



rtc on community living

ICI

INSTITUTE *on*
COMMUNITY
INTEGRATION



UNIVERSITY OF MINNESOTA
Driven to Discover™

Positive Behavior Support – Tier 1 / Universal Day 1



Minnesota Department of Human Services
Research and Training Center on Community Living
Institute on Community Integration

UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

Today's Agenda

- Introductions & creation of our learning space
- Overview of this training series
- Overview of the person-centered, and positive behavior support organizational model throughout Minnesota
- Discuss the tiered model of positive behavior support (PBS) and how person centered practices are a foundation to PBS
- Learn about the Matrix as a framework for connecting values to skill development
- Connect this work to DHS positive supports resources

We will break at least every 60 minutes!

Introductions

- ICI Team
- DHS Team
- You (post your first name, last name, and organization in the chat)

This Learning Space

- A collaborative effort
 - Trainers' expertise in the content
 - Your expertise in how the content will work in your unique context
- The only silly question is the one that doesn't get asked!
 - If you're wondering, somebody else is too
 - Post questions in the chat anytime – someone will know the answer or we will cover it during the next break or group activity
- From Awareness to Application
 - During our time together in the webinar, we will be raising awareness about PBS content
 - When we are not together, your commitments to applying the content (or digging deeper) are key to making it all worthwhile



PBS Intensive Training Series: Tier 1

Overview of our 6 Days together

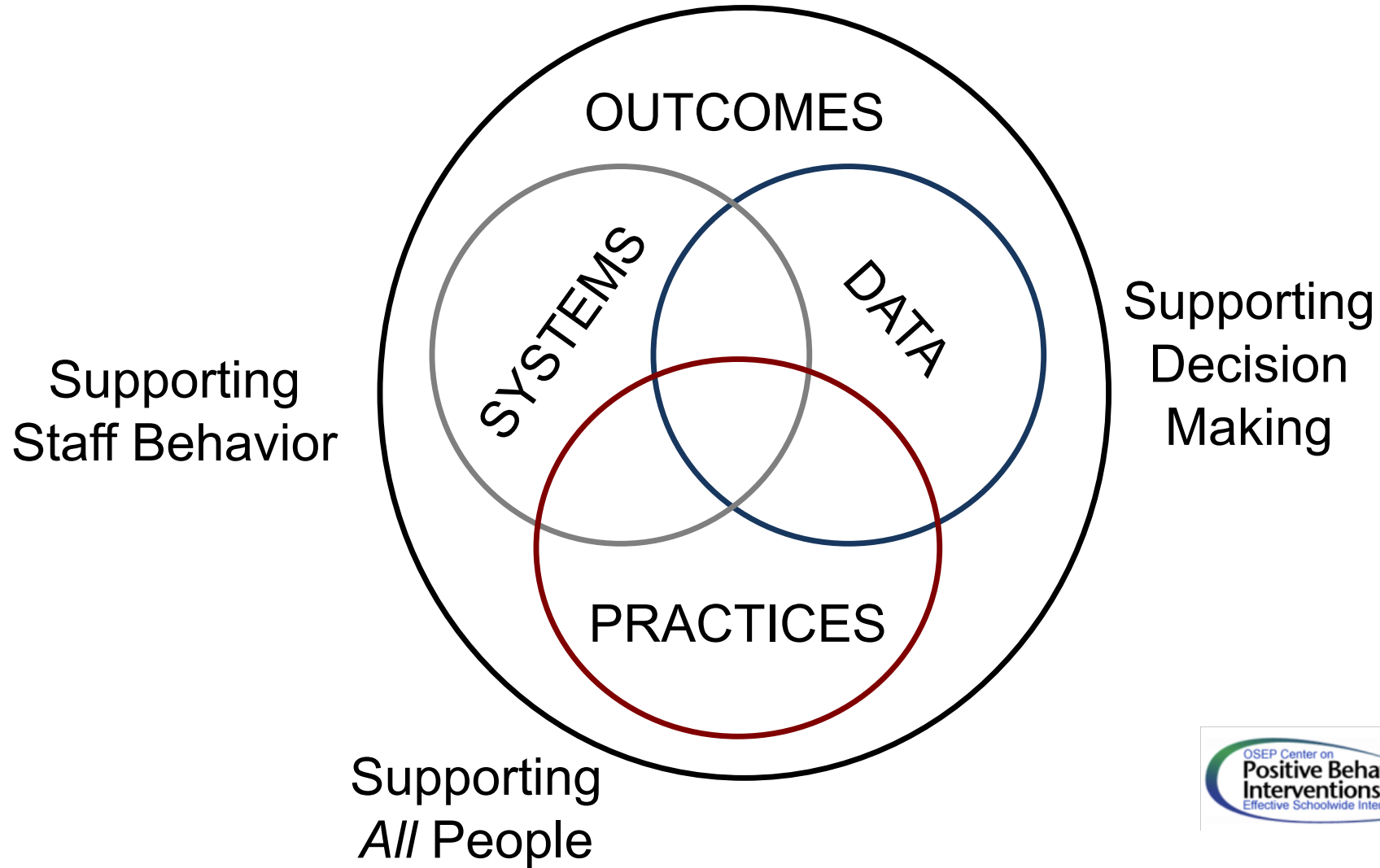
- Day 1 - Overview of person-centered and positive behavior support practices
 - Discuss the tiered model of positive behavior support (PBS) and how person centered practices are a foundation to PBS
 - Learn about the Matrix as a framework for connecting values to skill development
- Day 2 - Person Centered Planning Methods
 - Introduction to person-centered thinking & practices, including basic features of person-centered planning
 - Connecting person centered planning to quality of life and PBS
- Day 3 - PBS and Data Collection
 - Behavioral principles and functional approach to behavior (including connecting this approach to your Matrix)
 - Defining, measuring, and assessing behavior
- Day 4 - Support Strategies and Functions of Behavior
 - Summarizing FBA results, developing hypothesis statements, and building a plan to support skills identified in your Matrix
 - Proactive supports: adjusting the context and antecedent strategies
- Day 5 - Strategies for Implementing Matrix, Teaching, and Reinforcement
 - Continue building a support plan: instructional and reinforcement Strategies
- Day 6 - Reviewing Interventions, analysis of future routes, taking learning to your agency
 - Continue building a support plan: positive responses to challenges
 - Planning for generalization and maintenance



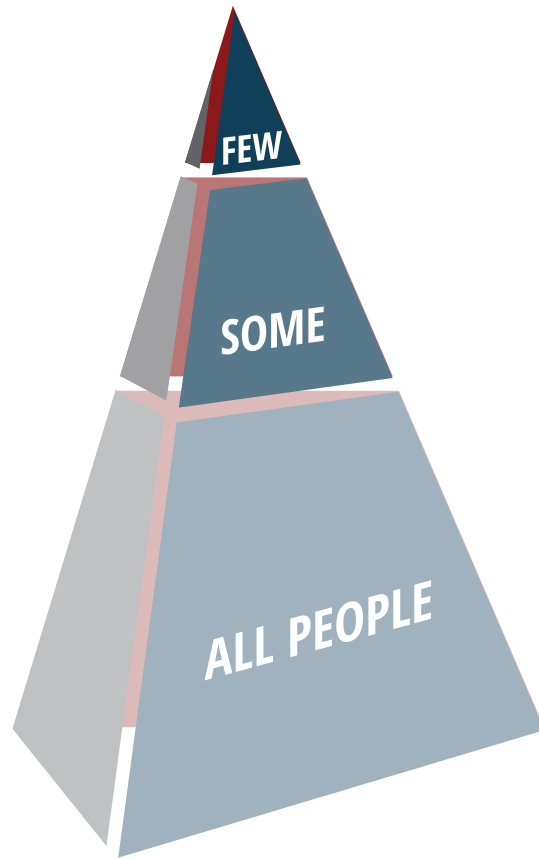
Statewide Initiatives Throughout Minnesota



Improving Quality of Life



Implementing Multi-Tiered Systems of Support



Poll – how familiar are you with the idea of multi-tiered systems of support?

