Improving Fidelity of PBS in Massachusetts

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- Thanks to
  - Chelsea Salvatore
  - Christine Downs

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About the May Institute

- Large behavior analytic organization
- Provides schools for students with ASD/IDD
- Provides residential and day services for adults
- Serve as technical assistance provider, researcher, and content expert for autism and developmental disabilities for the National Technical Assistance Center on Positive Behavior Interventions & Supports (PBIS.org) (Supported by US DOE).

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Massachusetts

- The Commonwealth of Massachusetts Department of Developmental Services (DDS) promulgated PBS regulations for all IDD and ASD services on 02/21/2020

- COVID !!!!!

- Over 2.4 billion dollars of services for over 40,000 individuals with IDD and/or ASD

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Massachusetts DDS Regulations (2020)

https://www.mass.gov/doc/115-cmr-5-standards-to-promote-dignity/download

- Involved the whole IDD/ASD system
- Emphasis on
  - Quality of life
  - Multitiered framework
  - Use of evidenced-based practice with fidelity
  - Representative team-based data-based decision-making including administrators
  - Behavior support plans informed by functional behavior assessment
  - Qualified clinicians

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Positive Behavior Supports

Our Definition of PBS

A **systematic, person-centered approach**. . .

. . . to understanding the reasons for behavior and applying evidence- based practices <u>for **prevention, proactive intervention, teaching and responding to behavior**</u>. . .

