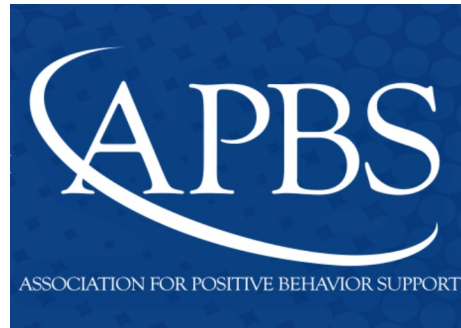


## Positive Behavior Support Community of Practice for State Leaders



### Community of Practice Chairs

**Rachel Freeman**

Institute on Community Integration  
University of Minnesota

**Bob Putnam**

May Institute  
National Center on PBIS

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## Community of Practice for State Leaders

### Purpose

- Share ideas related to PBS policy and procedure from different states
- Learn more about how states are addressing PBS policy and practice
- Ask questions from other state leaders



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## Introductory Questions

**Please answer the following questions in the chat...**

1. Your name
2. Why you came and what you are interested in learning
3. What assistance in PBS/PBIS are you looking for?

### **Common Terms Encountered Across States**

- Positive Behavior Support/Positive Behavior Supports (PBS)
- Positive Behavioral Interventions and Supports (PBIS)

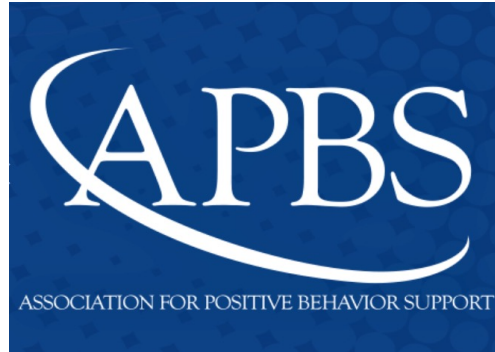
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## Community of Practice Agenda

12:00-12:10	Introduction and Purpose
12:11-12:25	Group Introductions
12:26-12:40	Learning More About Interests
12:41-12:50	Informal Sharing
	Stacy Danov
	Minnesota Department of Human Services
12:51-1:00	Next Action Steps

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## Association for Positive Behavior Support Hosts for the Community of Practice



**The Mission of APBS is to**...enhance the quality of life of people, across the life-span by promoting evidence-based and effective positive behavior support to realize socially valid and equitable outcomes for people, families, schools, agencies, and communities.

### Get Involved!

- Become a member
- Attend the annual conference
- Join APBS networks in your region
- Volunteer on APBS committees
- Podcasts, webinars, and online resources

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## Association for Positive Behavior Support IDD Ad Hoc Committee

### Purpose of the Committee

- Increase membership of practitioners in the disability field
- Develop materials that are useful for the disability field
- Create relationships with partner organizations

### Committee Activities

- Invited speakers at the annual conference
- White paper on PBS
- Community of practice

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## Statewide Positive Behavior Support Policy and Practices in Minnesota

### Informal Sharing

Stacy Danov  
Minnesota Department of Human  
Services



MN PBS Standards of Practice:

<https://mnpbs.org/wp-content/uploads/2023/08/MN-standards-MONOGRAPH-SL-website-.pdf>



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## Discussion Questions

- Do we want to schedule a series of meetings this year?
- How often would this group meet?
- Who wants to share at the next meeting?
- Who is missing that we might invite to the next meeting?



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## Gathering Information - Possibilities

### Put your thoughts in the chat....

- Should we conduct a poll or assessment of what areas of interest state leaders have about PBS?
- What questions should we ask?

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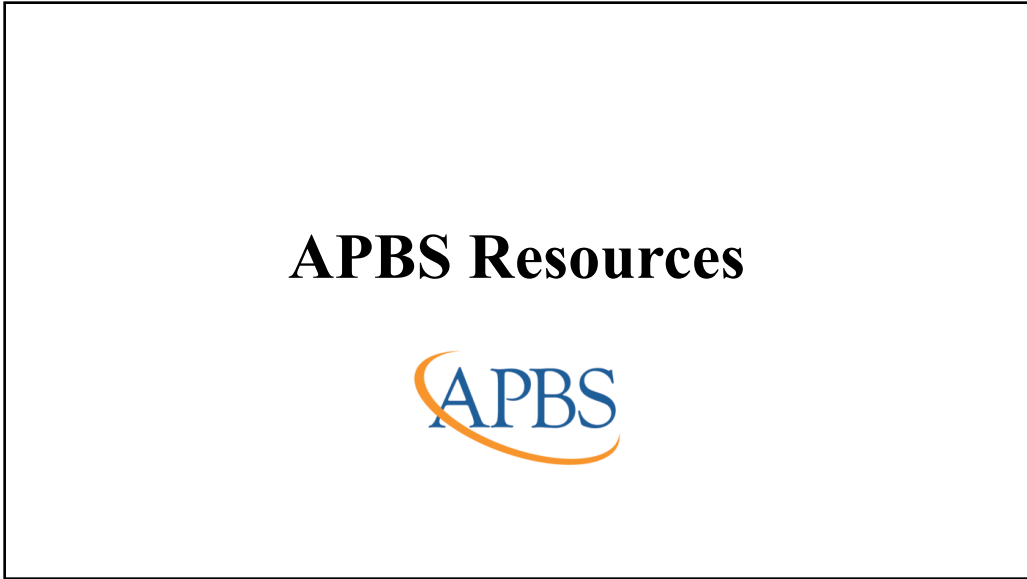
## Assessing Future Agendas

