Positive Supports MINNESOTA

Key Features of Tiered Positive Behavior Support Across the Lifespan

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ICI INSTITUTE on COMMUNITY INTEGRATION

UNIVERSITY OF MINNESOTA

Purpose of Presentation

- Learn about how to start implement tiered PBS in organizations
- Review an interdisciplinary state standard of practice
- Share examples of how to leverage implementation science to support high fidelity, culturally responsive implementation
- Explore a rage of resources to support initial planning an implementation of culturally responsive PBS

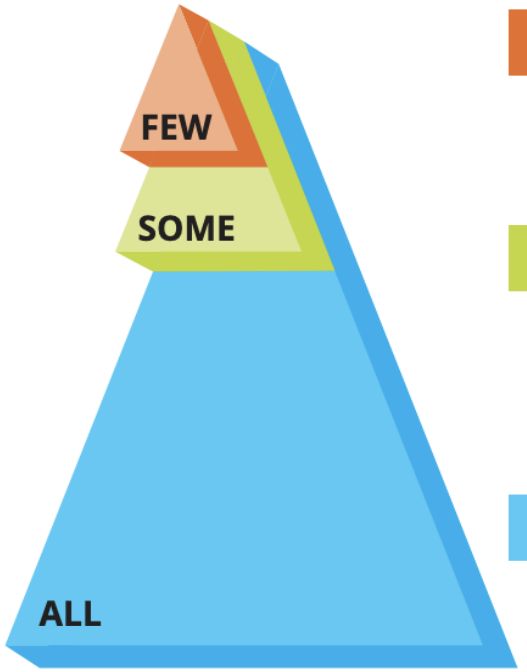
Positive Supports
MINNESOTA

Essential Features of PBS

- Positive changes in lifestyle reflect unique cultural values
- Supports occur across a person's lifespan and with all of the settings in a child or adult's life
- Children and adults are empowered to seek their best lives
- Challenges are prevented, in part, by considering changes in the setting, not the person
- Progress is measured using data
- Foundational principles from behavioral and biomedical science are used to improve lives
- Multiple fields of study and practices are integrated using systems change

Implementing Organization-wide PBS
Applying a Tiered Approach

Figure 1. Tiered Model of Positive Behavior Support



Tier 3 Practices

Intensive and individual plans for children and adults needing support

Tier 2 Practices

Monitoring and intervening as early as possible to improve quality of life and prevent challenging behavior

Tier 1 Practices

Universal practices to promote well-being by focusing on building positive social and emotional skills

Minnesota Positive Behavior Support Network (2023). Standards of practice: Positive behavior support across the lifespan, Version 1.0. Minneapolis, MN.

Quality of Life Across the Lifespan

Figure 2. Quality of Life Domains and Dimensions

Assessing Quality of Life and Across the Lifespan: Improving Wellness in Mental Heath and Disability

SAMHSA's Eight Dimensions of Wellness

- **Social** — Developing a support system/feeling connected to others
- **Emotional** — Skills to cope with stress and negative life outcomes
- **Spiritual** — Search for meaning/sense of purpose
- **Intellectual** — Knowing one's strengths and expanding wisdom and skills
- **Environmental** — Living in positive settings that support well being
- **Financial** — Satisfaction with current finances and future plans
- **Occupational** — Obtaining a sense of positive meaning from one's work

Quality of Life and IDD

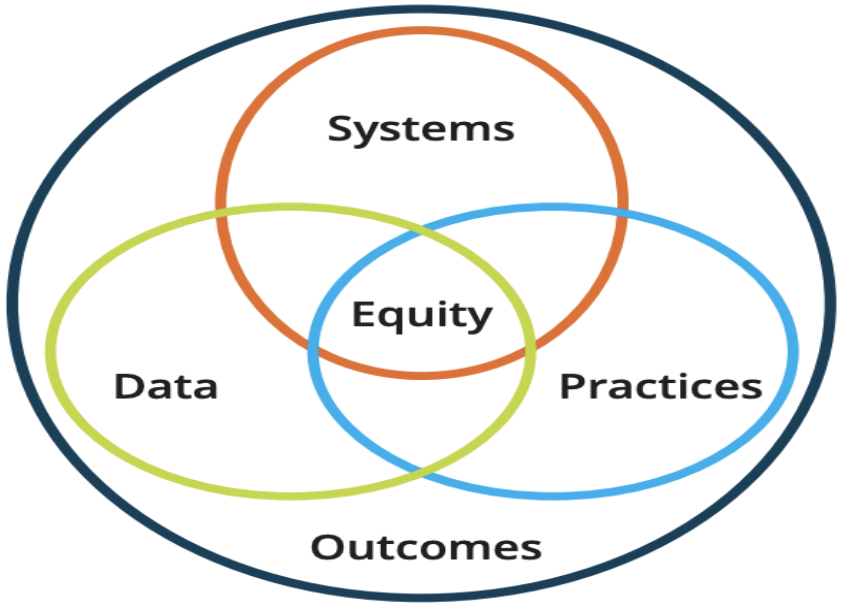
- **Emotional Wellbeing** — Feelings of happiness or contentment, feeling comfortable and safe at home and in the community
- **Interpersonal Relationships** — Receiving affection and love at home and in the community, connecting with others
- **Maternal Wellbeing** — Being able to purchase items that one wants or needs, owning items or property
- **Personal Development** — Learning and evolving as a person in education and life
- **Physical Wellbeing** — Maintaining optimal health and mobility
- **Self-Determination** — Making one's own important life decisions and life goals
- **Social Inclusion** — Feeling included as part of a community and building meaningful connections with others
- **Rights** — Being able to have one's right to privacy and freedom and access to legal support, to vote and engage in civic responsibilities

Minnesota Positive Behavior Support Network (2023). Standards of practice: Positive behavior support across the lifespan, Version 1.0. Minneapolis, MN.