. . . with the goal of achieving **meaningful social outcomes, increasing learning and enhancing the quality of life** across the lifespan.
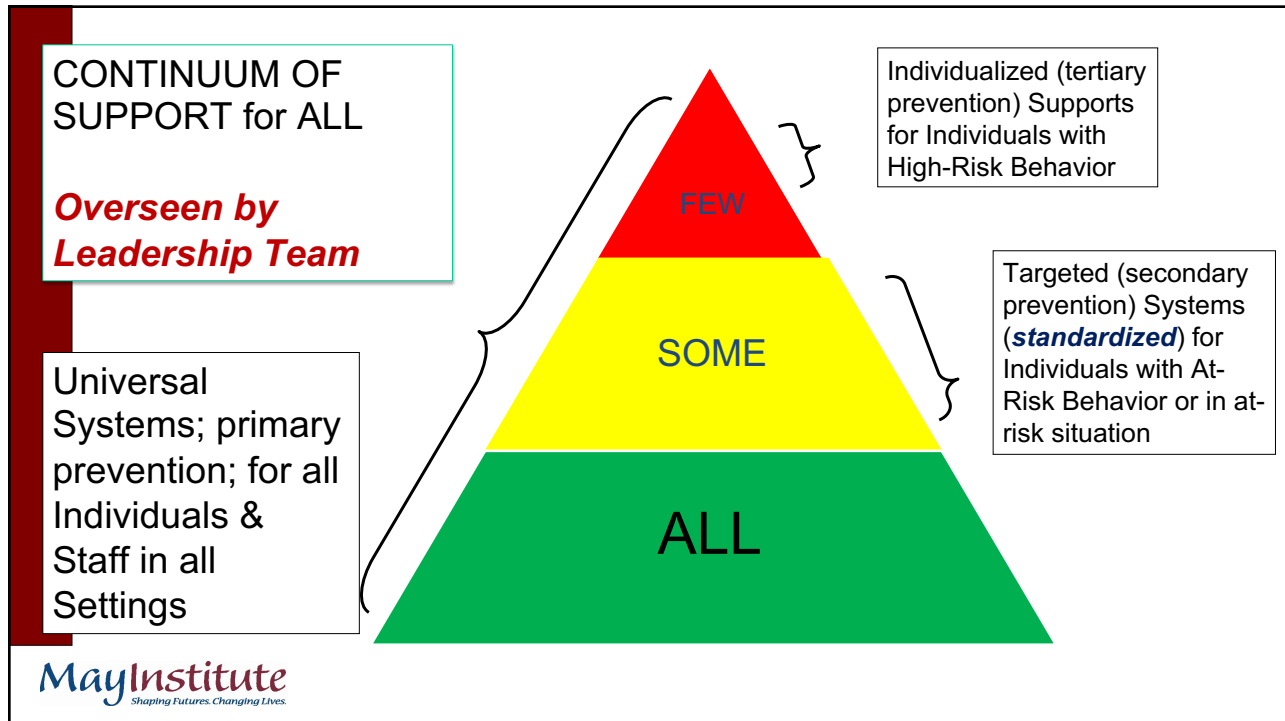
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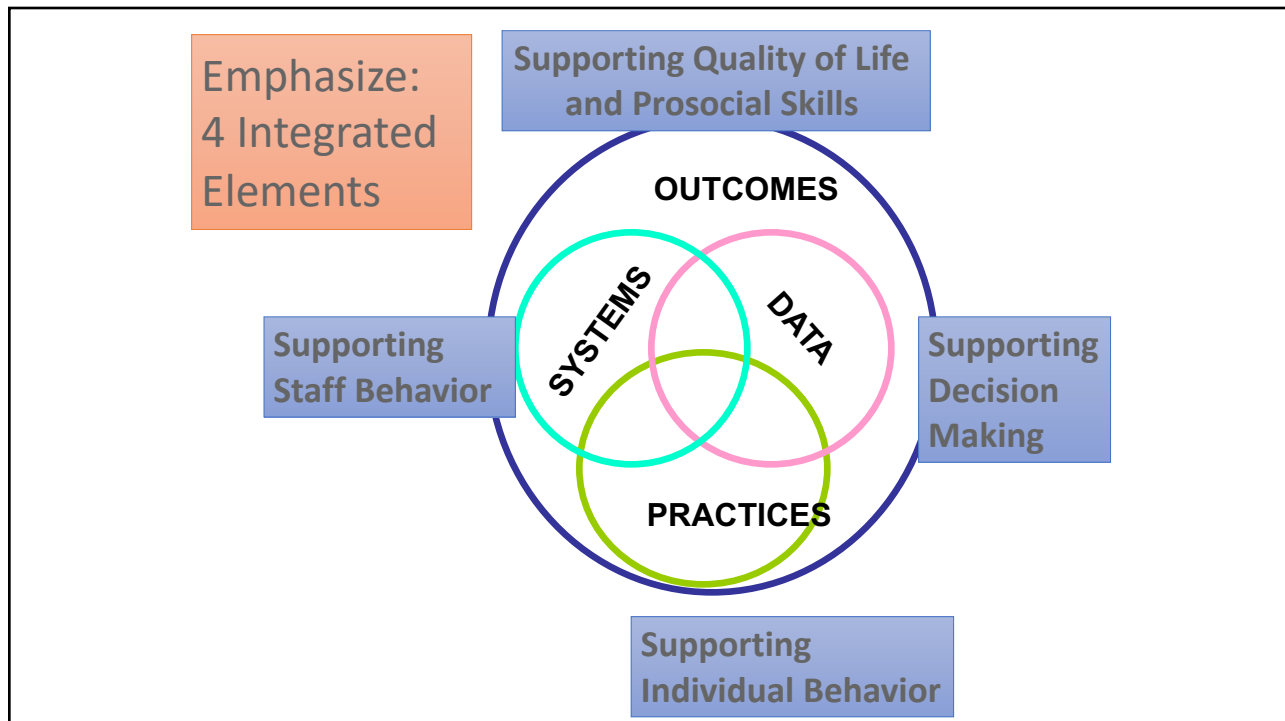
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Summary of High-Level Changes

- Replaced behavior modification with current standard of Positive Behavior Supports

- Described Policy Statement about PBS, including avoiding the use of restrictive interventions

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Summary of High-Level Changes

- Described required elements for all Providers including
  - PBS Leadership Team,
  - PBS Action Plan,
  - Tiers of Support,
  - requirement that all providers have a Universal Tier of Supports and
  - a system of data-based decision making for individual treatment

