## Subscale: Universal Positive Behavior Support (3)

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| **Feature** | **Possible Data Sources** | **Scoring Criteria** |
| **1.9 Organizational Policy Alignment:** Policies and procedures addressing positive behavior support and describing the importance of building positive social environments that promote higher quality of life for both people supported and staff members within the organization | * Policies and procedures

documenting the use of social skills and issues related to improving the quality of the social and physical environment* Action plan showing efforts to adapt policies and procedures to include positive behavior support (PBS)
* PBS values incorporated into supervisory role: 1:1 meetings, performance reviews, professional advancement and development. Supervisor documents meetings with staff that shows the use of different values and tools used.
* Mission and vision statements include PBS values.
* PBS team involved in leadership planning regarding organizational decisions reflected in meeting minutes.
* Matrix used to implement positive social strategies and professional values.
 | 0 = There is no evidence that the organization is addressing the need to promote positive social interactions 1 = Some evidence that policies and procedures align with the need for promoting positive social interactions2 = Policy examples clearly state how PBS is used within the organization to promote quality of life for people supported and staff members |
| **1.10 Positive Social Interactions & Skills:** Specific universal PBS strategies are created with the direct involvement of everyone within the setting, and plan for practicing and teaching positive social skills is clearly described. Plan for expanding implementation across organizational settings is documented  | * Interviews
* Direct observations
* Matrix describing important person-centered values and social interactions in specific settings
* Written plan for teaching and practicing skills
* Calendar schedule for prompting staff to focus on specific person-centered values
* Using Matrix during unit/department meetings.
* Regular use of Positive Social Strategies resources (video clips, training tool demos, & practice activities) during unit meetings reflected in meeting minutes.
* Sharepoint: “PBS Resource Folder” for all staff to access trainings, tools and other resources.
 | 0 = There is no evidence that positive social interactions have been identified, taught, or practiced in any setting1 = Some evidence shows that positive social interactions are being identified, taught, and practiced2 = Interviews, observations, and written documentation clearly show that positive social interaction plans are being implemented in at least one setting within the organization |
| **1.11 Positive Feedback and Acknowledgement:** Strategy for recognizing staff and people supported for positive social interactions is articulated and implemented in areas of organization where PBS is implemented  | * Interviews
* Written plan for recognizing and acknowledging positive social interactions
* Action plan describing plan for feedback and acknowledgement
* Other documentation is available (website, newsletter, etc.)
* Employee of the Month specifically for person centered and positive support accomplishments
* Performance review category created
* Staff unit meetings acknowledging staff and person’s served who exemplify positive support practices.
* Thank you cards sent to service providers who exemplify positive supports.
 | 0 = There is no evidence that feedback and acknowledgement is used to support implementation 1 = Some evidence shows that positive feedback and acknowledgements are provided but these strategies are not directly connected to a plan for increasing social interactions2 = Interviews, observations, and written documentation clearly show that there is a clear plan for providing positive feedback and acknowledgement in areas where PBS is implemented |
| **1.12 Consistent Response to Challenges That Occur:** Definitions are in place that clearly outline behaviors that are considered incidents that need to be documented andminor issues that do not require documentation.Strategy for teaching staff members how to respond to minor problems is in place. | * Behavioral definitions
* Training materials
* Behavior definitions within the Matrix
* Code of Conduct Policy
* Onboarding training incorporates these definitions and strategies
* Organizational process in place defining incidents, conflict and the positive support response rooted in the culture of trust.
* Systematic feedback loop process with positive regard and trust
 | 0 = There is no evidence that definitions and training materials are in place1 = Some work has been completed to establish behavioral definitions and train staff2 = The behavioral definitions and training materials are in place with a plan to train all staff members over time  |