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

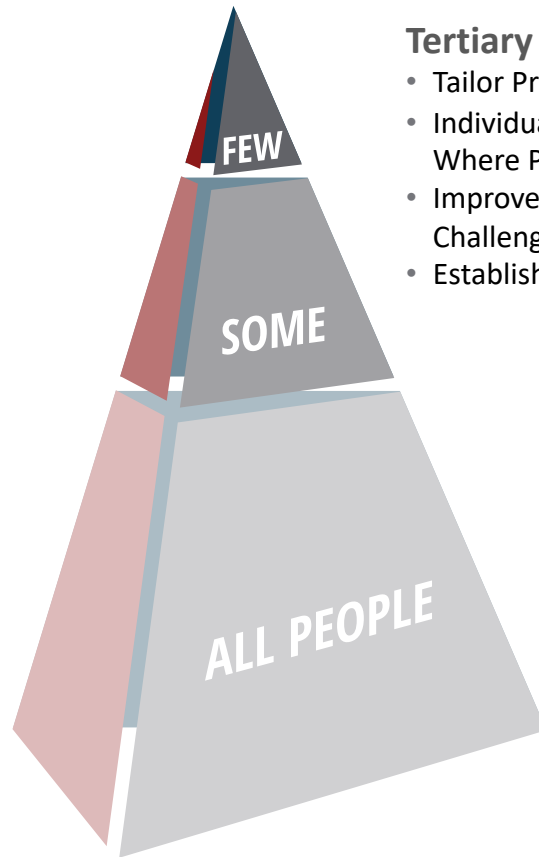
Positive Behavior Support

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

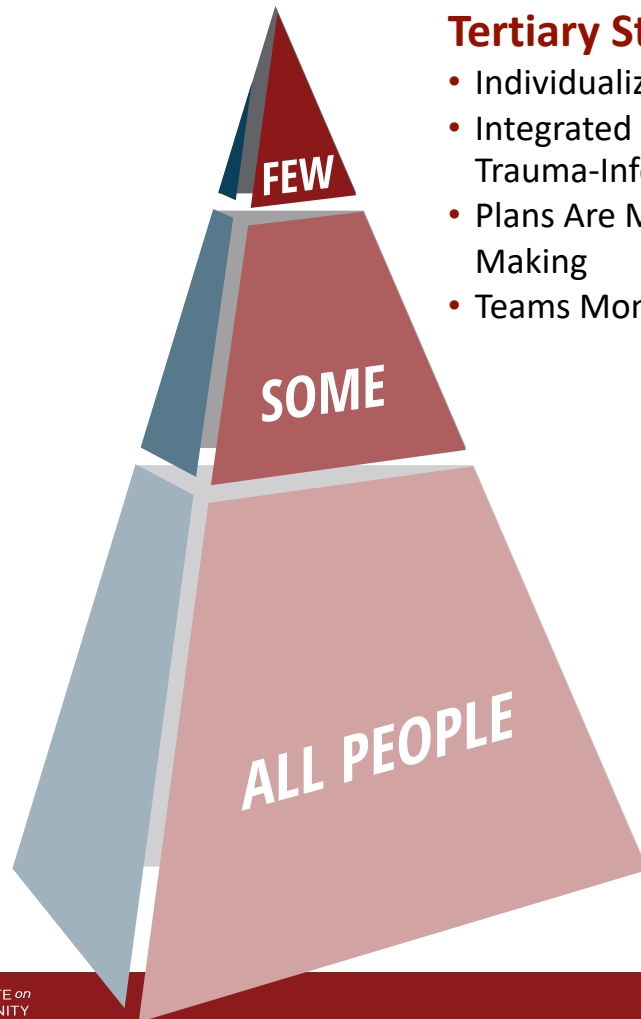
Positive Behavior Support

Person-Centered
Practices & Planning

Organizational Workforce

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

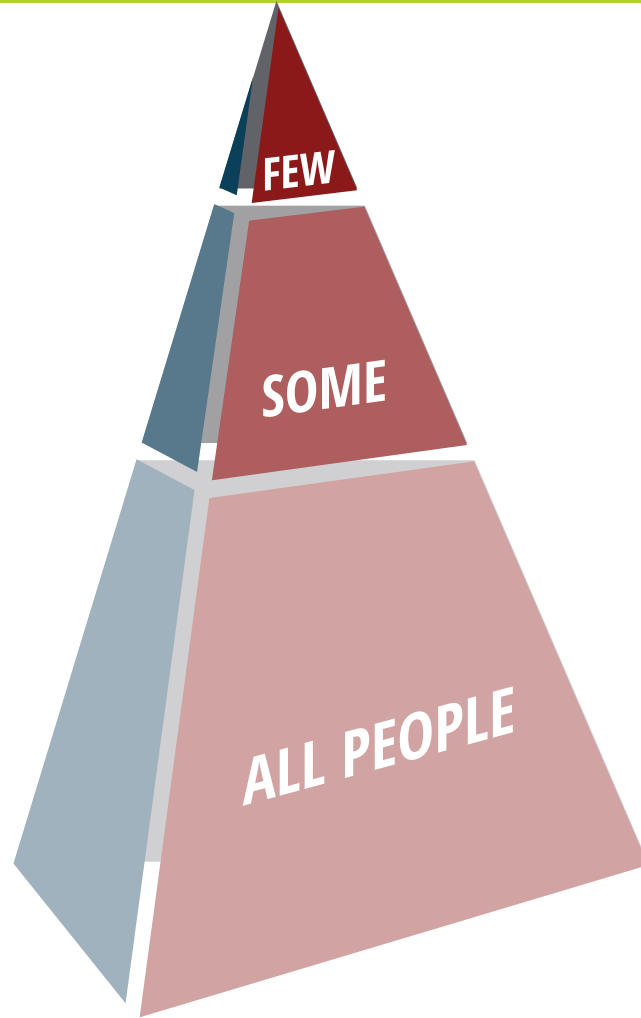
Positive Behavior Support

CHAT ABOUT IT!

Who is part of the giving and receiving of support at your organization?

- receives supports
- provides supports
- other key stakeholders

Mapping supports for your organization: Universal Level (Tier 1)

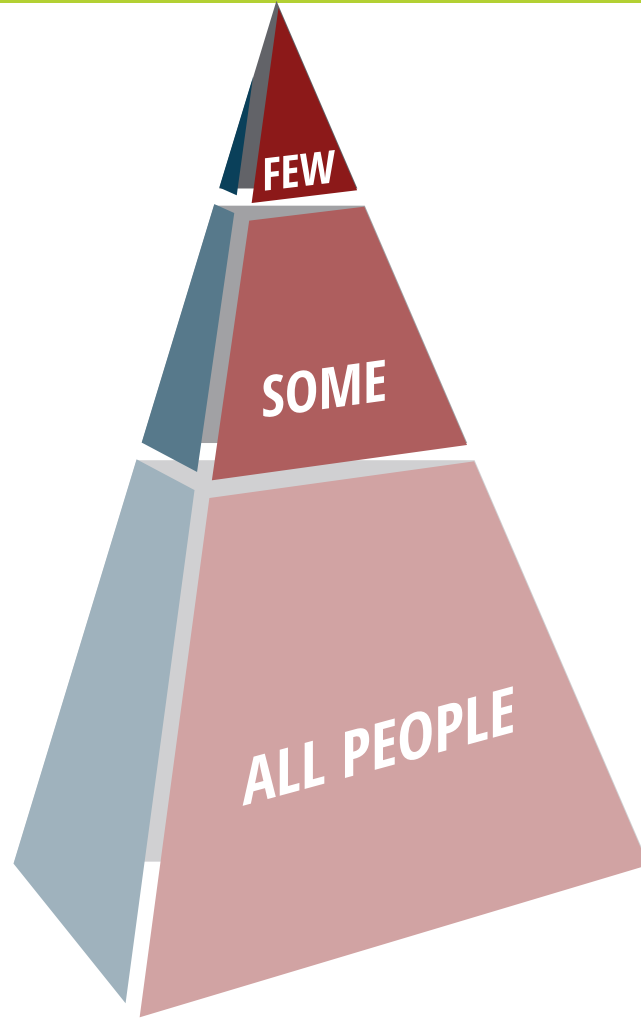


Universal-level strategies/supports for everyone at your organization:

(Potential examples)

- Mission/vision of your organization,
- Person-centered practices for everyone in your organization,
- Linking people with activities that they enjoy (routinely)
- On-boarding process of new people being supported and new team members,
- Training opportunities,
- “Kudos”

