Community Integration

(<https://mnpsp.org/training-materials/>)

- Team-Based Action Planning & Data Systems
- PBS Multi-Tiered Curriculum
- Key Contact Training
- Person-Centered Planning & PBS Facilitator Training
- Regional Trainer Mentoring

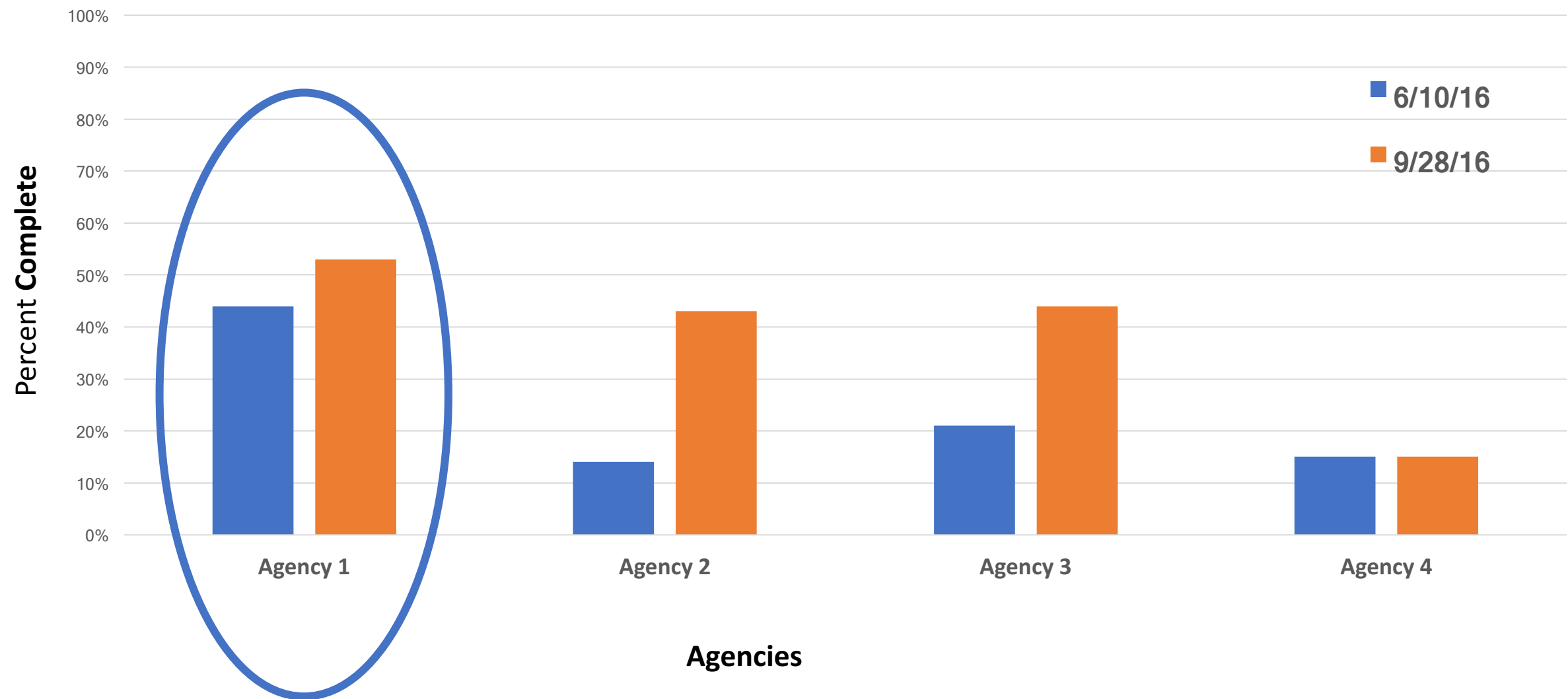
## Support Development Associates (SDA)

(<http://sdaus.com/resources>)

