



**Positive Supports**  
**MINNESOTA**



## **Competency-Based Training Positive Behavior Support - Meeting 2**

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**Director of State Initiatives, ICI**



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## **Purpose of Meeting**

Bring experts together to advise the state on how to establish a competency-based training in positive behavior support



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## Goal of Meeting 2

- Set the context for meeting
- Content modifications from older versions of PBS training
- Website with Resources
  - » Observations
  - » Tools
- Tracking systems for competency-based training

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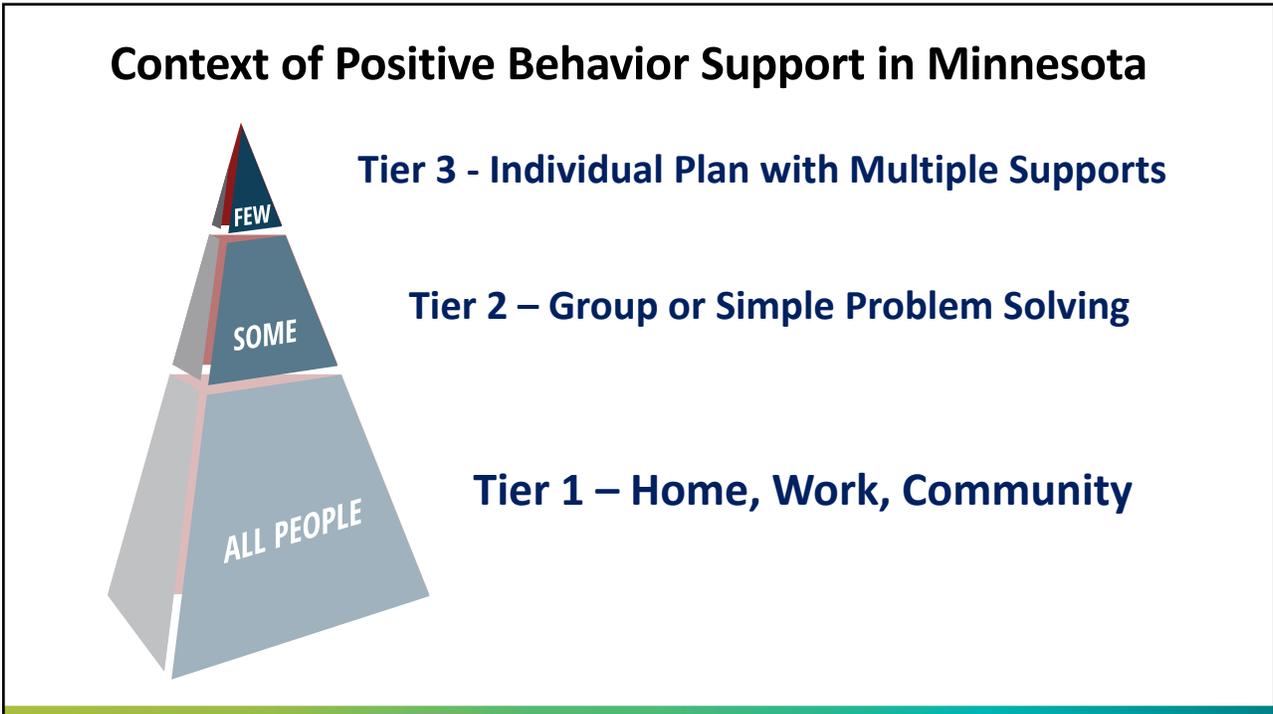


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## Meeting 2 Proposed Content Areas

- **Review of system for tracking the development training systems**
  - » Create a different tool for planning purposes
  - » Modify tool to fit Minnesota target areas of development
- **Fidelity of implementation tool development**
  - » Review different tools available
  - » Discuss how to evaluate fidelity of PBS facilitation in Minnesota

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## Types of Content Needed for Positive Behavior Support Training

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## What Was Missing From This List of Objectives?