- States can sign up to present on status of PBS
- Topics of discussion can be offered for the Agenda

### Examples of Areas of Interest...


- Training infrastructure
- Cross division collaboration
- Funding streams
- Rolling out initial PBS in provider agencies
- Acute care supports and transition from hospitals

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**White Paper on PBS in the IDD Field**  
*Resource for Practitioners who support people with Intellectual and Developmental Disabilities in APBS Can Use for Systems Change*  
 From the APBS IDD Ad Hoc Committee




**POSITIVE BEHAVIOR SUPPORT IN THE FIELD OF INTELLECTUAL AND DEVELOPMENTAL DISABILITIES**

WHITE PAPER BRIEF 2021



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**EFFECTIVE AND SUSTAINABLE TRAINING SYSTEMS**  
UNITED STATES SPECIFIC BRIEF

**PURPOSE OF THE BRIEF**

The goal of this brief is to identify key issues, challenges and recommendations for training direct support professionals to be ready, willing and able to ensure community participation for adults with IDD. This includes a person centered focus with consideration of the local environment/culture and the ongoing evolution of implementation fidelity and outcomes of meaningful outcomes.

Having direct support professionals (DSP) staff who are skilled in working with IDD is an essential part of providing positive behavior support (PBS).

- Supporting people with IDD to have meaningful engagement in their community settings depends on having staff trained in their settings.
- There is a great professional impact on quality of life for adults with IDD depends on their ability to help the individual flourish with needed and desired.
- While most jobs typically do not include "teacher" or "trainer" an essential function is to build skills for those they support.
- Unfortunately, many community support agencies do not have staff with evidence-based teaching strategies.

**CHALLENGES AND SOLUTIONS**

CHALLENGES	SOLUTIONS
Staff training requires resources and staff turnover rates stability make this more.	Investing in workforce development is essential and results in the best outcomes understanding of the organizational culture and values.
We train all staff during initial orientation, that's all we have time for.	Supervisors are a key agent in the ongoing training of DSP. A high level support group for organizational performance, especially compared to "one shot" workshops.
We are not sure if our training is "working" or if it's worth the investment.	Assessing performance of newly trained skills of DSP and providing feedback to enhance based practice for use on the job to increase and maintain performance.
How can we train staff in a way that has meaningful impact and sustained?	Training needs to be competency based and assess staff ability on the job on an ongoing basis performance feedback and coaching.
What are some good ways to take to improve staff skills in "how to teach"?	There are evidence based practice areas to be effective for this work reference provided at the end of this brief (e.g., Reid et al.).
Are there steps to build this into our program?	Yes, DSP supervisors and others can be trained to provide training (teacher training) and ongoing performance feedback as part of their responsibilities. It can also be built into employee performance standards.

APBS @ www.apbs.org

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## Purpose of the White Paper on Positive Behavior Support

- Guide policy development
- Clarify issues of importance
- Address misunderstandings
- Introduce PBS at local, regional, and statewide levels
- Support for family members, guardians and other caregivers who support children and adults at home



Rachel

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## White Paper Links

- [White Paper Introduction](#)
  - [Effective and Sustainable Training Systems](#)
  - [Data-Based Decision Making](#)
  - [Home and Community-Based Services and PBS](#)
  - [IDD Brief - Tiered Positive Behavior Support in Human services](#)
  - [IDD Brief-Trauma](#)



Artist Jimmy Reagan throughjimmyeyes.com  
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## Other Questions or Thoughts?

**Interested in Joining the IDD  
Committee?**

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## Come to the Association for Positive Behavior Support Conference!

Visit [APBS.ORG](http://APBS.ORG) for More Details