- Universal Person-Centered Practices
- Coaches Training System
- Person-Centered Thinking Training
- Picture of a Life Planning Training

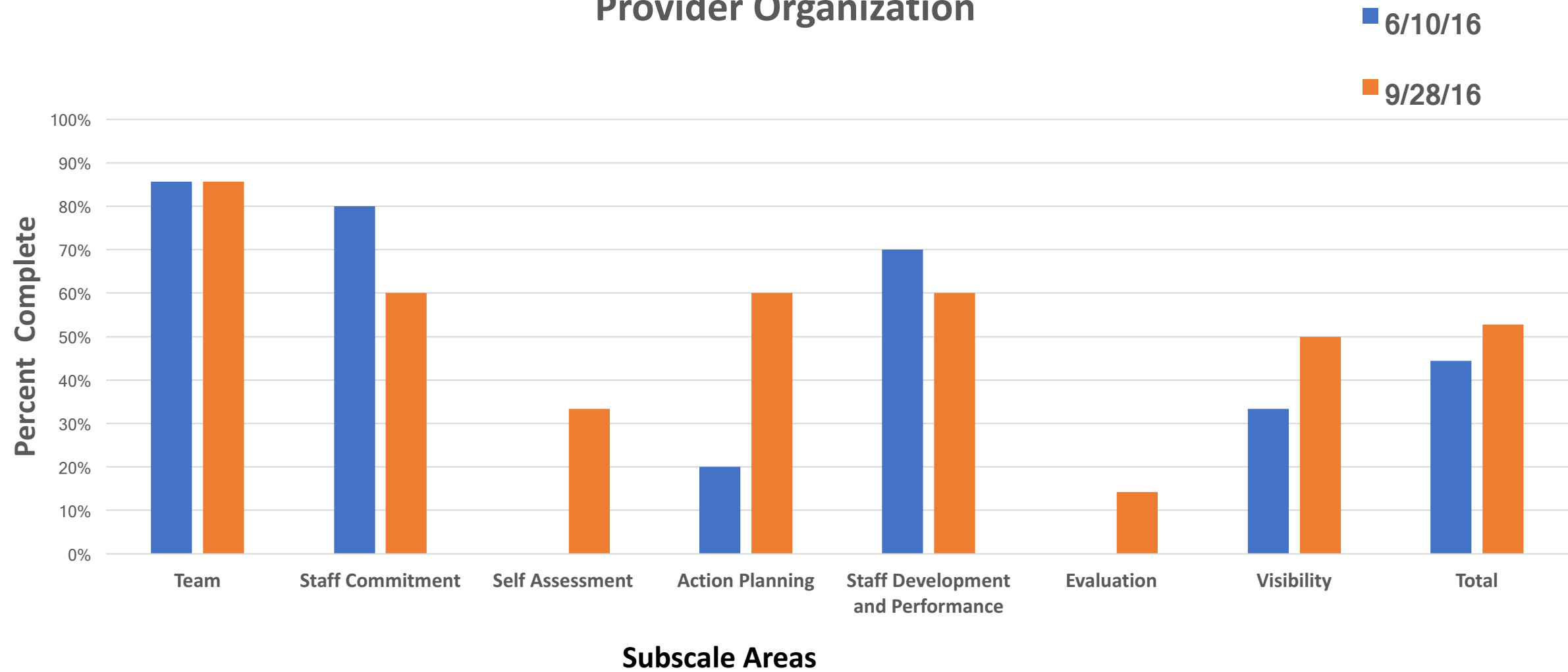
# Minnesota Team Implementation Checklist (Overall)

## St. Louis County Region



# Minnesota Team Implementation Checklist -Overall

## Minnesota Team Implementation Checklist Provider Organization



# Main Universal Activities – Year 1

## Person-Centered Practices

- Self-Assessment/Action Plan Items
- Vision – Now and In Future
- Outcome Statements
  - People Supported
  - Employees
  - Organization
  - Community
- 3-Year Backward Planning
- History Map
- Applied Coach Activities



## Positive Behavior Support

- Self-Assessment/Action Plan
- Consensus-Based Sharing and Problem Solving
- Social Skills Matrix
- Strategies for Reinforcing Social Skills
- Observations of Implementation
  - Person-Centered
  - Social Skills and Engagement
- Introduction to Data-Based Decision Making

# Provider Organization – Residential Supports

Now



Future





# Outcome Statements

- **Outcomes for People Who Receive Support:**

- All people will lead a meaningful life.