Mapping supports for your organization: Tier 2 Level

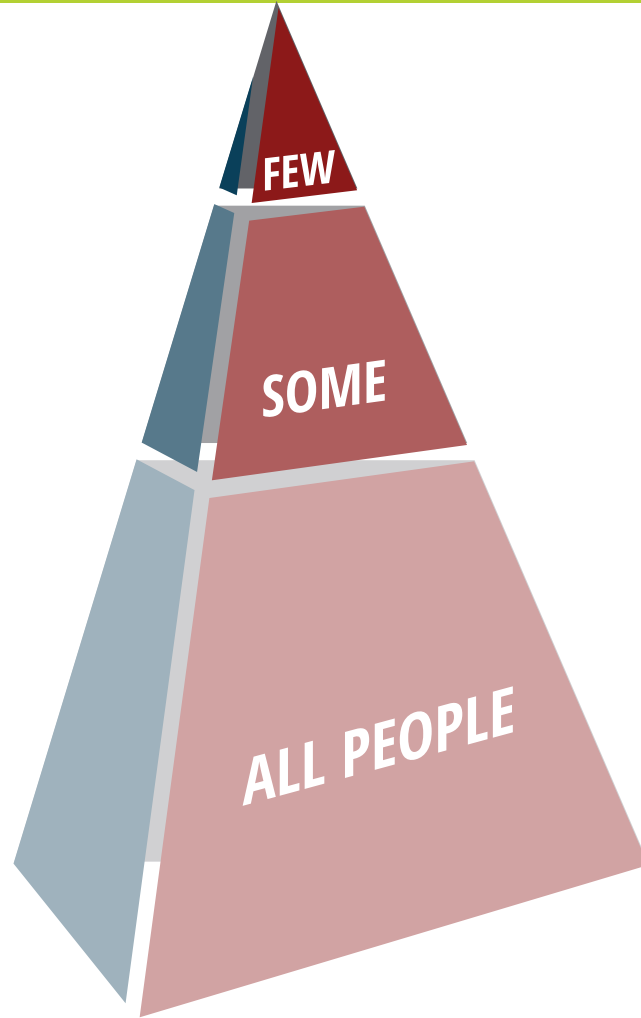


Tier 2-level strategies/supports for people needing additional support at your organization:

(Potential examples)

- Social skills groups other small group times to work on specific skills
- Seeking additional supports in community or from other providers
- Re-training/goal-setting opportunities for team members.

Mapping supports for your organization: Tier 3 Level



Tier 3-level strategies/supports for people needing individualized supports at your organization.

(Potential examples)

- Functional Behavior Assessment and Positive Behavior Intervention Plan,
- 1:1 ratios of support,
- Comprehensive re-training and support plan for team members.

First Step at Tier 1: Establish a Person-Centered Environment



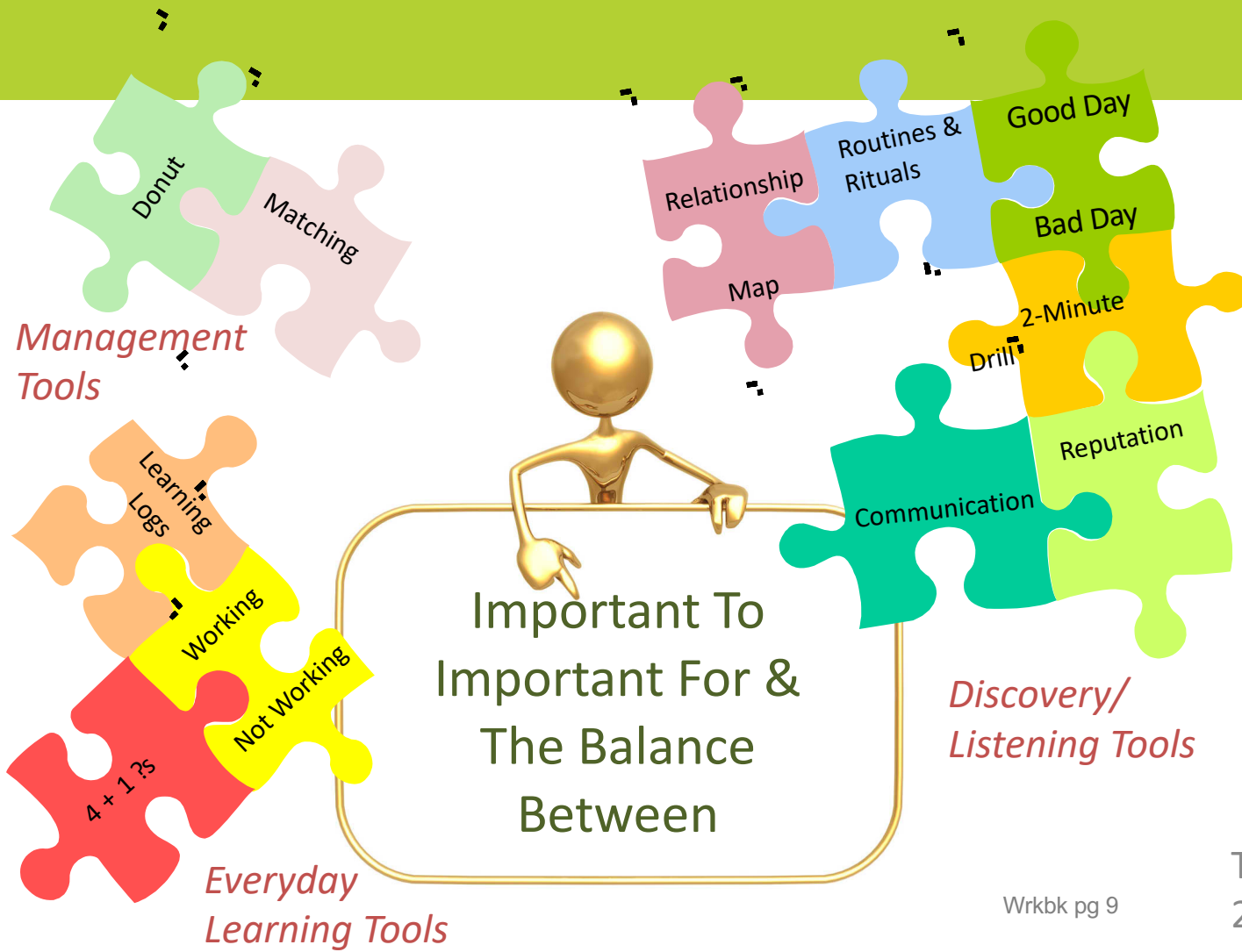
Core Concept:

WHAT IS IMPORTANT TO A PERSON INCLUDES THOSE THINGS IN LIFE WHICH HELP US TO BE *SATISFIED, CONTENT, COMFORTED, FULFILLED, AND HAPPY*

IMPORTANT **TO**
AND
IMPORTANT **FOR**
AND
THE **BALANCE** BETWEEN THEM

TLC-PCP 2012 www.learningcommunity.us

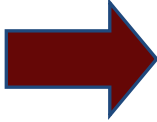




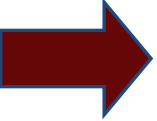
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Levels of Change

Level 1 

Any changes that results in a positive difference in the lives of people who use services or in your own work life.

Level 2 

Any changes an organization makes to its practices, structure or rules that result in positive differences in the lives of people. (*Organization Level/Managers/Supervisors/CEO/Administrative Support*).

Level 3 

Any change in practice, structure and rules made at the system level. These changes have an effect on many organizations, and therefore many peoples' lives. (*Larger State Level or National Organizational or Leadership Level Issues*).

<http://sdaus.com> TLC-PCP 2012 www.learningcommunity.us

5 Elements of Well-being

- Positive Emotion
- Engagement (the feeling of being lost in a task)
- Meaningful Relationships
- Finding Meaning in Life
- Feelings of Accomplishment

*John and Connie O'Brien

Digging Deeper Into Well-Being

- Contributing
 - Everyone has gifts, interests, and capacities to contribute
 - Contribute to other's learning, enjoyment
 - May need to spend time exploring
- Making Choices
 - Setting goals that are meaningful
 - Being able to express preferences
 - Having the support to make decisions
- Have a valued social role
 - Good neighbor, good classmate, good worker, friend, citizen

Poll: emphasis of your agency's support for well-being

- Which of these elements of well-being does your agency actively support people to achieve?

Building Positive Environments



Who Is Involved In Building a Positive Social Environment?

- People Receiving Services and Supports
- Staff members, Managers and Administrators
- Family Members, Guardians
- Advocates and Community Members

Creating a Positive Environment

- Our Needs Are Met
- We Have Choices
- Events Are Predictable
- People Listen and Communicate
 - Verbal
 - Nonverbal
- Quality of Life is Assessed



“Almost everybody I work with has ‘behavior’, including staff, that is problematic to them on a daily basis. I mean we need to not think it as [problem behavior]”

--Person Supporting People With Traumatic Brain Injury in Kansas

Check out some resources

<https://mnpssp.org/portfolio-items/universal-social-skills-resources/>



CHAT ABOUT IT!

What does your organization do to create and sustain person-centered, positive social environments?