Culturally Responsive Data, Systems, Practices

Create Cultural Competence
Ensure Diversity at the Leadership Level, Increase Self-Awareness, Encourage Learning About Different Cultures, Celebrate Differences

Support Decision Making
Use Data to Assess Equity, Create Interventions Based on Information Gathered



Supporting All People
Teach, Model, and Practice Cultural Humility, Actively Teach Cultural Responsive Practices

Social & Emotional Skills and Quality of Life Outcomes

Adapted with permission: McIntosh, K. (2023).

Minnesota Positive Behavior Support Network (2023). Standards of practice: Positive behavior support across the lifespan, Version 1.0. Minneapolis, MN.

Interdisciplinary Approach to PBS

Minnesota's Standards of Practice: Positive Behavior Support Across the Lifespan

Visit the Standards of Practice

mnpbs

POSITIVE BEHAVIOR SUPPORT NETWORK

MNPSP.ORG/mnpbs

MNPSP.ORG Website

Positive Supports
MINNESOTA

Home | Topic Areas | Positive Support Practices | Training Materials

settlement agreement, **the Jensen Settlement**, to ensure that all of its licensed services incorporate positive support strategies.

Learn More About Minnesota's Positive Support Requirements

Positive Support Manual

The Positive Support Manual is a resource manual for Minnesota's DHS-licensed providers for developing positive support strategies, responding to interfering behavior and developing positive support transition plans.

- Assertive Community Treatment: Melissa's Story
- Person-Centered Planning: Carol's Story
- Positive Behavioral Interventions and Supports: Classroom Examples

Learn more at the **Minnesota DHS Positive Supports Website**.

Select Standards of Practice for Positive Behavior Support

APBS State Community of Practice – State Leaders

Resource Link for APBS CoP for State Leaders

Minnesota Positive Behavior Support Network

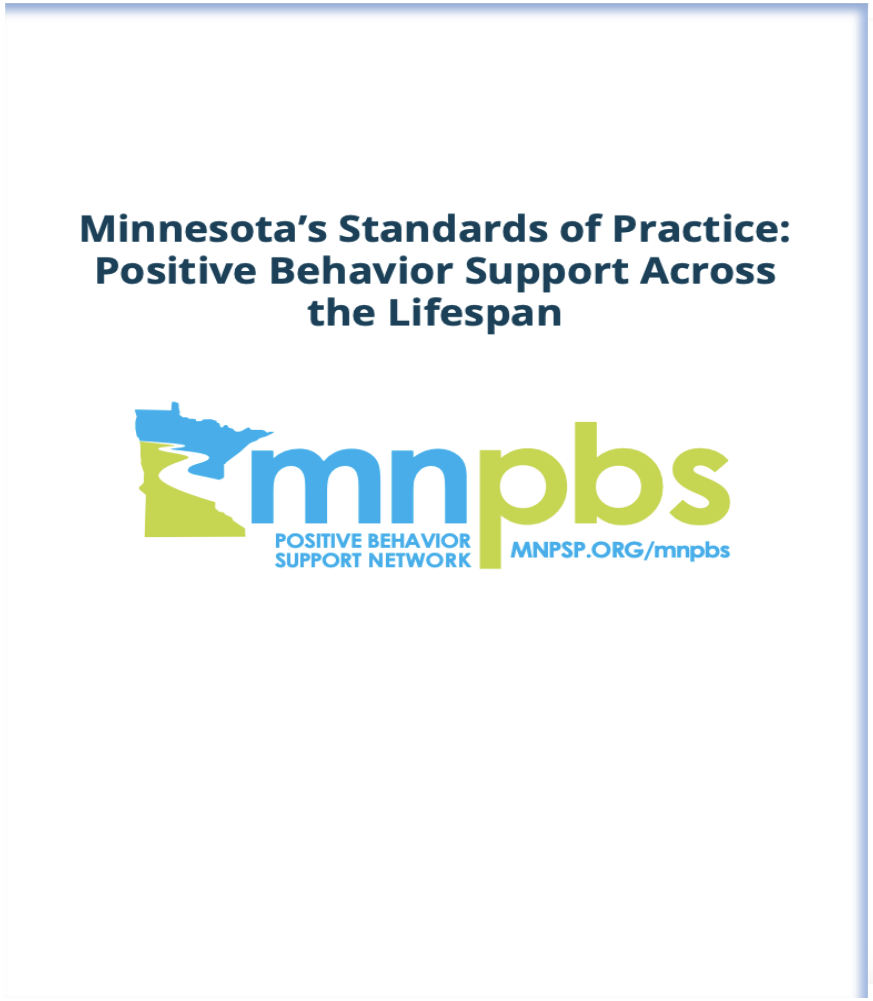
Standards of Practice for Positive Behavior Support

Learn More About the Minnesota Positive Behavior Support Network

New Positive Support Awareness Training Series

MN Standards of Positive Behavior Support Across the Lifespan

- History of MN Standards
  - » WHY these were developed
  - » HOW did these standards come about
  - » WHAT is the purpose of the MN Standards



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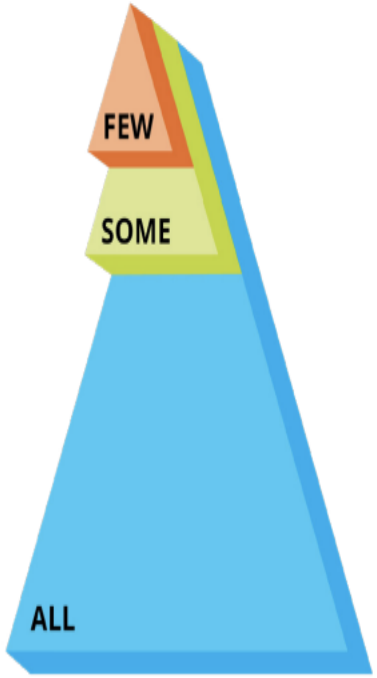
Minnesota Positive Behavior Support Network (2023). Standards of practice: Positive behavior support across the lifespan, Version 1.0. Minneapolis, MN.

