POSITIVE BEHAVIOR SUPPORT IN THE FIELD OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

WHITE PAPER BRIEF 2021

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What is the APBS White Paper on Positive Behavior Support?

Positive behavior support (PBS) refers to a framework including tools and strategies for improving quality of life and decreasing negative or challenging social interactions and other types of problems occurring in home, school, work, and community settings. This White Paper was developed by members of the Association for Positive Behavior Support (APBS) to address the issues currently impacting the use of positive behavior support in the intellectual and developmental disabilities (IDD) field. The information in this document can be used to advocate for the use of positive behavior support in the IDD community and is meant to serve as a resource for:

- Administrators and CEOs in Provider Organizations,
- Advocates and Self-Advocates,
- Managers, Supervisors of Direct Support Staff Supporting People with IDD,
- State Leaders,
- Family Members,
- Community Professionals,
- Trainers and Experts in PBS.

Anyone interested in promoting PBS may find the White Paper and the series of briefs included in this document useful. Each of the briefs address important topics related to PBS in the IDD field. These briefs were developed in collaboration with PBS trainers, leaders, advocates, and implementers in both the United Kingdom and the United States. The future goal is to create briefs that focus topics of international interest and importance across the countries currently implementing PBS.

THESE BRIEFS CAN SERVE AS RESOURCES TO:

a) Guide policy development related to positive behavior support,
b) Clarify issues of importance in positive behavior support and address potential misunderstandings,
c) Introduce positive behavior support at local, regional, and statewide levels,
d) Describe key issues in implementing positive behavior support, and
e) Advise family members, guardians and other caregivers who support children and adults at home.

Summary of Briefs

TABLE 1. WHITE PAPER POSITIVE SUPPORT BRIEFS

Briefs	Title	Authors
Brief 1	Tiered Positive Behavioral Support Implementation in Human Services	Teresa Rodgers Maggie Moore Rachel Freeman Stewart Shear Edwin Jones Rhiannon Evans Tom Tutton Anne Malbica
Brief 2	Using Data for Decision-Making within Organizations	Stewart Shear Rachel Freeman Jen Jeffrey Pearsall Teresa Rodgers Jessica Simacek Darren Bowring
Brief 3	Effective and Sustainable Training Systems	David Rotholz Jennifer Jeffrey Pearsall Rachel Freeman Maggie Moore Sara Leitch Jim Thomas Anne Malbica Rose Iovannone
Brief 4	Supporting Families in Positive Behavior Support Implementation	Barbara Brent Kiki McGough Laura Kern Rachel Freeman Jessica Simacek Maggie Moore Erin Farrell Lynn Stansberry
Brief 5	*United States Brief*: How Positive Behavior Support Can Be Used in Home and Community Based Services (HCBS)	Rachel Freeman Meg DePasquale Timothy Moore Maggie Moore David Rotholz Anne Malbica

The briefs below represent key topical issues that will be created once the briefs highlighted in Table 1 are currently in development. The goal of each brief is to provide important information about positive behavior support on its own, in combination with other briefs, or as one entire White Paper. The first five briefs outlined above in Table 1 are described in more detail below. Future briefs are also included in this section but are not yet in development.

Tiered Positive Behavior Support Implementation in Human Services

This brief provides more information about a three-tiered approach for implementing positive behavior support in home, employment and community settings. Universal or Tier one strategies support all people by promoting person-centered practices and by encouraging and recognizing positive social interactions. Strategies at Tier 2 are used to monitor quality of life and social interactions for people who need a little more support than Tier one provides and to intervene as early as possible using data to guide decision making. Tier three involves facilitating individualized person-centered positive behavior support plans for people who need a more intensive approach for improving their quality of life.

Using Data for Decision Making Within Organizations

The information in this brief explains how important data-based decision making is in positive behavior support. Data are used to support overall implementation across a three-tier approach and when guiding individualized positive behavior support planning. Data are organized into three types of assessment: effort, fidelity of implementation, and outcome data.

Brief Effective and Sustainable Training Systems

This brief discusses issues related to creating effective training and technical assistance for direct support professionals and families by explaining key features of "how to teach". This brief includes details about how to tailor skills for each person supported and encourages the use of fidelity of implementation assessment strategies to monitor progress. Ongoing coaching and mentoring for staff members are described with examples of how to introduce skills needed by adults with IDD.

Supporting Families for PBS Implementation

The content in this brief addresses the unique issues that family members who are implementing positive behavior support experience. Some families are directing staff who need to learn more about person-centered practices, positive behavior support, and other methods. Other family members are learning about positive behavior support so that they can use strategies and tools in their homes. How positive behavior support changes across a person's lifespan and the ways in which this impacts a family's efforts to build inclusion and community involvement are discussed. Strategies for using a family systems approach using a three-tiered prevention logic (Tier one, Tier two, Tier three) is included in this brief.

Integrating Evidence-Based and Value-Based Practices with Positive Behavior Support

Positive behavior support is often implemented with other evidence-based and value-based practices. A definition of evidence-based practice is presented within the context of multi-tiered systems of support. This brief describes common practices that are often used in organizations and the challenges organizations face when integrating these multiple practices within a positive behavior support framework. Strategies for integrating major messages at Tier one in training and technical assistance efforts for new staff and how practices are integrated across the three-tiered model are discussed.

The Importance of Integrating Trauma-Informed Care in PBS During the Covid-19 Pandemic

Positive behavior support is even more valuable as an evidence-based practice for supporting people with IDD during the COVID-19 pandemic. This brief will discuss how positive behavior support is being used to adapt to the new challenges that are encountered in these complex and challenging times. The need for embedding trauma-informed values and evidence-based strategies into positive behavior support efforts will be described including recommendations for implementing multi-tiered systems of support.

The Relationship Between ABA and PBS

The principles of behavior link applied behavior analysis (ABA) and positive behavior support (PBS). This brief will define the similarities and differences associated with ABA and PBS. A discussion about misunderstandings associated with both ABA and PBS will be outlined including how these two important practices are related as research-based strategies for improving quality of life.

Punishment, Coercive Interactions, Restraint, and its Impact on Society

Many countries have created policies banning or limiting the use of punishment to protect people with IDD receiving services. Positive behavior support does not include punishment. However, punishment exists beyond intentional programs and tends to occur in social interactions with others. Punishment as a scientific principle is defined. Punishment and coercive interactions are embedded with within larger societal systems. Punishment existing within organizations with systematic racism creates a context where marginalized groups experience more negative outcomes.

Country Specific Briefs

Currently, only one brief in the White Paper has been tailored to address the needs of one country. This section of White Paper will include briefs that are specific to the unique culture of one country. Additional briefs are expected as additional countries begin participating in the working *White Paper on Positive Behavior Support in the IDD Field*.

United States Brief: How Positive Behavior Support Can Be Used in Home and Community Based Services (HCBS).

This white paper brief discusses the roles of the PBS and the Person-Centered Service Plan. The goal of the brief is to highlight how PBS assists in HCBS services and addresses regulations. The importance of addressing challenges that occur in community settings and how early intervention is an important variable to ensure successful community inclusion is also discussed.

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