- **Positive Emotion**
- **Engagement** (the feeling of being lost in a task)
- **Meaningful Relationships**
- **Finding Meaning in Life**
- **Feelings of Accomplishment**
- **Contributing**
 - Everyone has gifts, interests, and capacities to contribute
 - Contribute to other's learning, enjoyment
 - May need to spend time exploring
- **Making Choices**
 - Setting goals that are meaningful
 - Being able to express preferences
 - Having the support to make decisions
- **Have a valued social role**
 - Good neighbor, good classmate, good worker, friend, citizen



Positive Behavior Support

Universal PBS Strategies



PBS is Not Used to “**Fix**” People....It is a Strategy for Changing How We Support Each Other and Encourage Positive Social Interactions

You can't change anyone else but people do change in relationship to your change. All relationships are a system, and when any one part of a system changes, it affects the other part
-Jack Canfield

Positive Supports Defined [\(DHS Positive Supports Page\)](#)

Refers To All Practices That Include The Following Characteristics:

- 1) Person-Centered Interventions That Demonstrate Cultural Competence And Respect For Human Dignity
- 2) Evidence-Based And Promising Practices
- 3) Include Strategies For Ongoing Assessment And Monitoring At Individual And Organizational Levels
- 4) Are Often Implemented In Combination With More Than One Practice

Positive Support Strategies

- **Person-Centered Thinking/Planning – Foundational Values**
- Positive Behavior Support
- Applied Behavior Analysis
- Assertive Community Treatment
- Cognitive Behavior Therapy
- Dialectical Behavior Therapy
- Motivational Interviewing
- Wraparound Planning/Systems Of Care
- Trauma Informed Practices
- School-Linked Mental Health

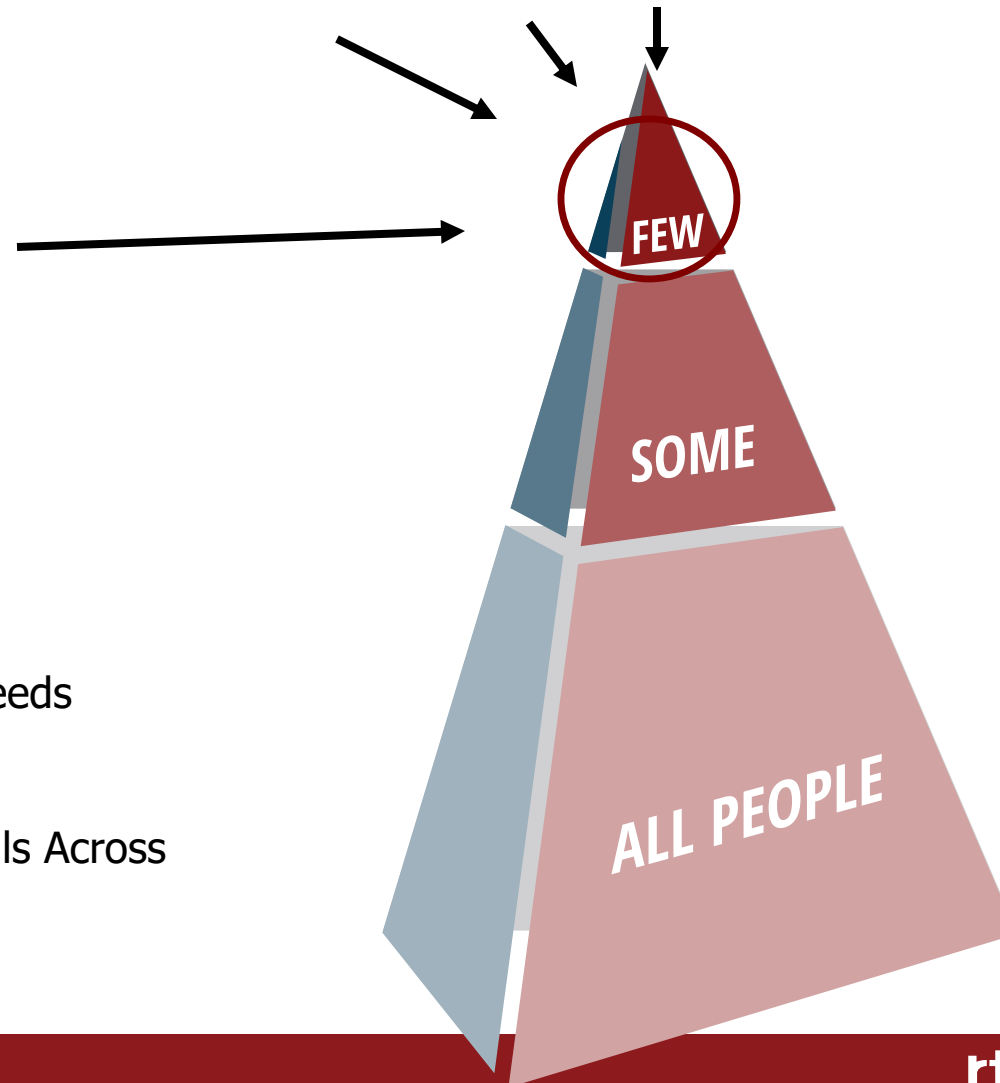


Changing Our Understanding of PBS

Many Providers in MN Think PBS Relates Only to Individualized Interventions

Intensive, Individual Interventions

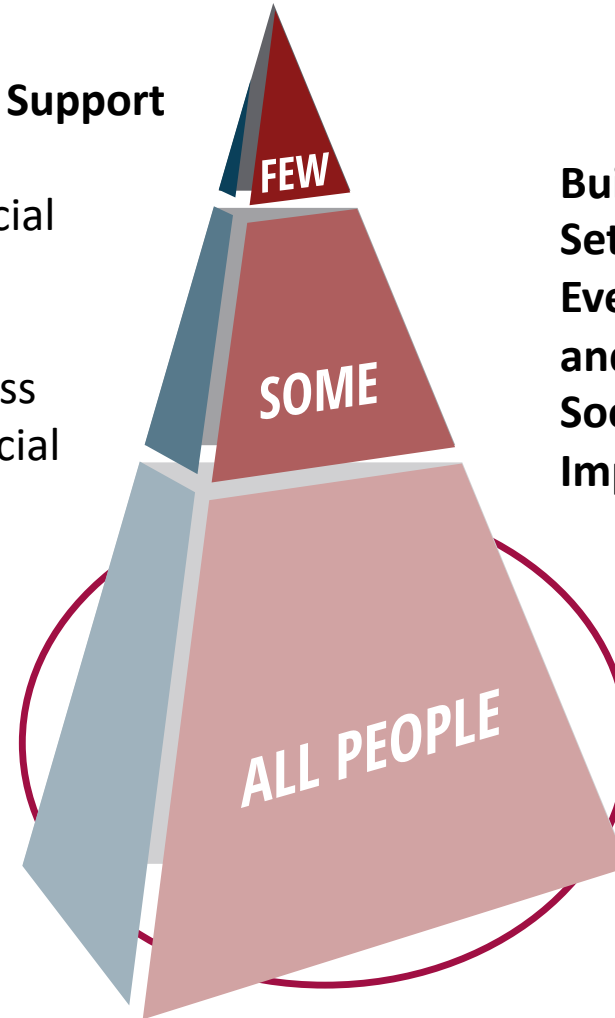
- * Individuals with Intense Needs
- * Assessment-based
- High Intensity
- Appropriate for Professionals Across Agencies and Systems



Positive Behavior Support Provides a Framework for Prevention

Focus First on Universal Positive Behavior Support

- Work Together to Create a Plan
- Prompt, Teach, & Encourage Positive Social Interactions
- Practice New Social Skills
- Reinforce, Recognize, & Celebrate Success
- Consistent Responses to Problematic Social Interactions
- Early Prevention and Monitoring



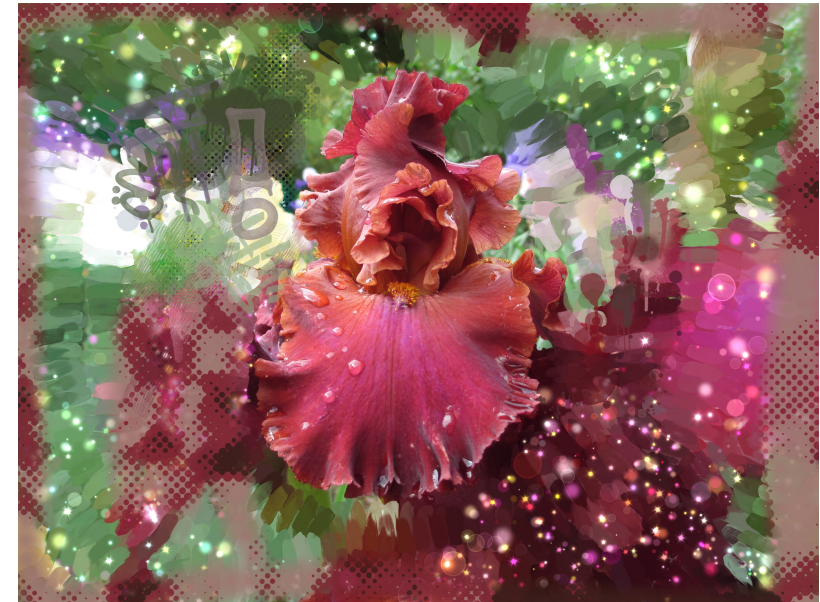
Build Positive Social Settings Where Everyone Practices and Celebrates Social Skills That Are Important

Focus On Prevention

“It’s a whole shift in paradigm of fighting fires to building capacity within the organizations--whether it is a contracted service provider or residential or day treatment program....I see our role as...helping people build capacity...”

