HOW POSITIVE BEHAVIOR SUPPORT (PBS)

CAN ASSIST THE IMPLEMENTATION OF HOME AND COMMUNITY-BASED SERVICES

UNITED STATES SPECIFIC BRIEF

GOAL OF THE BRIEF

The goal of this brief is to highlight the ways in which positive behavior support can improve outcomes and effective service delivery to address major challenges in supporting people in achieving their highest potential when receiving Home and Community Based Services (HCBS)

PEOPLE WITH INTELLECTUAL & DEVELOPMENTAL DISABILITIES (IDD)

HOME & COMMUNITY-BASED SERVICES (HCBS)

(e.g. self-determination, community participation, employment, recreation, medical/medication support for meaningful community living)

HCBS are types of support that are available to people who are eligible for Medicaid health coverage in the United States. The goal of HCBS is to make sure that each person needing support can stay in their own home and community rather than in a restrictive setting (i.e. institutional). A person's ability to live in home and community settings can be at risk when challenging social interactions occur due to physiological or social factors.

It can be difficult to implement effective HCBS in a manner that is person-centered and balances what is important to a person while also addressing what is important for a person's health and safety. Opinions about what is considered a challenging interaction are different based on each person's cultural point of view. What someone considers a problem may be considered typical depending upon each person's customs, traditions, and values.

COMMON CHALLENGES AND SOLUTIONS FOR HCBS SERVICES USING PBS

CHALLENGE

• The perception that a plan is needed to "change" or "fix" challenging behavior

• Social isolation and decreases in quality of life are often associated with challenging behavior

• Challenging behaviors are defined by the cultural values of the people who provide support

• It can be difficult to balance what is important for a person's health and safety while addressing their life goals and priorities.

• Failure to invest in ongoing training and support for families and staff members can make it difficult when challenges do occur

• A focus on meeting minimum regulatory standards decreases creativity and innovation

• Problem solving can be difficult when the details about challenges are not available

• Relying on a standardized format for reporting may result in plans that appear unchanged over long periods of time

SOLUTION

• The person seeking a PBS plan leads their own meetings & plans are used to change how they are being supported

• PBS builds on the strengths of the person and the people who are supporting them rather than on their weaknesses

• PBS plans focus on improving a person's quality of life, promoting positive social interactions, & removing the triggers for challenging behavior

• Effective PBS processes result in an increased awareness of how dominant cultural views are related to challenging behavior

• Person-centered tools & resources are embedded in PBS planning

• Strategies for assessing whether PBS is used effectively are built into the process

• Data are used to support problem solving, monitor the effectiveness of PBS, and to improve plans over time

• PBS training includes an emphasis on building effective teams to ensure supports are changing to meet the person's needs

POSITIVE BEHAVIOR SUPPORT AND HCBS WAIVER SERVICES

Positive behavior support is a framework for addressing the challenges associated with implementing effective HCBS. A PBS plan is used to prompt, model, and teach communication and to make changes in a person's everyday routines and activities. Plans are not used to "change" or "fix" a person who engages in challenging behavior. The goal is to improve quality of life and prevent or minimize challenges that occur.

PBS interventions are based on the values held both by the person receiving support as well as important people in their life. The strategies implemented in a PBS plan include evidence-based behavioral, biomedical, and mental health strategies tailored to the needs of each person.

Providers implementing effective HCBS cannot rely on training individuals without addressing the broader family and/or organization-wide systems that impact challenging behavior. Working within family routines, editing policies and procedures to support positive change, and considering the training supports that are in place for family and staff members are all examples of systems change strategies. Creating a continuum of increasingly intensive interventions to address each person's unique social and emotional needs also helps to make sure that everyone receiving HCBS can experience their most ideal and optimal life and that positive social settings are in place to prevent challenging behavior.

RECOMMENDATIONS

Use an organization-wide approach to implement person-centered PBS practices in HCBS. Allocation of training, resources, and time is needed to help staff members better understand the people they support and to change policies and settings in a way that allow people more control over their lives.

Implement a continuum of interventions using a three-tiered approach to introduce PBS and other evidence and value-based practices within HCBS. Providers can decrease costs and improve services using a multi-tiered system of support to integrate evidence-based practices.

Combine PBS with person-centered practices to assist in larger cultural changes within HCBS and to improve quality of life of people receiving services.

Create opportunities for people to learn about and reflect on how their cultural backgrounds influence what they view as challenging behavior. Data are used by organizations to assess and monitor how equitable services are and to adapt training systems over time.

Establish coaching and mentoring systems to support people who are learning new skills over time. Use different strategies to address what different stakeholders need to know including PBS facilitators, staff members, as well as family and community members.

Use data to evaluate quality of life measures, behavioral data, and other organization-wide data (staff attrition/retention, workers compensation, staff stress, etc.) to help ensure that HCBS services are improved over time.
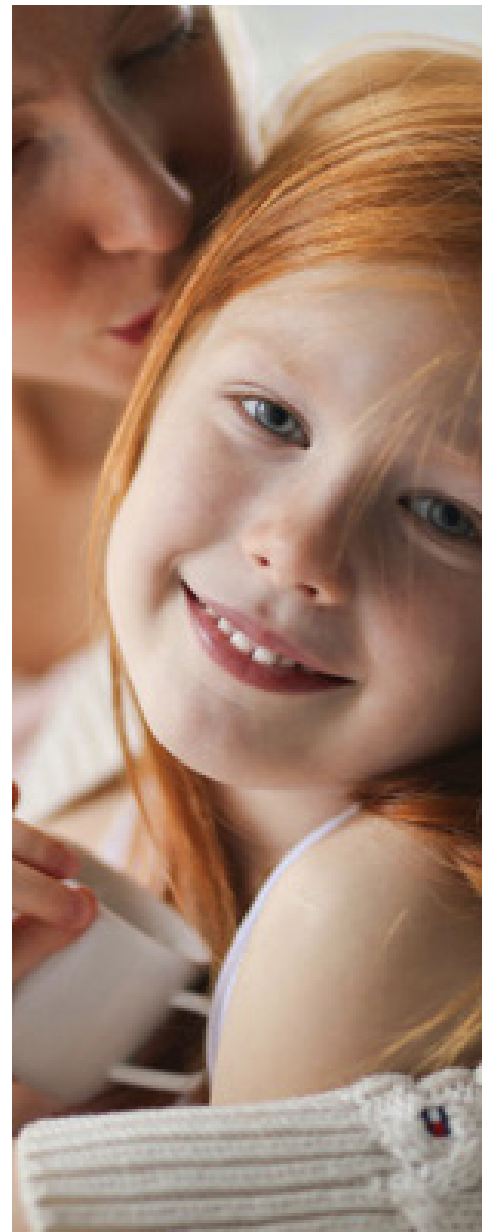
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