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CONTINUUM OF SUPPORT for ALL

Overseen by Leadership Team

Universal Systems; primary prevention; for all Individuals & Staff in all Settings

FEW

SOME

ALL

Individualized (tertiary prevention) Supports for Individuals with High-Risk Behavior

Targeted (secondary prevention) Systems (***standardized***) for Individuals with At-Risk Behavior or in at-risk situation

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Emphasize: 4 Integrated Elements

Supporting Quality of Life and Prosocial Skills

OUTCOMES

SYSTEMS

DATA

PRACTICES

Supporting Staff Behavior

Supporting Decision Making

Supporting Individual Behavior

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Facilitators to Implementation

- Behavior support capacity
  - Have the most per capita of BCBAs of any place in the world – Over 4500 BCBAs in the state
  - In the state
    - Over seventeen BCBA granting programs
    - Four doctoral level BCBA granting programs

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Facilitators to Implementation

- PBS regulations
- Built out exemplars
  - Implementing at May Institute over the past ten years
  - Have demonstration sites in three other small IDD organzizations that we have consulted to over the past ten years

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Barriers to Implementation

- 200+ unique providers with differing organizational structures, capacity and commitment to evidence-based practices and data-based decision-making

- Perceived as an unfunded mandate by provider organizations

- Differing priorities at various levels of organizations and the department itself

- COVID!!!

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Barriers to Implementation

- Little or no IT infrastructure at the provider level

- DDS IT infrastructure does not meet current needs

- DDS critical infrastructure to support change insufficient

- Limited focus on outcomes, more focus on practices

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MEASURING FIDELITY OF PROGRAM OR AGENCY

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University of Connecticut

PBIS Positive Behavioral Interventions & Supports
OSEP TECHNICAL ASSISTANCE CENTER

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Original Massachusetts Tiered Fidelity Inventory - IDD

| 9-1-2015 |
| IDD Program-wide PBIS (SWPBIS) Tiered Fidelity Inventory (Adapted from School wide PBIS (SWPBIS) Tiered Fidelity Inventory) |
| OSEP Technical Assistance Center on Positive Behavioral Interventions and Supports |
| 2014 |
| Beta Version |
| Currently under Technical Adequacy Review |
| Version 2.0b |

The purpose of the IDD PBS Tiered Fidelity Inventory is to provide a valid, reliable, and efficient measure of the extent to which program personnel are applying the core features of program-wide positive behavioral interventions and supports.

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OSEP Technical Assistance Center on Positive Behavioral Interventions and Supports 2015

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Updated Version

- Reviewed fidelity tools across the nation for commonalities
- Made compatible with Massachusetts regulations

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Fidelity Tools across the Nation

- Missouri: Agency System of Support and Evaluation Tool (ASSET)
- Annual evaluation of AW-PBS with 42 items:
  - Review of documents (e.g., policies & procedures, materials)
  - Staff & Individual interviews (e.g., physical environment, choice and communication, teaching of skills, reinforcement, DBDM)
- Observations
- Home evaluation/site walk through

(Missouri Department of Mental Health, 2012)

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Fidelity Tools across the Nation

- Minnesota: Tiered Onsite Evaluation Tool (TOET)
  - (At least) annual External evaluation and self-assessment for PBS and Person-Centered practices
  - 29 items across team action planning, universal person-centered practices, universal PBS, cultural responsiveness, DBDM, staff training, visibility

(Freeman et al., 2020)

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Fidelity Tools across the Nation

- PBIS District Systems Fidelity Inventory (DSFI) from pbis.org

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(Freeman et al., 2020)

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Massachusetts IDD PBS Tier 1 Fidelity Tool

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Using the TFI tool please fill in your responses (0, 1, 2) to each question under the corresponding quarter.