–

www.pbskansas.org/files/missouri_interagency_pbs_team_newsletter_part1.pdf



Major Goals of Universal PBS

- Promote Positive Social Interactions
- Design Positive, Proactive, Predictable Environments
- Establish Data-based Decision Making Systems
- Consistent Response to Problems
- Build Capacity for Individualized PBS

Key Elements of Positive Behavior Support

- Positive Behavior Support is the Integration of
 - Valued Outcomes
 - Behavioral and Biomedical Science
 - Validated Procedures
 - Systems Change
 - In Order to Enhance Quality of Life and Prevent Problem Behavior

Note: PBS Plans Require Those Supporting Children and Adults to Change THEIR OWN Behavior

PBS Assumptions & Values

- We are Interdependent – We All Help Each Other to Be Our Better Selves
- Everyone Can Improve Their Social Skills
- Even When We Know the Right Way to Model Good Social Behavior, We Don't Always Choose to

Pause for Questions

- We've introduced A LOT of words, concepts, and principles so far...
- ...what do you have questions about or need clarification or expansion on?

Primary Stage Universal Strategies

Person Centered Practices

- Assess Organization Across Areas
- Create Work Plans by Area
- Use Person Centered Thinking Tools
- Implement Person-Centered Strategies Across Levels
- Build Capacity for PCT and Picture of a Life

Positive Behavior Support

- Identity Social Values
- Learn and Practice Social Behaviors
- Improve Social and Physical Environment
- Recognize and Reinforce
- Increase Consistency
- Build PBS Capacity

Examples of Universal Strategies

- Person-Centered Thinking Strategies
- AAIDD Positive Behavior Support Curriculum
- The Tools of Choice Social Skills Curriculum
- Health and Wellness Strategies
- Efforts to Build Natural Supports
- Strategies for Increasing Positive Social Interactions

Tier 2 Level

PC Practices

- Continue Expanding Impact of Work Plans Across Areas
- Team Monitors Quality of Life
- Early Intervention to Improve Outcomes
- Simple Strategies for Improving Quality of Life
- Person-Centered Planning Strategies
- Build Natural Support Networks
- Coach Meeting and Supports

PBS

- Team Monitors for Early Intervention
- Simple Function-based Problem Solving
- Data-based Decision Making
- Additional Supports for Social Behaviors
 - Building Friendships
 - Increasing Independence,
 - Mental Health-related Supports

Tier 3 Level

PC Practices

- Continue Expanding Impact of Work Plans Across Areas
- Monitor Person-Centered Plans
- Use Quality of Life Data for Decision Making
- Tailor Types of Person-Centered Planning for People
- Training and Mentoring to Expand Planners Across Organization

PBS

- Monitor PBS Plans
- Coordinate Quality of Life Evaluation Across Positive Supports
- Data-based Decision Making
- Improve Interagency Collaboration and Community Mapping
- PBS Plans Integrated Within Person-centered Plan

CHAT ABOUT IT!

- What connections between person-centered practices and positive behavior support were already familiar to you and your organization?
- What connections surprised you?

The Matrix:

A Tool for Developing a Positive Social Environment at Your Organization through Shared Values and Behavior Goals

Person Centered Values are the Foundation of the Matrix

- Set the stage for the behaviors that will be identified, taught, and reinforced
- Examples:
 - Individuality
 - Independence
 - Privacy
 - Partnership
 - Choice
 - Dignity
 - Respect

"The Matrix" – A tool for building positive social interactions.

	Setting 1	Setting 2	Setting 3	Setting 4
Person-centered Values				
Value 1				
Value 2				
Value 3				

Positive behavioral definitions of the values for each setting

The Matrix- A Tool for Building Positive Social Environments

Example Values	Setting 1	Setting 2	Setting 3	Setting 4
Use Person-centered Language				
Show Your Respect for People				
Demonstrate Appreciation of Culture				

Matrix Development

Everyone Works Together to:

- **Include stakeholders** People being supported, team members across all levels, other relevant stakeholders should be included in the development and implementation of the matrix
- **List** Key Person-Centered Values: **e.g., Respect, Connection**
- **Identify** settings or shared activities to focus on
- **Identify** the positive social behaviors that reflect these values
- **Create** a plan for increasing social interactions
- **Support** and recognize each other, help encourage and prompt
- **Celebrate Success**



Identify the Area the Team Will Start Building Positive Social Interactions – Mental Health Clubhouse Example

Two Mental Health Clubhouses

- Created a Matrix as a Guide & Shared With 2 Other Coaches
- First Meeting Naturally Scheduled to Manage Clubhouse
 - 28 People Use the Clubhouse
 - 2 Staff Members
 - 4 Coaches Attended
- Coaches Used Flip Chart Paper and Organize Into 4 Groups With a Coach Facilitating Each Group
- Coaches Start by Facilitating What Works and What Doesn't Work at the Clubhouse
- Group Identified Times of Day That Are Important and Completed
- Group Shared Results and Then Identified What Person-Centered Values & Social Behaviors Are in Place When Clubhouse Works Well
- Next Meeting Plans to Discuss
 - How to Practice and Celebrate Success
 - Creating Visuals in the Clubhouse as Reminders
 - Establish a Monthly Value That Receives Attention, Practice etc.



Times of Day

Free Time

Cleaning Up

Lunch Time

Fundraising

During Outside Activities

Respecting Each Other

Respect another's privacy,
Understanding differences

Offer to help each other, talk
to each other kindly if
something isn't working

Push in/pull out chairs for
others, Ask if help is needed

Everybody can do something,
break bigger jobs into
smaller parts

Respect each other's
preferences, follow the rules,
watch out for each other

Having a Positive Attitude

Be aware of your
environment, Be aware of
how other's are feeling

Respect people's differing
abilities, Get involved

Talk to people that you may
not otherwise talk to

Help out where you can,
participate in Clubhouse
meetings and offer
suggestions

Appreciate the moment and
activity, say thank you to
those who plan activities

Working Together

If there is nothing to do, get
together and decide to do
something, Clean up after
yourself

Offer to help each other with
the bigger tasks

Clean up after yourself, allow
people time to finish eating
before cleaning up/try not to
rush people

Develop committees to break
down the bigger jobs

Be friendly, clean up after
yourself, be neat

Positive Communication

Respect boundaries, have
compassion, use humor
respectfully

Ask for help if you need it,
offer help if you see someone
needs it

Use manners (please and
thank you), thank the people
who cook and serve you

Plan more fundraisers, talk
about how to plan them at
Clubhouse meetings

Be polite to the public and
each other

Volunteering

Welcoming new members,
help others to participate
more

Try out different tasks, try not
to always do the same things

Pay attention to what
chore/cleaning needs to be
done

Volunteer for what you can,
attend Clubhouse meetings to
learn of and present
opportunities

Help other people stay on
time and with the group

Support for Each Other

Offer to help, share
computer time, only share
things with others that you
are comfortable sharing

Take turns doing tasks,
develop teams for getting
bigger cleaning projects done

Help out where you can - 2
people can do a job faster
than 1

If someone or a committee
needs help, offer assistance

Be friendly, get involved in
planning activities

Times of Day	Free Time	Cleaning Up
Respecting Each Other	Respect another's privacy, Understanding differences	Offer to help each other, talk to each other kindly if something isn't working
Having a Positive Attitude	Be aware of your environment, Be aware of how other's are feeling	Respect people's differing abilities, Get involved

Barriers to implementing a successful matrix...