- **Outcomes for Employees/Staff:**

- Employees will use person-centered thinking as their first language.
- Employees will demonstrate the core values in all areas of service delivery and in their interactions with each other.

- **Outcomes for Organization:**

- Trillium Services will invest the time and resources to make sure it has the adequate numbers of staff trained in positive support.
- Trillium Services will invest in their employees through coaching, mentoring, training, and facilitating person-centered thinking skills.

- **Outcomes for Community:**

- The community embraces its role as a natural support.
- Trillium will offer opportunities for community members to be educated in person centered practices.

# **Person-Centered and PBS Self-Assessment and Action Planning--Public Health Team**

## **Team Roles**

- 17 Organization-wide Team Members
- 2 Key Contacts
- 12 Coaches
- 4 PBS Facilitators (in training)
- 1 Person Centered Thinking Trainer (in training)

## **Monthly Team Meetings**

## **Implementation Areas Targeted**

- Integrate Michael Smull Method With Existing Person-Centered Practices
- Integrate PBS Tiered Model



# Provider Example - Action Plan Examples

- PATH Completed With All Stakeholders
- Used Newsletter to Share Information
- Coaches are Mentoring Staff
- 4 Total PBS Facilitators in Training
- 25 Person-Centered Plans
- 1 PCT Trainer
- PATH/MAPS Facilitator Training
- Working on Piloting Matrix in Residential Setting
- Revamp Staff Incentive Program
- Implement Matrix in Pilot Areas
- Annual Celebration
- Policy Reviews to:
  - Insert Person-Centered Language
  - Remove Jargon

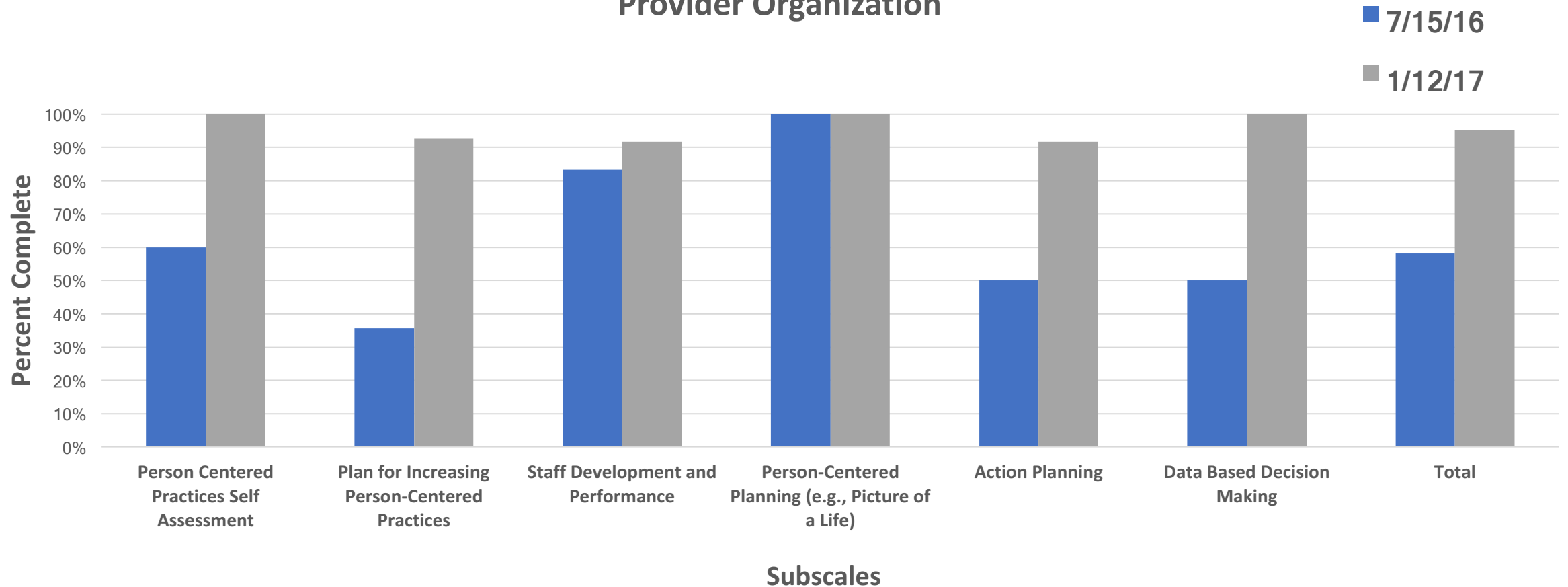
# First Steps to Prepare for Roommate Expectations (Pilot Notes)