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Year	5/3/2021	6/7/2022	6/2/2023					
Systems								
1.1 Team Composition	1	2	1					
1.2 Cultural Representation	0	2	2					
1.3 Effective Operating Procedures	1	1	2					
1.4 PBS Team Vision	1	2	2					
1.5 Staff Support	1	2	2					
1.6 Policy Alignment	0	1	2					
Team Score	29%	71%	79%	0%	0%	0%	0%	0%
Practices								
1.7 Behavioral Expectations/Values	1	2	2					
1.8 Teaching Expectations/ Values and Replacement Skills	1	1	2					
1.9 Practice Strategies and Practices	1	1	2					
1.10 Positive Feedback and Acknowledgement for Individual	1	1	2					
1.11 Challenging Behavior Definitions	2	2	2					
1.12 Responding to Challenging Behavior	2	2	2					
1.13 Staff Acknowledgment	1	1	2					
1.14 Staff Feedback/Coaching	2	2	2					
1.15 Staff Training	1	2	2					
1.16 Information/Training Available for Key Partners	1	2	2					
1.17 Feedback on PBS Practices	0	1	1					
Implementation Score	65%	85%	105%	0%	0%	0%	0%	0%
Data								
1.18 Challenging Behavior Data (Incidents)	2	2	2					
1.19 Universal Quality of Life (QoL) Assessment	1	2	2					
1.20 Data-Based Decision Making	1	2	2					
1.21 Direct Observation Data	2	2	2					
1.22 Staff Retention Data	0	1	1					
1.23 Sharing Data	0	1	2					
1.24 Fidelity Data	1	2	2					
1.25 Annual Evaluation Report	0	1	1					
Evaluation Score	44%	81%	88%	0%	0%	0%	0%	0%
Total Score - Tier I	46%	79%	90%	0%	0%	0%	0%	0%

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Feature	Possible Data Sources	Scoring Criteria
		0 = Not implemented 1 = Partially implemented 2 = Fully implemented
Subscale: Systems		
1.1 Team Composition: A PBS Leadership Team exists and includes broad representation across all organizational areas and must include: • An individual in an executive leadership position who supports and has authority to implement changes in management, content, policy, resources, and/or training, • A Senior PBS qualified clinician, • Other organization personnel representing different functional units within the organization, such as a human rights, quality assurance and residential or day services staff and • An invitation to one or more key partners, including individuals served by the organization, and or family members of individuals served (based on agency practice) to participate and/or provide advice on PBS	• Program organizational chart or documentation • PBS Leadership Team meeting minutes • Recruitment Email or Letters to individuals served or family members	0 = PBS Leadership Team does not exist. 1 = PBS Leadership Team exists, but does not include required team members, invitations to individuals or family members or attendance of these members is below 80%. 2 = PBS Leadership team has all identified roles represented, and with attendance of all roles at or above 80%.