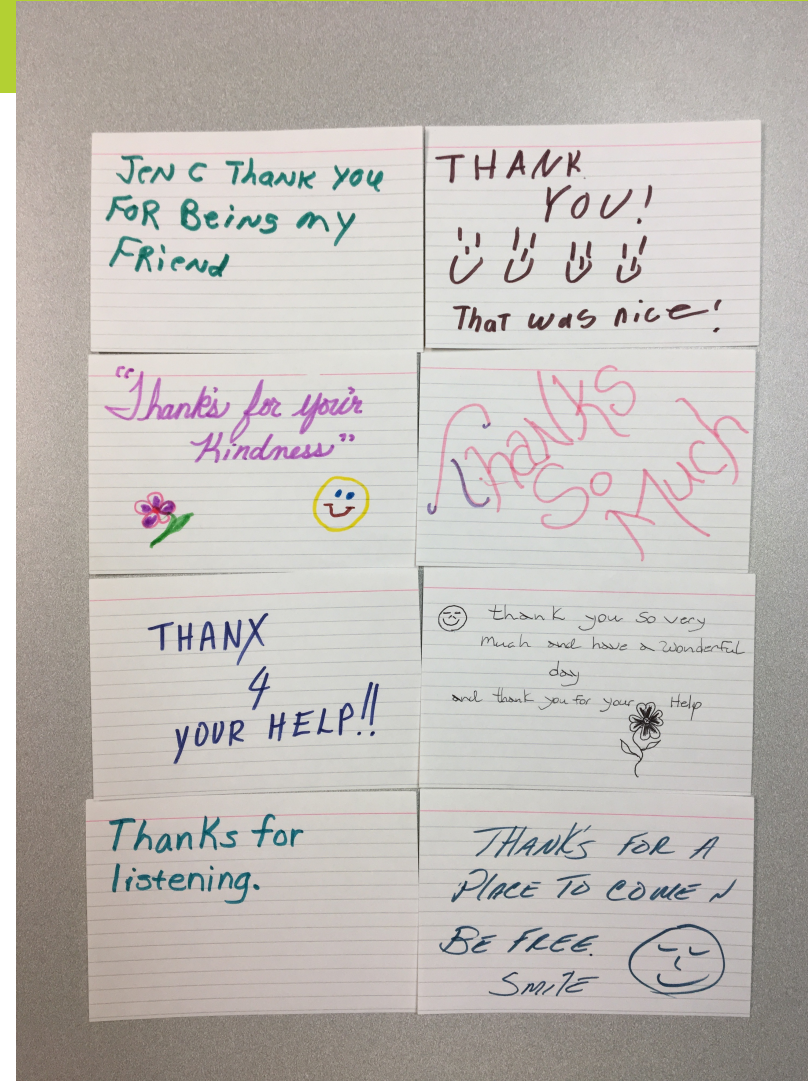
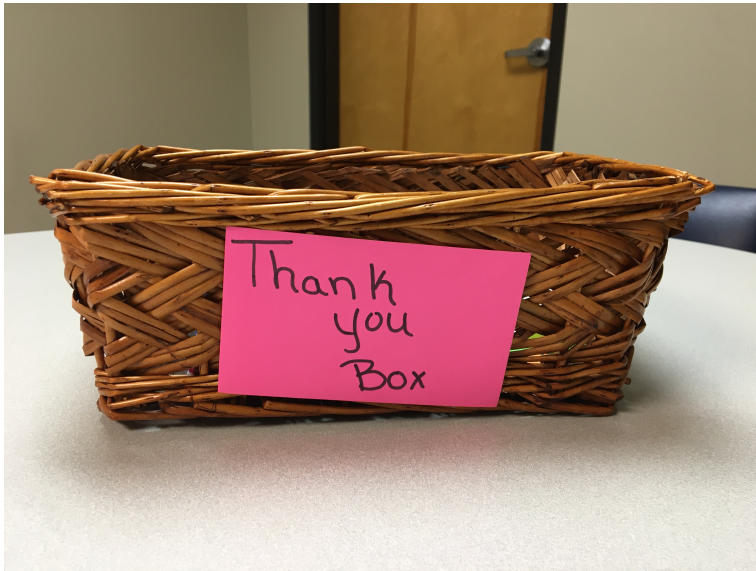
- When the matrix is a “list of rules”
- When there is not leadership/organizational buy-in
- When the matrix does not reflect shared values
 - Think about how best to include people
- When the matrix has too many things to focus on...
 - 3 to 5 values, across 1 to 2 settings is a good place to start
 - Can “pilot” at one site, or “pilot” with specific meetings
- When the matrix values/behavior are not taught
- When the matrix values/behavior is not monitored/evaluated

CHAT ABOUT IT!

1. Identify the context you all work in (could be your actual work, or you may need to create for the sake of the activity)
 - Residential, vocational, etc
2. Generate a list of 3 values important to all of your stakeholders
3. Identify 2 settings in which to intentionally support your values
 - Dinner, transitions, etc
4. Identify how the values you selected translate to behaviors in that setting/activity



Clubhouse Participants Created Thank You Notes and Give Each Other Recognition and Thanks When They See Examples of Values