	Morning	Returning Home	Meetings	Meal Prep	Chores
<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. *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>

# Minnesota Team Implementation Checklist

## *Person-Centered Practices Subscale*

### MN Team Implementation Checklist - Person Centered Practices Subscale Provider Organization

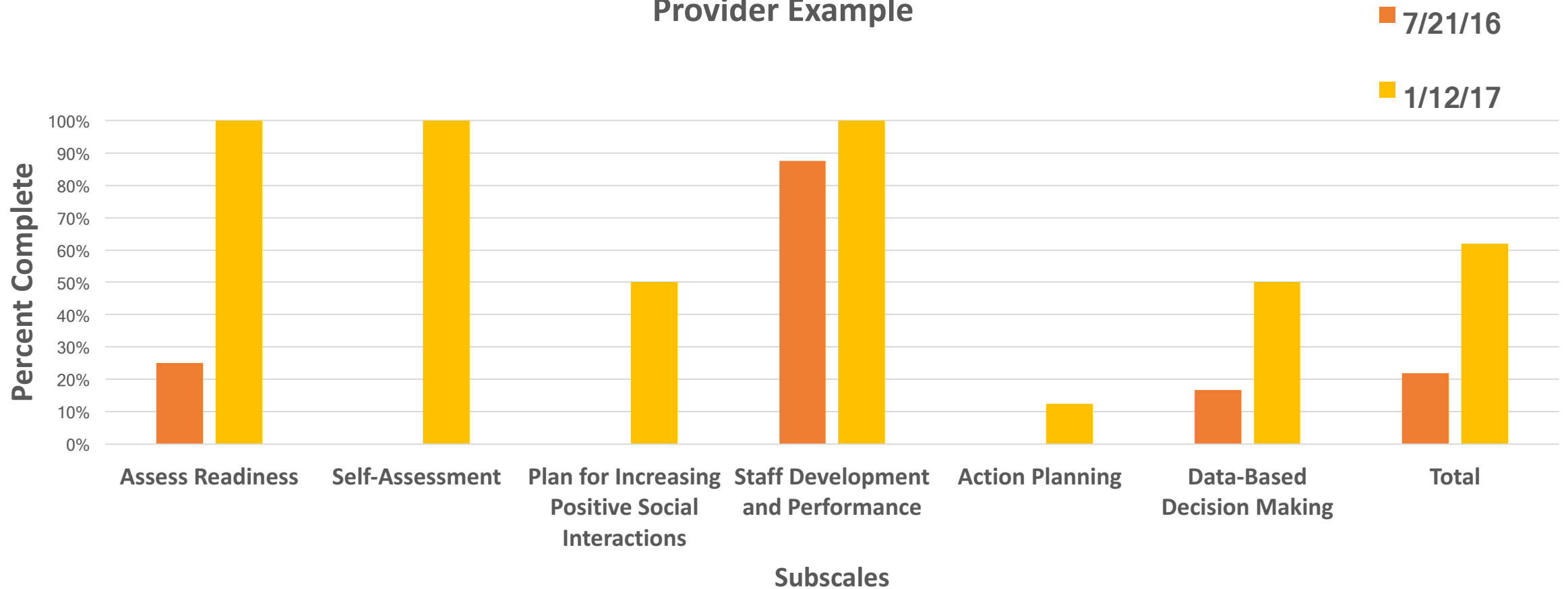




# Minnesota Team Implementation Checklist

## *Positive Behavior Support Subscale*

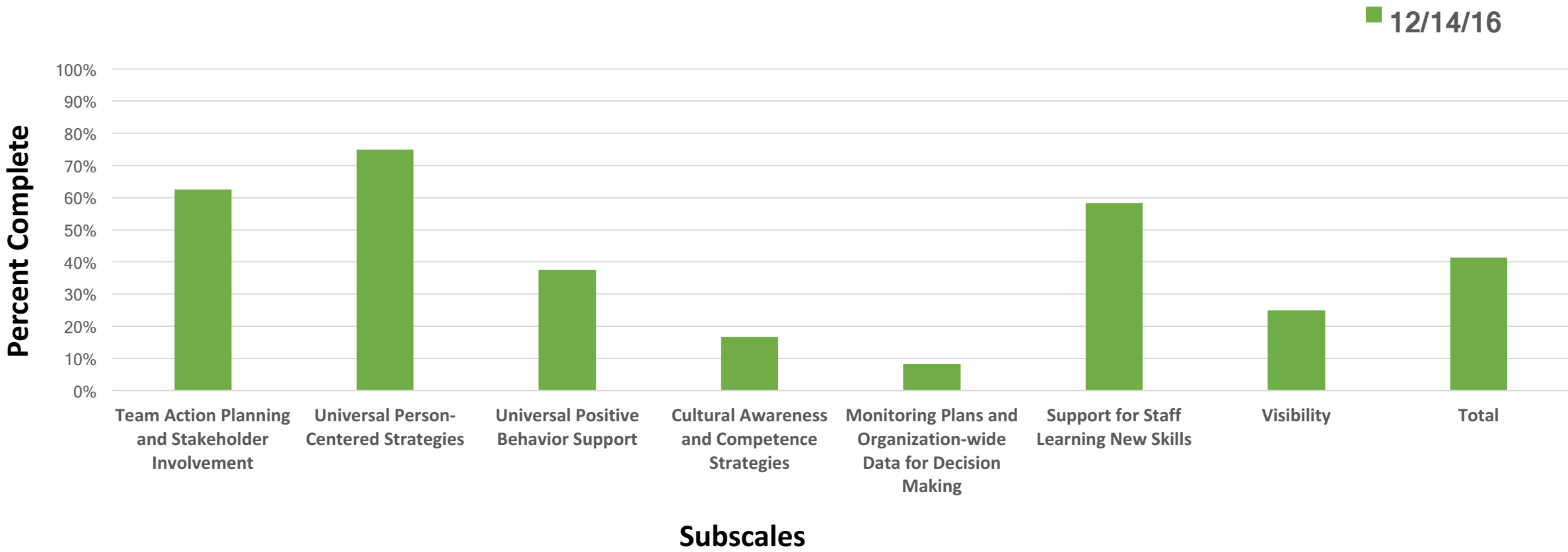
MN Team Implementation Checklist - Person Centered Practices Subscale  
Provider Example