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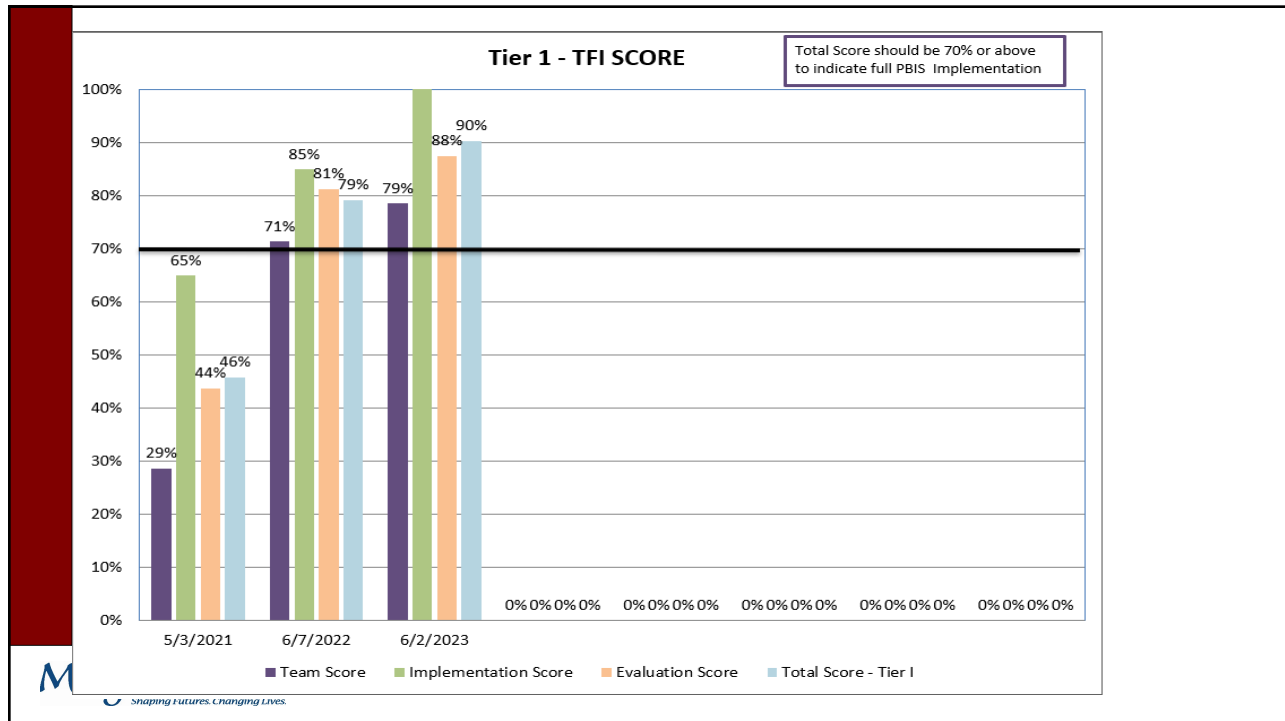
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Total Score - Tier I