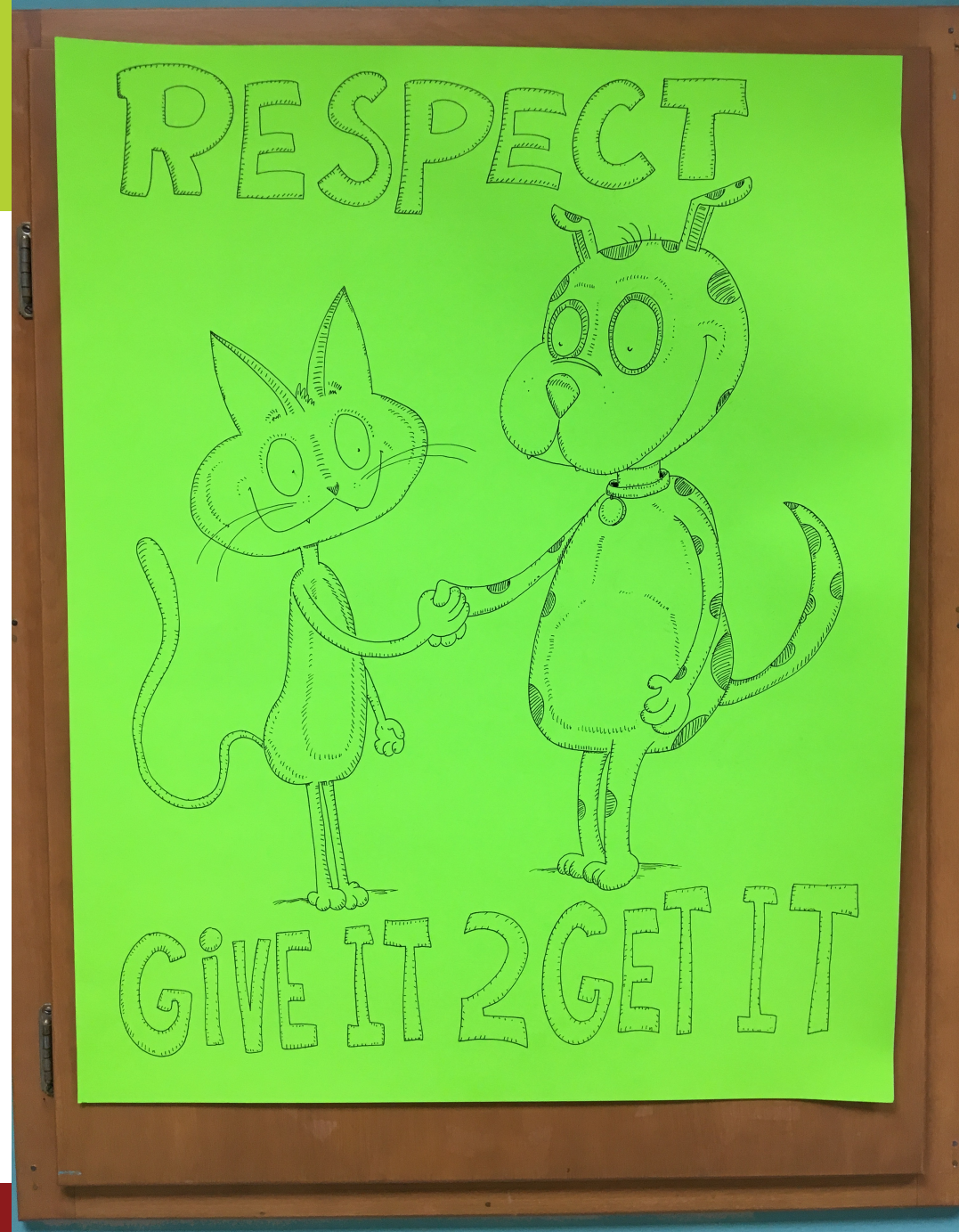
This too shall pass
 ~~~~~  
 turn upside-down around  
 ☹️ ☹️ 😊 😊  
 Oh \* happy \* day .....  
 AWESOME  
 "have a good Day" !!!  
 KEEP THE UP GOOD JOB  
 \* \* \* \* \*  
 Looking Good  
 AWESOME WE ARE PROUD OF YOU  
 JOB

KEEP SMILING  
 ~Thank you for being  
 You ☺️  
 Thank You  
 \* \* \* \* \*

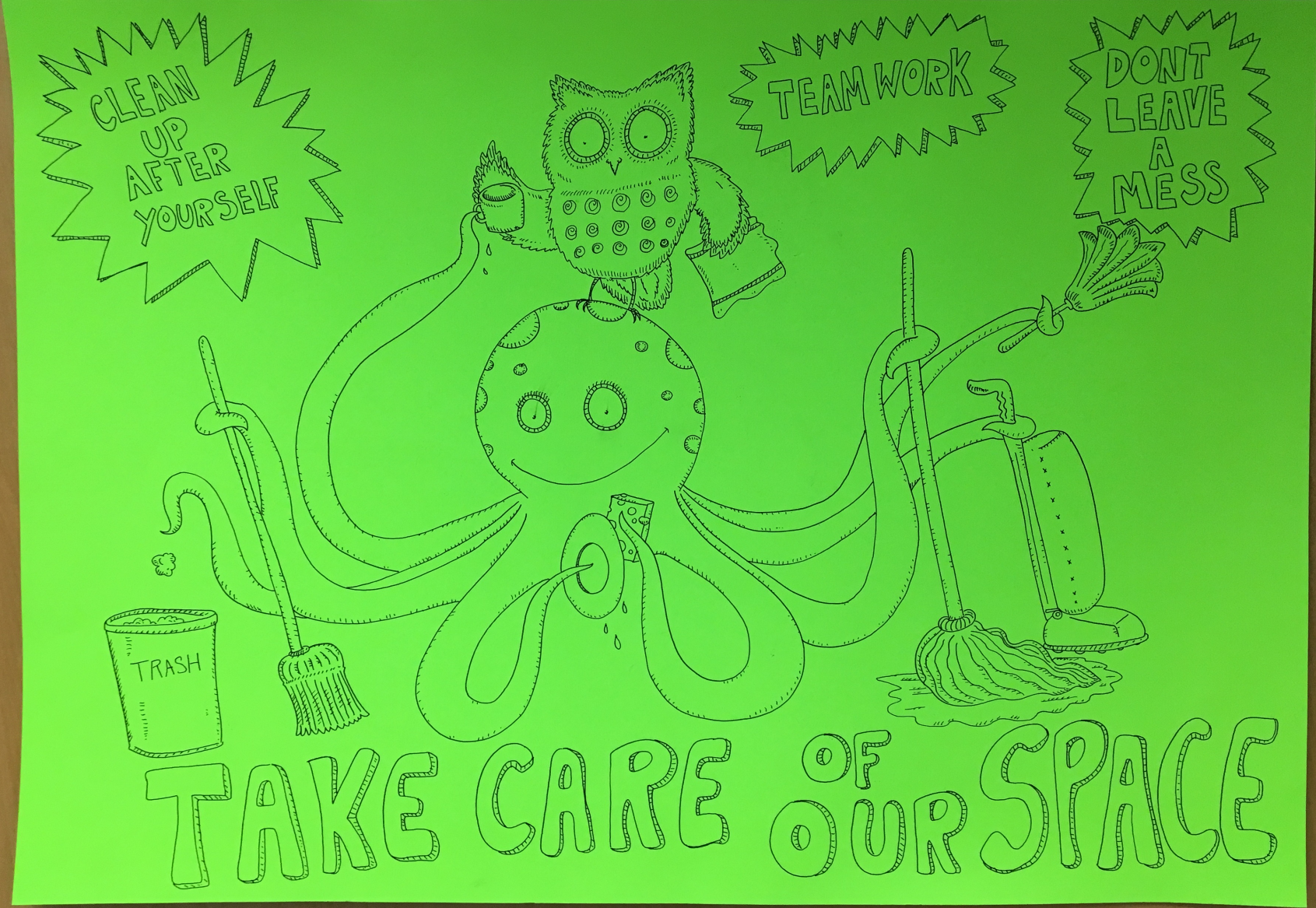
Thanks for the experiences and people I encounter here. Thanks for growth!  
 \*  
 THANKS for Passing a SMILE  
 ☺️  
 Thank you for doing your chores.  
 Hope your day work is great.  
 Thank you for your help.  
 Thanks for evening the floor to take care. Make more.  
 Thank you for being a friend ☺️  
 Thank You for Your Help  
 ♥️ ♥️ ♥️  
 Thank You for Your Kindness  
 \* \* \* \* \*  
 THANK FOR BEING SO KIND  
 \* \* \* \* \*  
 Thank You  
 \* \* \* \* \*



**Clubhouse Artist  
Created Visual  
Reminders of Key  
Person-Centered Values**









# More Artwork Under Construction at the Clubhouse



# Other Examples of the Matrix



# Person-Centered Community Supports – County Meeting

| Values                                     | Before Meetings                                      | At the Beginning of Meeting                                     | While Sharing Person’s Information                              | Supporting Other Team Members                     |
|--------------------------------------------|------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------|
| <b>Use Person-Centered (PC) Language</b>   | Use PC Language in Documents (Emails, Handouts)      | Provide Reminders Before Meeting (Be Sensitive to Acronyms Too) | Be Receptive and Aware of Language Used                         | Celebrate Use of PC Language as Team              |
| <b>Show Your Respect for People</b>        | Use Active Listening During Conversation             | Attend Meetings on Time<br><br>Cell Phones to Vibrate           | Share Only Information Needed<br><br>Provide Feedback to Others | Listen to Others and Ask if Feedback is Invited   |
| <b>Demonstrate Appreciation of Culture</b> | Review Plans and Discuss Role and Identity & Culture | Review Possible Cultural Bias and Assumptions                   | Share Thoughts on the Role of Culture in Person’s Life          | Discuss How Culture Can be Incorporated Into Plan |





# Person-Centered Values in Residential Settings

| Values               | Getting Up in the Morning                              | Work                                                 | Dinner & House Chores                          | Community                                                     |
|----------------------|--------------------------------------------------------|------------------------------------------------------|------------------------------------------------|---------------------------------------------------------------|
| Encouraging Choice   | Each Person Creates Their Own Routine                  | Work With Supervisor to Choose Activity And Schedule | Decide Whether to Eat Together or Individually | Explore New Activities and Make New Friends                   |
| Respect Each Other   | Ask Before Using Other's Personal Items                | Let People Know When You Need a Break                | Work Together to Choose Food Weekly            | Be Sensitive to Each Person's Comfort Levels in the Community |
| Encourage Each Other | Know When Someone Needs Time and Space (Coffee First!) | Recognize Others for Hard Work                       | Help Other People Complete House Chores        | Reach Out to Others and Make New Friends                      |



## CHAT ABOUT IT!

What is one thing you noticed from example matrixes that you could use or adapt when building a matrix for your agency?





# Deeper Dive: Developing the Matrix



# Matrix Development

Everyone Works Together to:

- **List** Key Person-Centered Values
- **Identify** the Social Behaviors That Reflect These Values
- **Create** a Plan for Increasing Social Interactions
- **Support** and Recognize Each Other, Help Encourage and Prompt
- **Celebrate** Success

# STEP ONE: Identifying Matrix Examples

- Non-dangerous behaviors
- Frequent occurring behaviors
- Staff that are motivated to be involved
- Supported person finds value in Matrix involvement
- Administrative support also helpful

## STEP TWO: Prepare for Matrix Development

Prepare with Coaches or PBS Facilitators what you may expect to find in discussions with people supported:

- **List** Key Person-Centered values
- **Outline settings** in which these values could occur
- **Identify** the social behaviors that Reflect these values

## STEP THREE: Building the Matrix

- Meet with people served/employees and complete Matrix tasks
- Suggestions:
  - Working/Not Working Tools
  - Get values from what's working
  - Have people vote on top values
  - Build consensus around settings/times of day
  - Complete positive social behaviors

## STEP FOUR: Review and finalize

- Review all positive social interactions to ensure they are positive!
- Bring completed Matrix to people for agreement

## Poll – understanding the Matrix

- How well do you understand the Matrix at this point?
  - Don't worry – we'll be coming back to it frequently throughout this training series!

# Brief Overview of Strategies to Reinforce and Teach New Skills





# Promoting the Matrix

- Strategies can include:
  - Posters/illustrations
  - Putting into meeting agendas
  - Reviewing at the focus setting/activity
  - Embed into on-boarding process
  - Embed into training/team observations
  - Direct instruction
    - Practice examples/non-examples
    - Make videos
    - Role play
    - Give (gentle) feedback, and lead with celebrations!



# In-service Training and Staff

- Create Skits That Show Examples and Non-examples of a Positive Social Interaction