Core Sections and How to Use the Standards

- Introduction
- Tier 1
  - » Systems
  - » Facilitators
  - » Practitioners
- Tier 2
  - » Systems
  - » Facilitators
  - » Practitioners
- Tier 3
  - » Systems
  - » Facilitators
  - » Practitioners
- Resources
- Glossary

Community and School Examples: Tier 1



Tier 1 Positive Behavior Support

- Team
- Common language/skills
- Procedures to teach and support social and emotional skills
- Recognition of staff and people supported
- Consistent responses to challenging behavior
- Data based decision making
- Systems for training and coaching

County Team Matrix

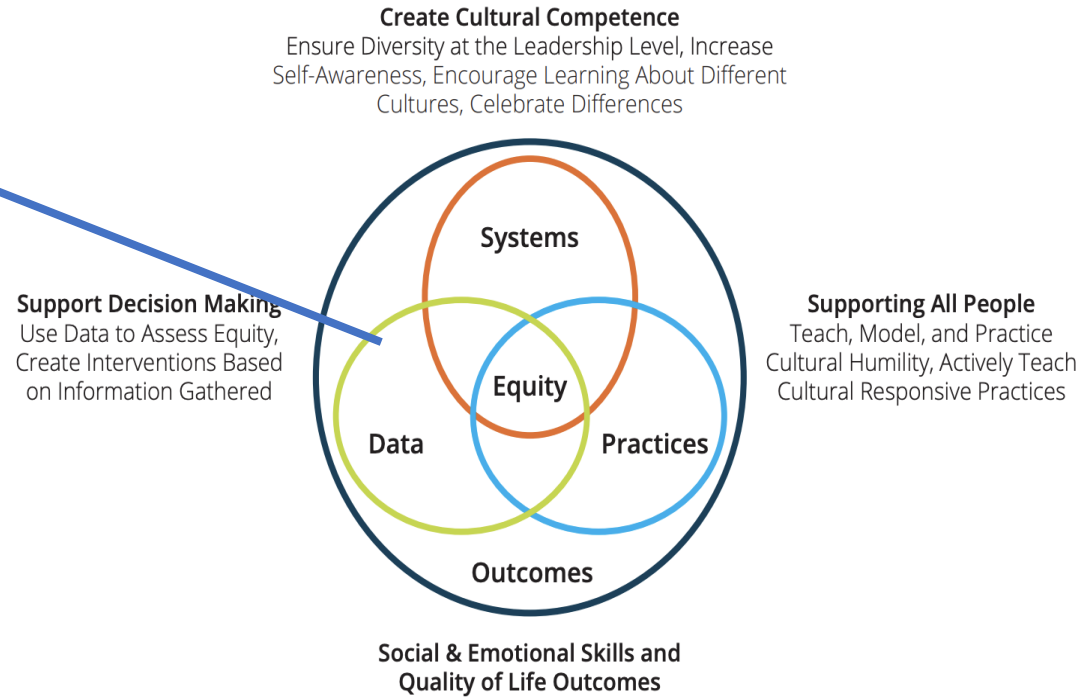
Person-Centered Community Supports – County Meeting

Values	Before Meetings	At the Beginning of Meeting	While Sharing Person's Information	Supporting Other Team Members
Use Person-Centered (PC) Language	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
Show Your Respect for People	Use Active Listening During Conversation	Attend Meetings on Time Cell Phones to Vibrate	Share Only Information Needed Provide Feedback to Others	Listen to Others and Ask if Feedback is Invited
Demonstrate Appreciation of Culture	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	Discus How Culture Can be Incorporated Into Plan

Screenshot

911 data - SLC

- Collaboration: provider, county, hospital, police
- 911 call data
- Decision rules to reduce unnecessary calls and increase effective responses in the home