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Tier 1 - Subscale
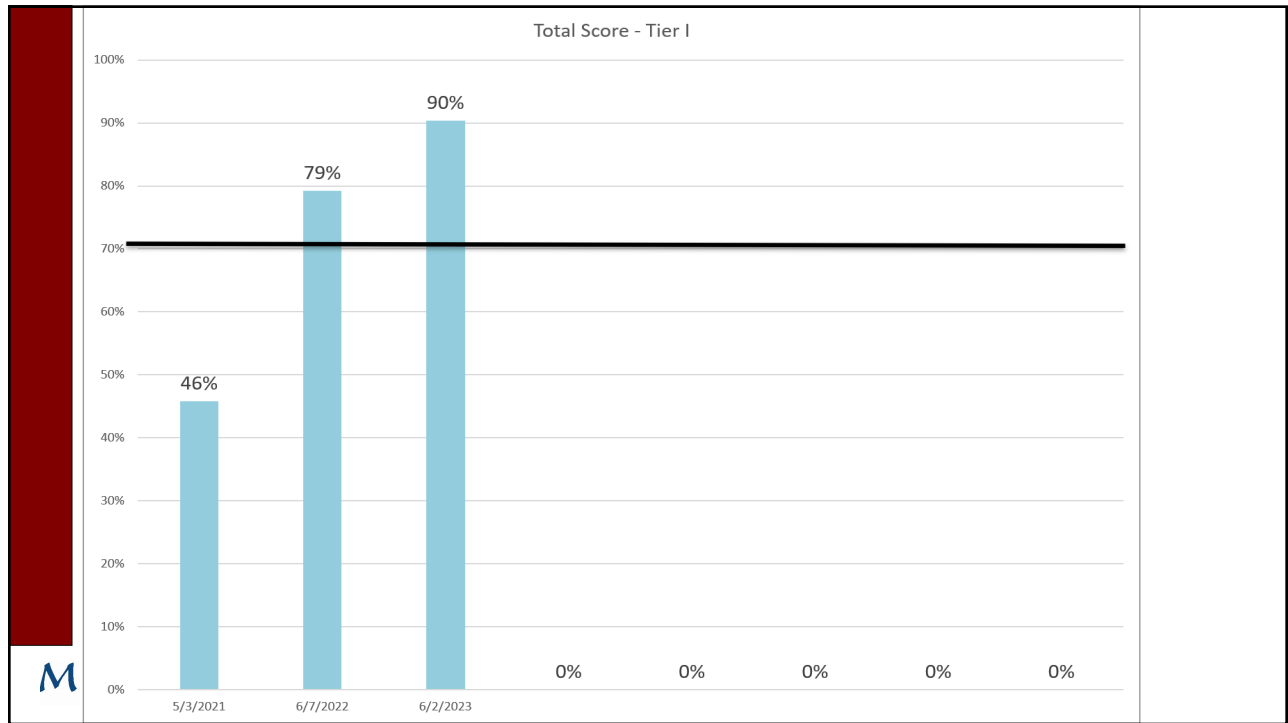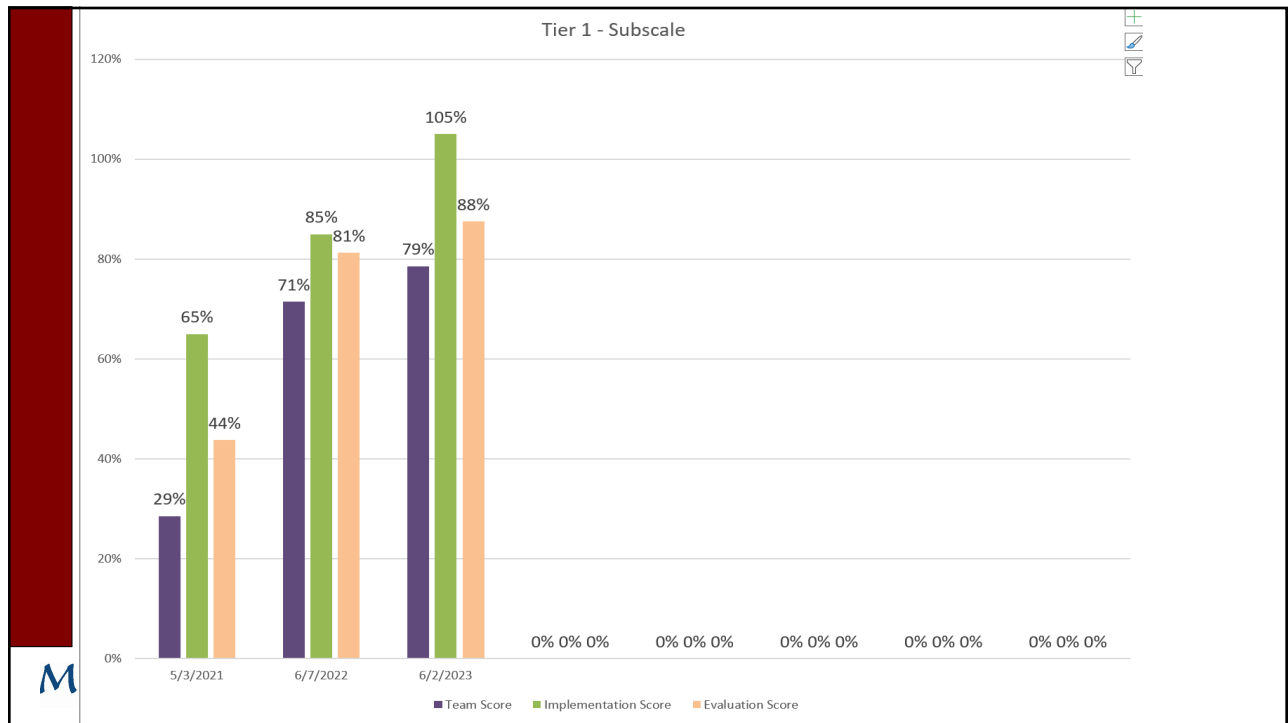
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Current Status

- Piloting with our own agency and several other agencies

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• For more information
  – bputnam@mayinstitute.org

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