**Table 1. Kansas Institute for Positive Behavior Support (PBS) Modules and Training Objectives**

Module	Title	Selected supporting references
1	Introduction to PBS	Carr et al., 2002; Carr et al., 1999; Koegel, Koegel, & Dunlap, 1996; Luchsyn, Dunlap, & Albin, 2002
2	Person-centered planning	Blue-Banning et al., 2000; O'Brien, 1987; Smull & Harrison, 1992; Vandercook et al., 1989
3	Introduction to applied behavior analysis	Baer et al., 1968, 1987; Michael, 1993; Stokes & Baer, 1977; Wolf, 1978
4	Measurement & data	Carr & Burkholder, 1998; Hawkins, 1986; Kahng & Iwata, 1998; Thompson, Felce, & Symons, 2000
5	Functional behavioral assessment	Bijou et al., 1968; Carr, 1977; Iwata et al., 1994; O'Neill et al., 1997; Touchette et al., 1985
6	Multi-component interventions	Durand & Carr, 1991; Horner, Vaughn, Day, & Ard, 1996; Sprague & Horner, 1992; Vollmer et al., 1993
7	Designing positive behavior support plans	Horner, Albin, et al., 2000; Kincaid et al., 2002; O'Neill et al., 1997
8	Emotional and behavioral health	Cataldo & Harris, 1982; Mace & Mauk, 1995; Matson et al., 2000; Reiss, 2000
9	Systems change	Dunlap et al., 2000; Gordon, 1983; Sugai, Sprague, et al., 2000; Walker et al., 1996
10	Facilitator guidelines	Horner et al., 2000

Note. See reference list for full citations.

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## Creating a Common Language

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

[Visit the Standards of Practice](#)



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## Updating Content from Standards

- PBS with the context of the tiered model or framework
- Increasing focus on emotional regulation and strategies for coping
  - » Understanding operant and respondent learning
  - » Increased focus on cognitive behavioral strategies, trauma, acceptance and commitment therapy
- Integration of mental health and disability systems
- Use of language in how we talk about PBS
- Focus on integrating cultural responsiveness across all elements of PBS process

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## Discussion: Actions to Prepare for Next Meeting

### What are we missing – last steps confirming content

- Use standards developed by MN leaders
- Careful consideration tailoring for different populations in training
  - » Mentors experienced in specific ages/populations
  - » Caution when trainees graduate about focus of content

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## Discussion: Question About Training Beyond Basics....

### Please comment on the following topics:

- How do we guide trainees in selecting people to support who are not at risk for serious crisis
- How shall we address crisis response training for serious behavior
  - » Some trainings require CPI, Mandt or other recognized training prior to attending training
  - » PBS training provides support up to the crisis plan requiring limited restraint, protective equipment, etc.

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## Discussion: Fidelity of Implementation

### DHS Tools

- [Standards of Practice](#)
- [Positive Supports Transition Checklist](#)
- [FBA Quality Checklist](#)
- [Kansas Institute for PBS tool](#)
- [Principles of person centered practices](#)

### Other Tools

- Gary LaVigna's fidelity tool
- West VA Tool
- VA Tool

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## Discussion: What Tools are Needed for Fidelity

### What tools are needed for each part of competency-based training?

- Assess each tool available and what its goal is
- Consider the goals of competency-based training
- Decide whether current tools suffice, whether they are included as pieces of the puzzle, etc.

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### [PBS Facilitator Resource Page](https://mnpssp.org/application-and-training-materials/)

(<https://mnpssp.org/application-and-training-materials/>)

Tools we can use for plans...  
Observations from Mentors



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## Discussion About Mentoring and Direct Observation

**Direct observation is effortful but important...what are your recommendations for using mentor observations in a competency based training?**

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## Training Systems Considerations

- Vision and scope
- Coordination and Planning
- Training curriculum
- Applications
- Training systems
  - » Focus on systems rather than written reports
  - » Observations of trainees
- Ongoing supports after training
- Technology needs
  - » Learning management system
  - » Databased for tracking each trainee
- Statewide planning and coordination
  - » Policies and procedures
  - » Links to waiver/services
- Evaluation plan
  - » Training
  - » Ongoing services

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### Meeting 3 Content Areas

- Discuss how other state systems have created endorsement systems - Examples
  - » West Virginia
  - » Missouri
  - » Virginia
  - » South Carolina
- Recommendations to DHS considering competency-based training
  - » Syllabus, content, training sessions, observations, etc.
  - » Fidelity and outcome tools
  - » Systems for monitoring and endorsing training
  - » Evaluation plan

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### Questions & Discussion

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