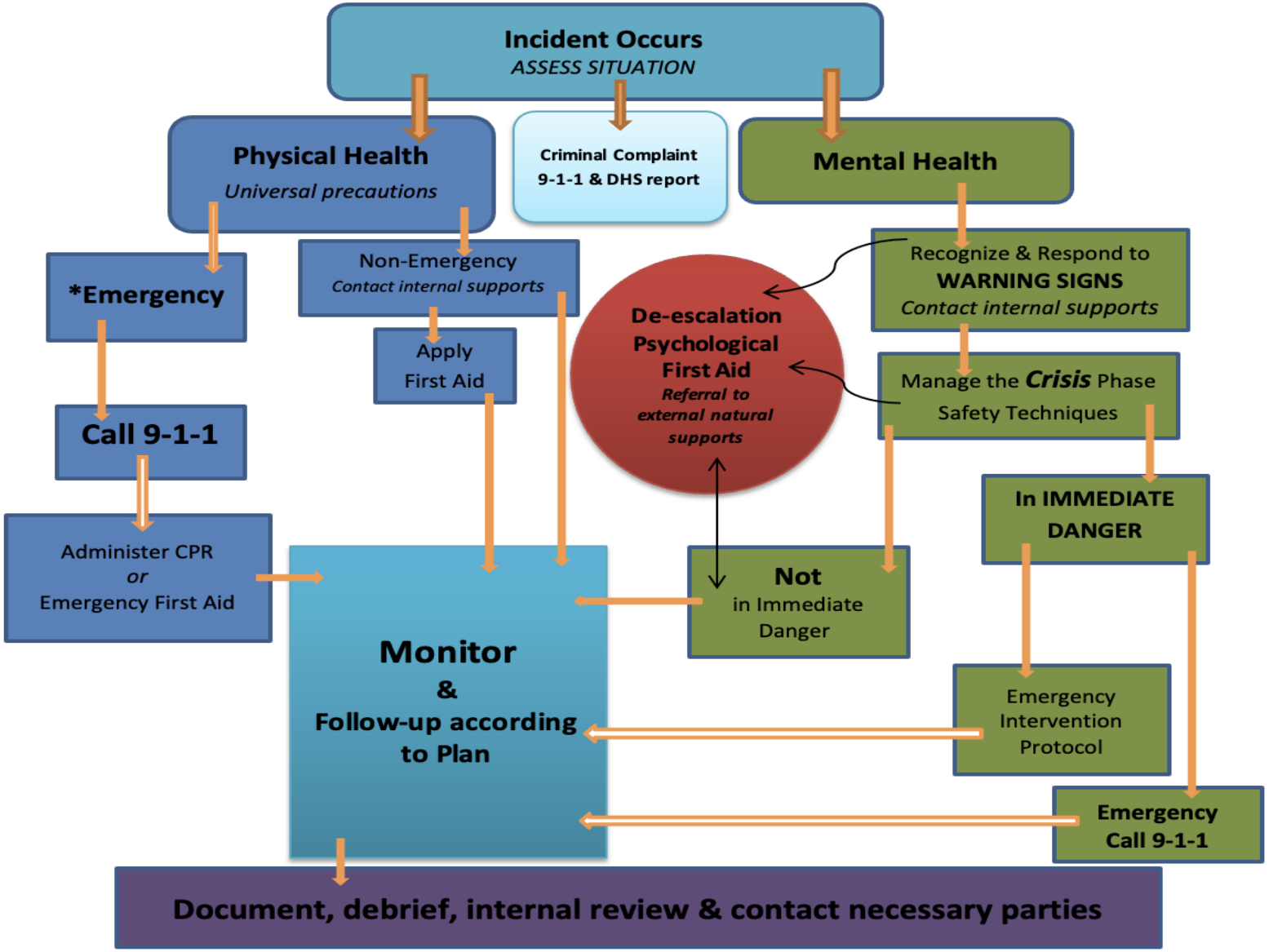


Adapted with permission: McIntosh, K. (2023).

Decision Rules

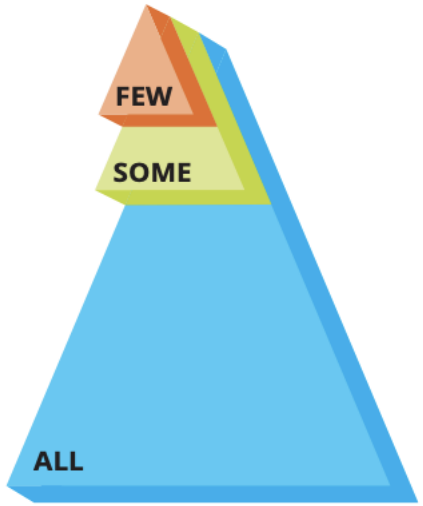
Person Centered Incident Matrix

Prevention: *Be proactive, recognize early warning signs, deescalate, active listening, work to understand the underlying need to help support the individual's well-being.*



***Emergency:** *A time of a critical and dangerous circumstance requiring immediate assistance/action/relief due to imminent threat to life or health of a person or group of people.*