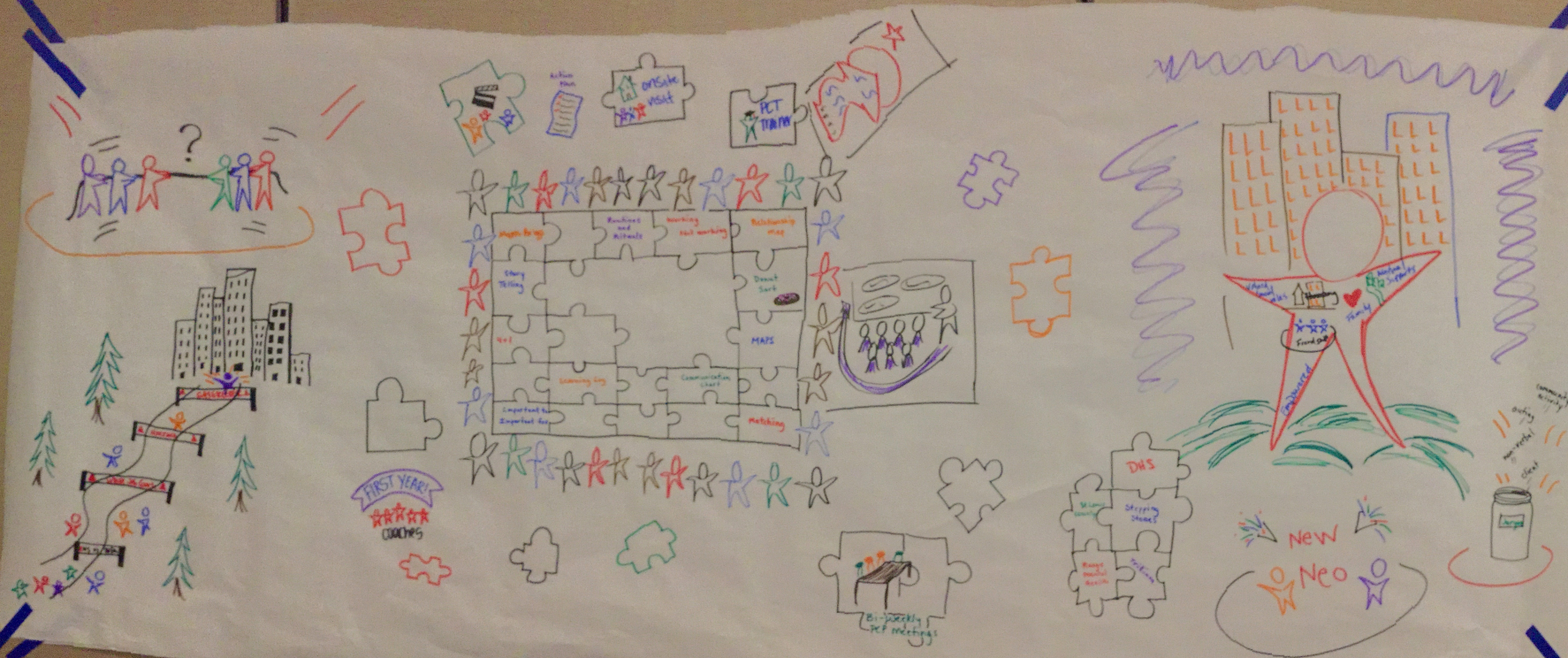
# Cohort 2 Team Baseline Data

## Person-Centered Positive Onsite Evaluation Tool

### Person-Centered Practices Positive Onsite Evaluation Tool Provider Example







# **Presentation and Additional Tools Are Available!**

## **Presentation**

<https://new.apbs.org/conference>

## **Additional Tools and Resources**

<https://mnpsp.org/training-materials/>

# Impact Newsletter

<https://ici.umn.edu/index.php?products/view/876>





*Preparation of this training material was supported, in part, by cooperative agreement JPK%50470 from the Minnesota Department of Human Services. The University of Minnesota undertaking projects under government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore necessarily represent official MN DHS policy.*