- Review Each Person-Centered Value and Ask Staff to Make Up a Skit For Each Location/Setting
  - Encouraging Choice In The Morning
  - Example/Non-example
  - Schedule Opportunities to Practice
- Create Activities With Skits
  - Ask Staff to Act Out Non-example of Social Interaction
  - Ask Staff Act Out the Positive Example

# Examples of Strategies Teaching New Skills

- Break Down A Task (Task Analysis)
- Shaping Behavior Towards New Skills
- Prompting Behavior
- Reinforcing / Strengthening New Skills

# McAuliffe's Frequent, Specific Praise Prompt



6 TO 1

**Create Visual Reminders to Recognize  
Positive Social Interactions**

*\*\*\*\*A good key to keep in mind for all  
interactions\*\*\**

# Focus on Our Values in Action

- Celebrate Successes!
- Model and Practice Social Interactions
- Emphasizing the Value of Social Interactions



# Taking the Matrix from Values to Skill Development

(an early look at some strategies we will cover in more depth later in this training series)



# Strategies for Teaching New Skills

- Break Down A Task (Task Analysis)
- Shaping Behavior Towards New Skills
- Prompting Behavior
- Reinforcement

# Teaching New Skills: Task Analysis

## Break Down Steps Into Basic Elements

**Below is an example of a task analysis of teaching a learner to turn on the Wii.**

- 1) Find remote
- 2) Press power button on remote for TV
- 3) Press channel 3
- 4) Walk to Wii
- 5) Press power button on Wii
- 6) Go to shelf
- 7) Pick out game
- 8) Take game out of case
- 9) Press Wii game into Wii
- 10) Put case on shelf
- 11) Sit on couch
- 12) Play!

<http://www.kcbehavioranalysts.com/aba-toolbox>





## Shaping Occurs When....

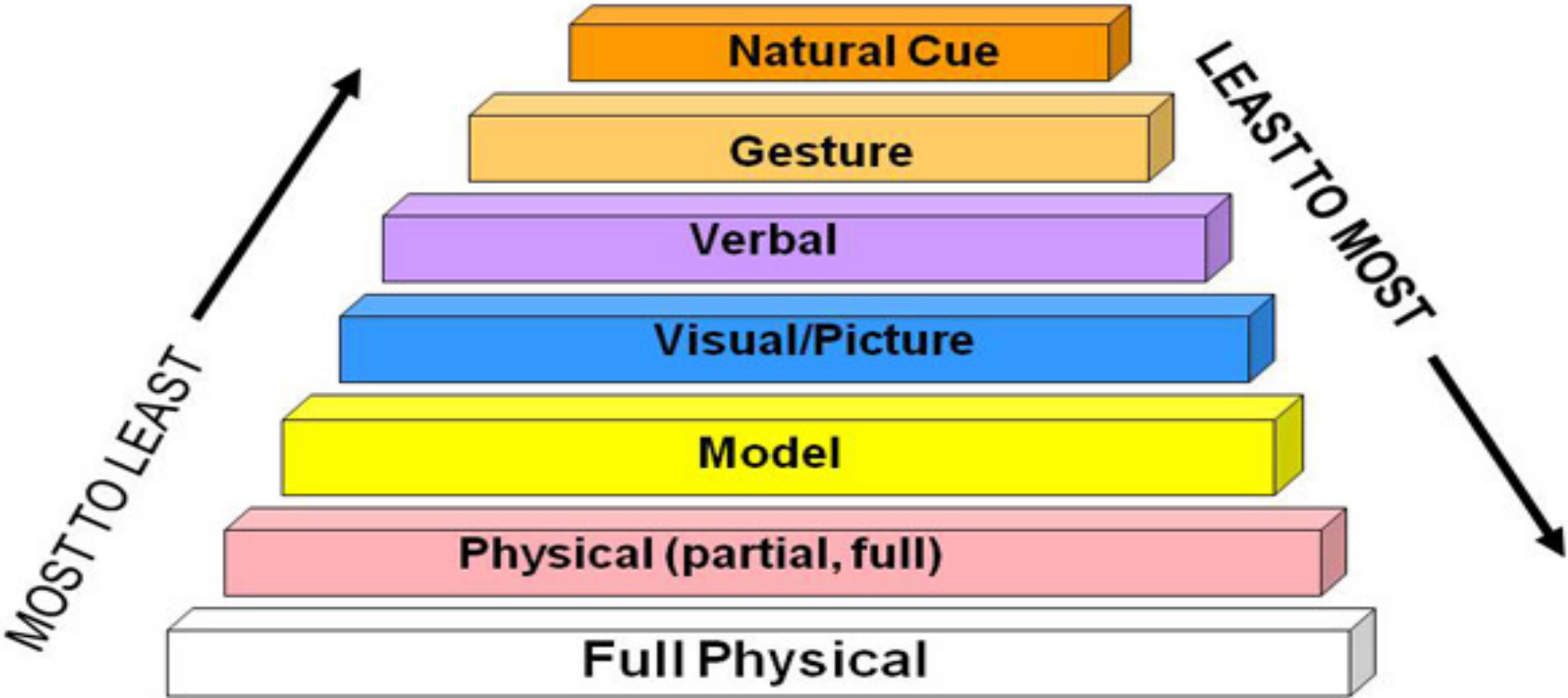
- Encouraging the Behavior You Want to See
- If You Wait for this Behavior to Occur....It Won't Happen
- Break Down Activity Into Steps and Reinforce Easier to Achieve Steps First
- Gradually Increase Expectations Until Entire Activity is Being Completed

*Example: The Person in the Park Who Has Taught Birds to Eat Directly Out of His Hand Used Shaping*

# Prompting Behavior

- Types of prompts
  - Verbal
    - Spoken language
    - Speech generating device
  - Visual
    - Manual sign
    - Pictures
    - Written words
    - Modeling
  - Physical guidance
    - Full
    - Partial

# Prompting Hierarchy



# Reinforcement is Personal

- Reinforcers Vary for Each Person
- Create An Activity
  - Ask Each Person What They Really Like
  - Compare Responses
- Strategies for Reinforcement Must Take Into Account Each Person's Preferences for Reinforcers

# CHAT ABOUT IT!

- Identify one behavior for yourself you would like to increase/improve
- Identify three things that would reinforce that behavior
  - EXAMPLE
    - Verbal praise
    - Naptime
    - Beer

## CHAT ABOUT IT!

- Did you see any reinforcers on other lists that would appeal to you?
- What if you were only given options from other people's lists?
- How does this make you feel?
- Would these things increase the likelihood you will engage in behavior?

# Overview of Roles



# 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



# Team Members

- Core team representation (planning and coordination)
- Key Contact
- Coaches
- PBS Facilitators
- PCT Trainers
- Person Centered Planners

# Positive Behavior Support Facilitators

- 1-2 people in each organization
- Offered mentored experience facilitating Person Centered Plans, Functional Behavioral Assessments, and Positive Behavior Support Plans
- Provide support for universal strategies
- Provide guidance/monitoring for PBS plans
- Introduce PBS via orientation and in-service training
- Mentor new staff in learning to facilitate PBS
- Help move team into secondary stage in coming years of organizational work



# CHAT ABOUT IT!

- What 3 things that can you take away from today that you can bring back to your agency?
  - Connect with regional efforts
  - Person centered practices
  - Building positive environments
  - Creating a Matrix
  - Strategies to support skill development in Matrix
- How can you communicate about PBS within your agency?
  - Team Meetings
  - Staff Meetings
  - Trainings
    - Embed universal PBS strategies into routines
  - Coach Meetings
  - Other Events
  - Newsletters
  - Website / other technology to bridge distances



# Free Positive Supports Resources

## **Positive Supports Minnesota**

[www.mnpsp.org](http://www.mnpsp.org)

## **Minnesota Department of Human Services Positive Supports Page**

<https://mn.gov/dhs/partners-and-providers/program-overviews/long-term-services-and-supports/positive-supports/>

## **PBS Facilitator Guide (on apbs.org website)**

<http://www.apbs.org/files/PBSwhole.pdf>

## **Early Childhood PBS Tutorial**

<http://challengingbehavior.fmhi.usf.edu/explore/pbs/process.htm>



# Free Positive Supports Resources

To find and register for person-centered thinking training in  
Minnesota

<https://pctp.umn.edu/>



# Free Resources on Implementation Science

## Implementation Research: A Synthesis of the Literature

- <http://nirn.fpg.unc.edu/resources/implementation-research-synthesis-literature>

## National Implementation Research Network: Active Implementation Hub

- **Home Page:** <http://implementation.fpg.unc.edu>
- **Modules and Lessons:** <http://implementation.fpg.unc.edu/modules-and-lessons>

# Organization-Wide Change

**It Will Have Its Ups and Downs...**

<https://www.youtube.com/watch?v=TllryvmrxEY>

**Encountering Resistance to Change**

<https://www.youtube.com/watch?v=4VC1XWtiP>

[Uo](#)

# Like – Learn – Change

Please take a few moments as you leave the session to offer comments that will help us better prepare the next session and the remainder of this training series

**LINK FOR QUALTRICS**







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