Tier 2/3



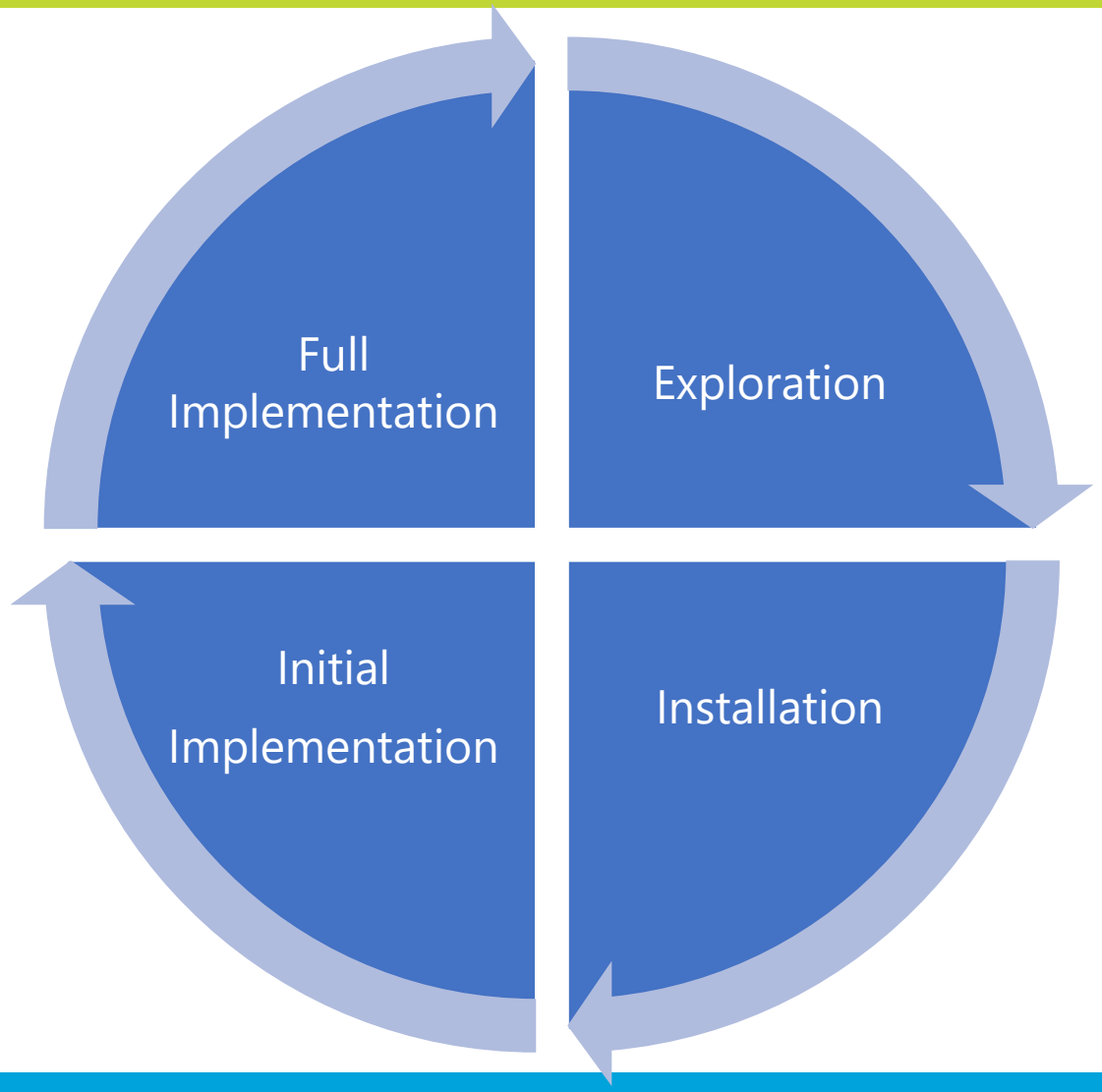
Tier 2 Positive Behavior Support

Tier 3 Positive Behavior Support

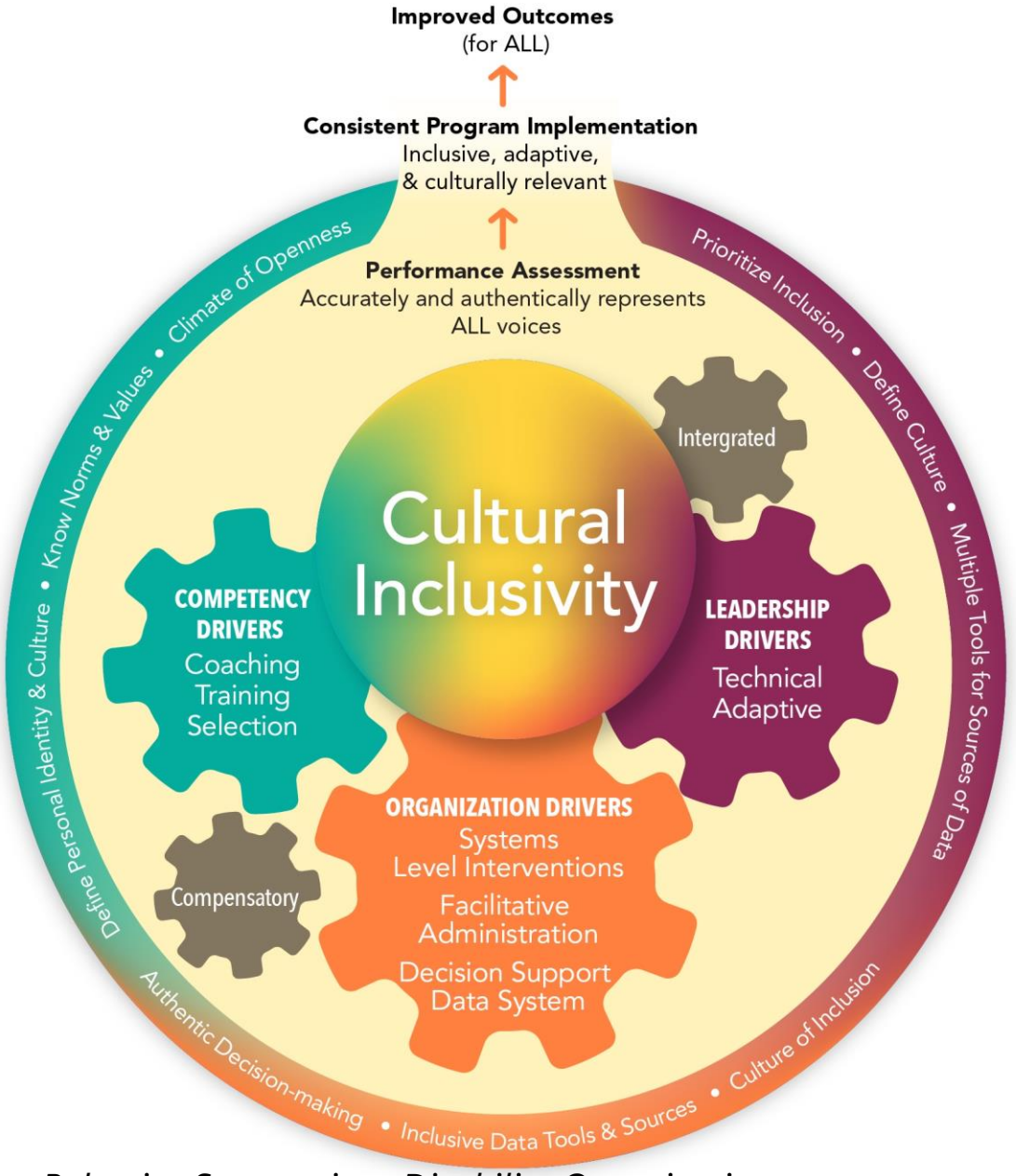
- Team
- T2: efficient and quick access to additional layers of support, range of evidence-based interventions, function based
- T3: individualized assessment and support planning, person-centered, wraparound, comprehensive plans that are function based
- Data-based decision making
- System for training and coaching

- Example: Training and support for case managers, internal problem solving

Phases of Implementation



Integrating Cultural Inclusiveness Into Implementation Science



Adapted from: Fixsen et al., 2009; Metz & Bartley, 2012

Freeman et al., Under Review, *Integration of Culturally Responsive Positive Behavior Support into Disability Organizations*

Competency Driver (example from St Louis County MN)

"Let's have a [Pow Wow] to discuss."

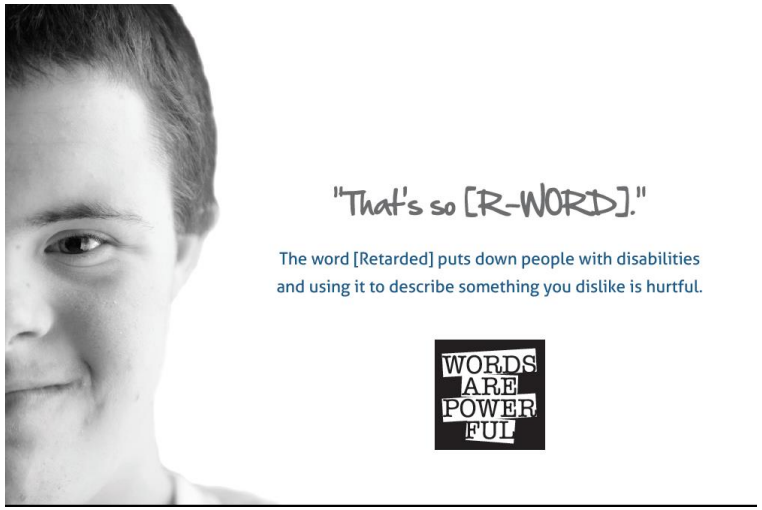
Using a [cultural gathering] to describe a meeting diminishes its significance. A Pow Wow is an important part of my heritage.

WORDS ARE POWER FUL

"You know how all [those people] are...."

Negatively generalizing a whole group indicates that everyone [in that group] is the same.

WORDS ARE POWER FUL



"That's so [R-WORD]."

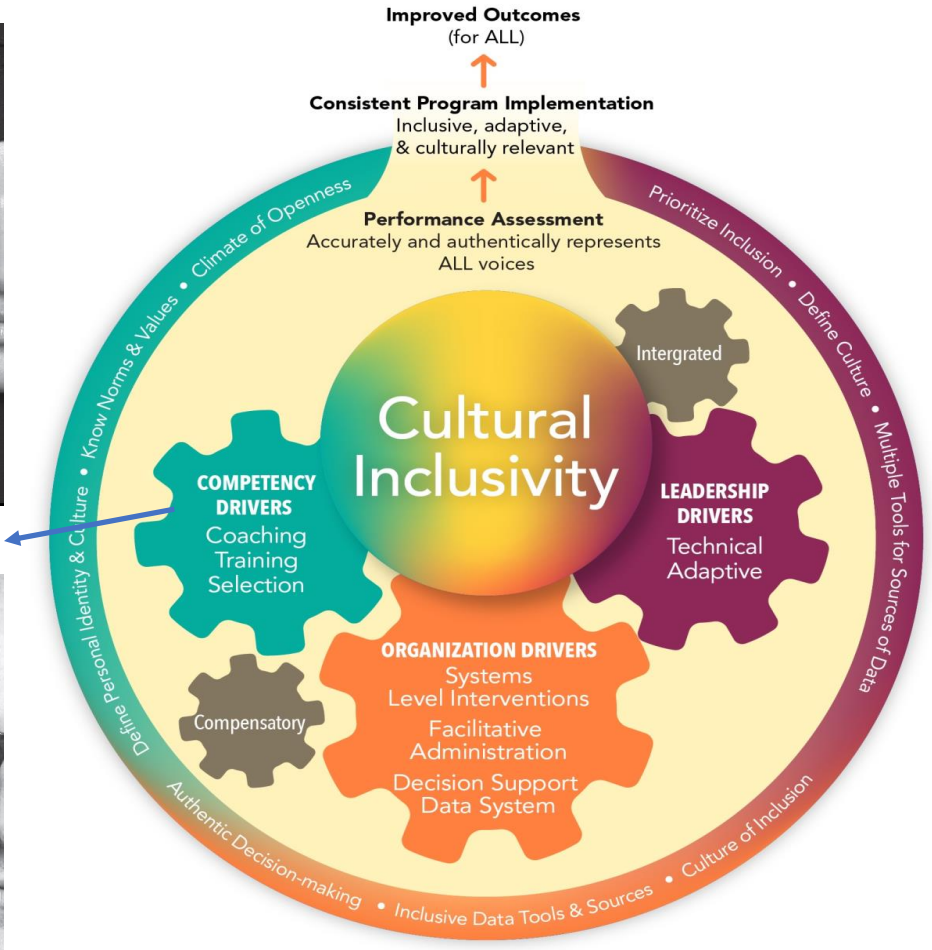
The word [Retarded] puts down people with disabilities and using it to describe something you dislike is hurtful.

WORDS ARE POWER FUL

"That's so [gay]."

Comparing someone's [sexual orientation] to something you don't like creates a negative correlation to who I am. I'm proud to be gay.

WORDS ARE POWER FUL

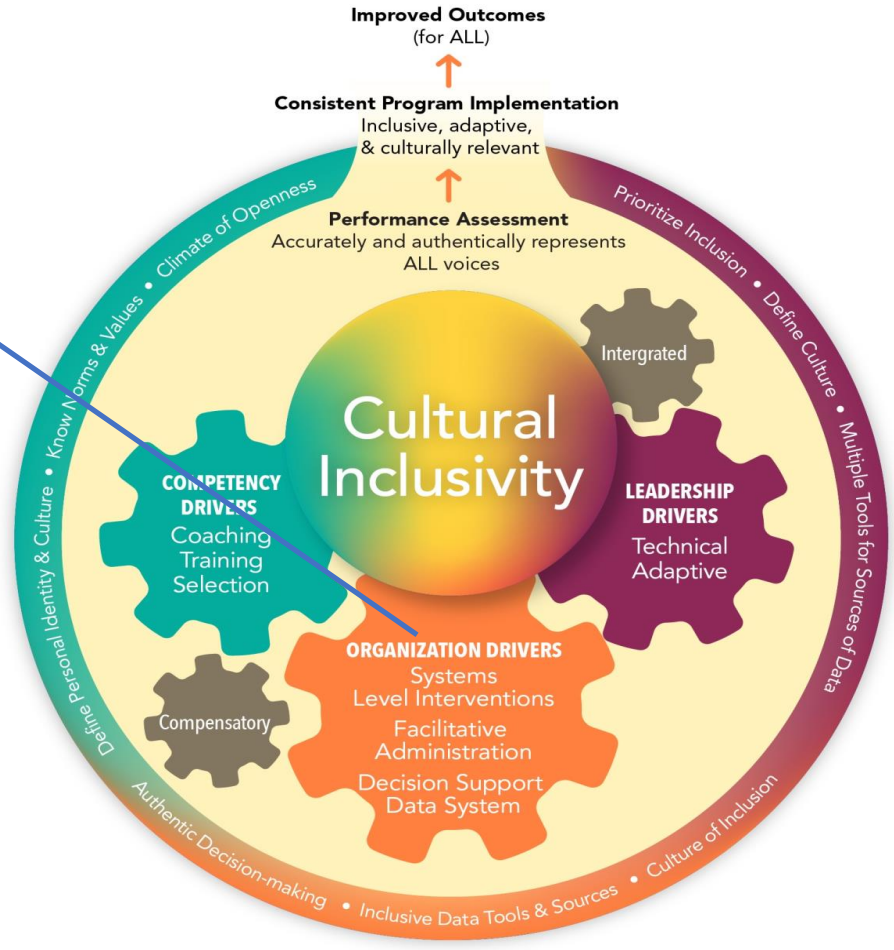


Adapted from: Fixsen et al., 2009; Metz & Bartley, 2012

Organization Driver

Organization Drivers	
System Intervention	• Establish regional partnerships to share resources and support interagency collaboration • Create a long-term planning with flexibility in acquiring funds for maintaining PBS • Work with community partners to increase natural supports and create diverse community relationships • Assess community partners and include diverse voices in leadership-level decisions • Create authentic relationships with mutual give and take relationship/define culture in broadest terms
Facilitative Administration	• Ensure self-advocates, advocates, and family members are actively involved in leadership-level decisions • Encourage and guide plans for increasing diversity in the workforce • Create an environment where diverse viewpoints are respected and encouraged • Assess impacts of discussions in an authentic manner and review current policies impacting diverse groups
Data-based Decision-Making Systems	• Teach data-based decision making in organization-wide and individualized teams • Use effort, process, and outcome data in meetings including active involvement of self-advocates • Use data to ensure equity is directly addressed and cultural competence/responsiveness is evaluated • Use multiple sources of data collection in meetings, ensure all voices are heard, and review annual progress

Adapted from: Fixsen et al., 2009; Metz & Bartley, 2012

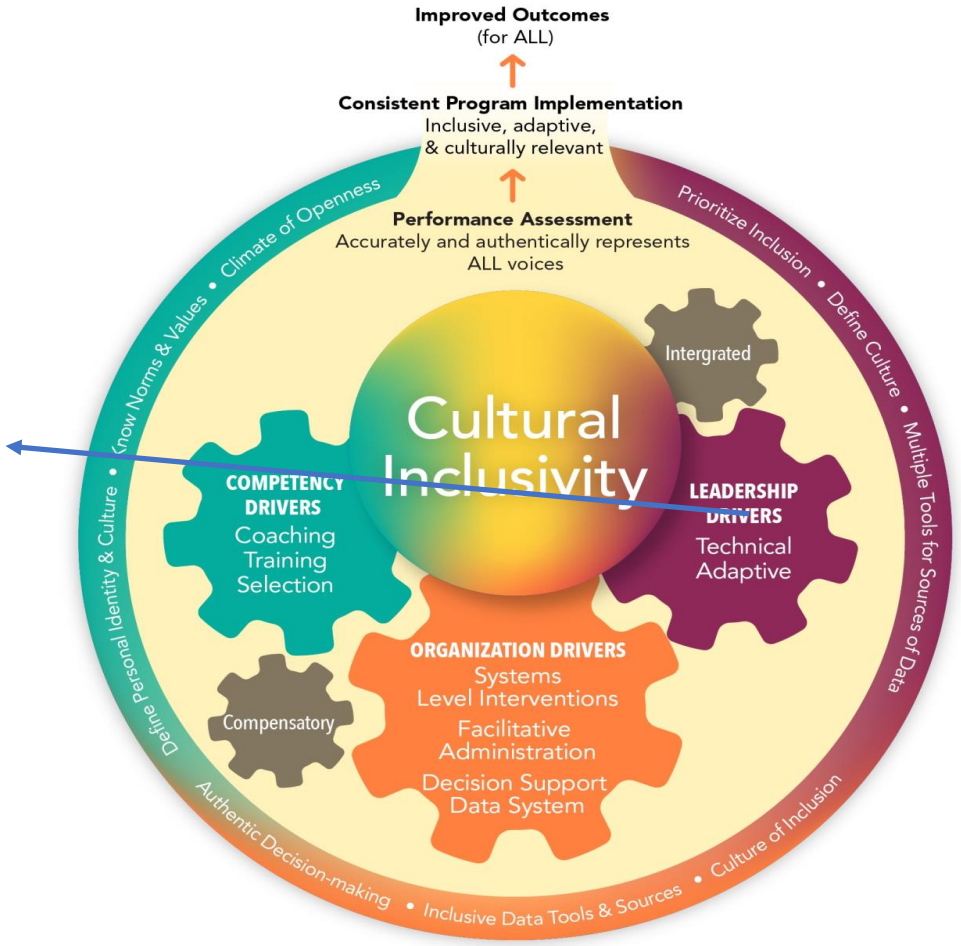


Freeman et al., Under Review, *Integration of Culturally Responsive Positive Behavior Support into Disability Organizations*

Leadership Driver

Leadership Drivers	
Technical	• Use problem solving to coordinate and manage technical assistance • Use data to assess cultural responsiveness and actively seek out implicit bias • Embed training in cultural competence into all curricula including how to identify your own cultural norms
Adaptive	• Address complicated situations using collaborative problem solving • Develop strong consensus-building approaches integrated across systems • Attend to and adapt cultural norms, and verbal and body language to unique cultural contexts and people • Create a climate of trust where people report that they feel safe to engage in open discussion.

Adapted from: Fixsen et al., 2009; Metz & Bartley, 2012



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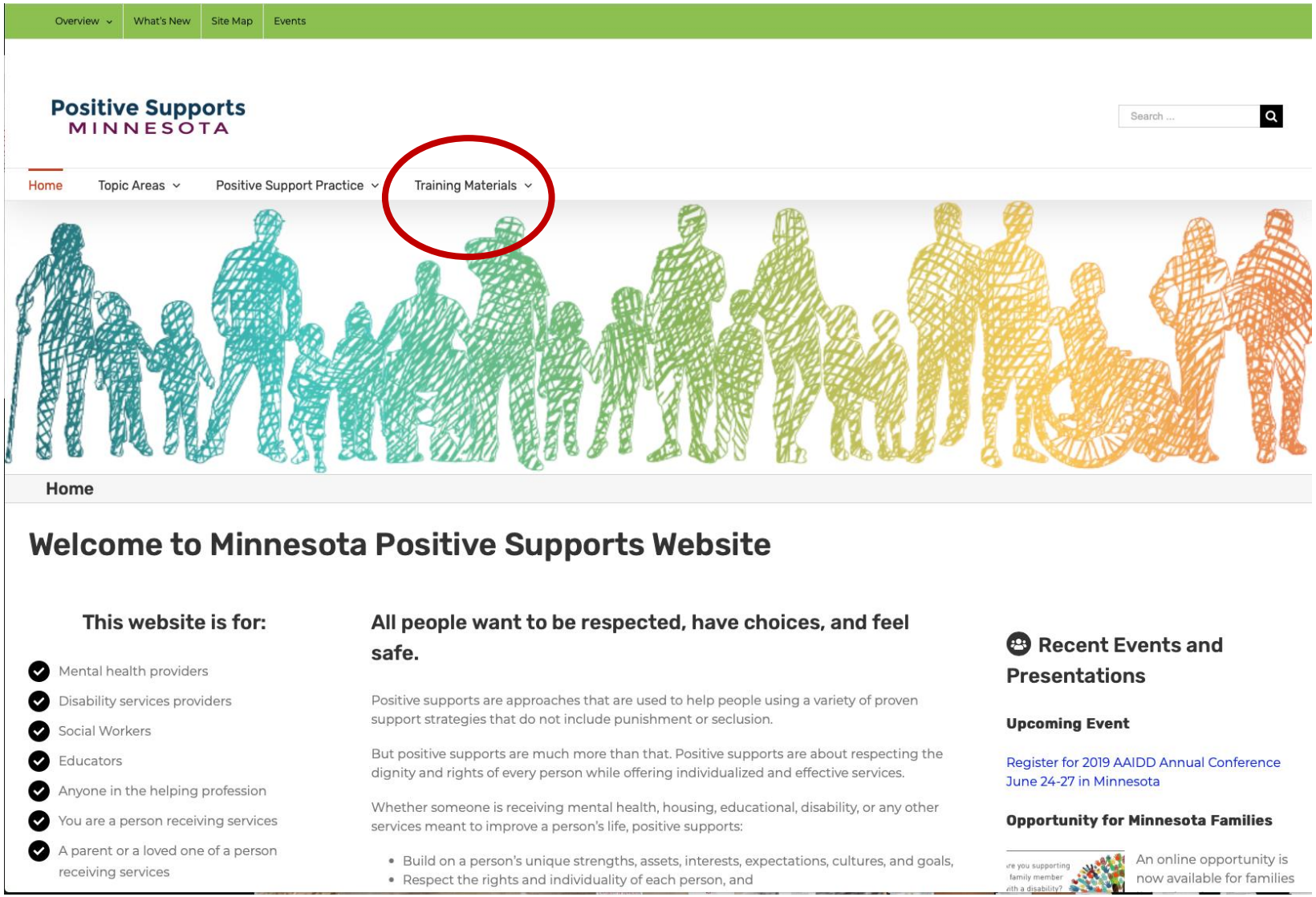
Resources to Support Implementation



Select Training Materials
Then Implementation Resources
Positive Supports
MINNESOTA
Home
Topic Areas
Positive Support Practice
Training Materials
Home
Welcome to Minnesota Positive Supports Website
This website is for:
Mental health providers
Disability services providers
Social Workers
Educators
Anyone in the helping profession
You are a person receiving services
A parent or a loved one of a person receiving services
All people want to be respected, have choices, and feel safe.
Positive supports are approaches that are used to help people using a variety of proven support strategies that do not include punishment or seclusion.
But positive supports are much more than that. Positive supports are about respecting the dignity and rights of every person while offering individualized and effective services.
Whether someone is receiving mental health, housing, educational, disability, or any other services meant to improve a person's life, positive supports:
Build on a person's unique strengths, assets, interests, expectations, cultures, and goals,
Respect the rights and individuality of each person, and
Recent Events and Presentations
Upcoming Event
Register for 2019 AAIDD Annual Conference June 24-27 in Minnesota
Opportunity for Minnesota Families
An online opportunity is now available for families

MNPBS Network is **bringing practitioners together** across settings, populations and the lifespan to **articulate key PBS features** and **share about exemplary PBS at a community level**.

mnpbs
POSITIVE BEHAVIOR SUPPORT NETWORK

Minnesota PBS VALUES

V= **V**alues build on the strengths of children and adults, empower people and encourage culturally-responsiveness

A= **A**ll settings are important -- home, school, community

L = **L**ifespan emphasis of PBS supports diversity and inclusion

U= **U**nderstand & build on social and emotional skills

E= **E**vidence-based practices using behavioral, biomedical, and social science research

S= **S**ystems change including universal strategies, minor problem solving, & individualized supports

Our Current Work

PATH 2022

2024 Goals

- Increase Diversity
  - On MNPBS team
  - Relationship building with groups that support diverse needs, listening sessions, and make the relationship mutually beneficial
- Formalize Mission and Vision Statements
- Complete and Place MN Standards Online
- Award Celebration
- Revise and Expand Evaluation & Measurement Systems

Connect With Us

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DEPARTMENT OF EDUCATION
UNIVERSITY OF St.Thomas
MNABA Minnesota Northland Association for Behavior Analysis
SWWC
APBS
Lutheran Social Service of Minnesota
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APBS Conference in Minneapolis, 2026

Questions & Discussion

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