

Positive Supports
MINNESOTA



Competency-Based Training Positive Behavior Support - Meeting 2

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DEPARTMENT OF
HUMAN SERVICES

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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



Agenda

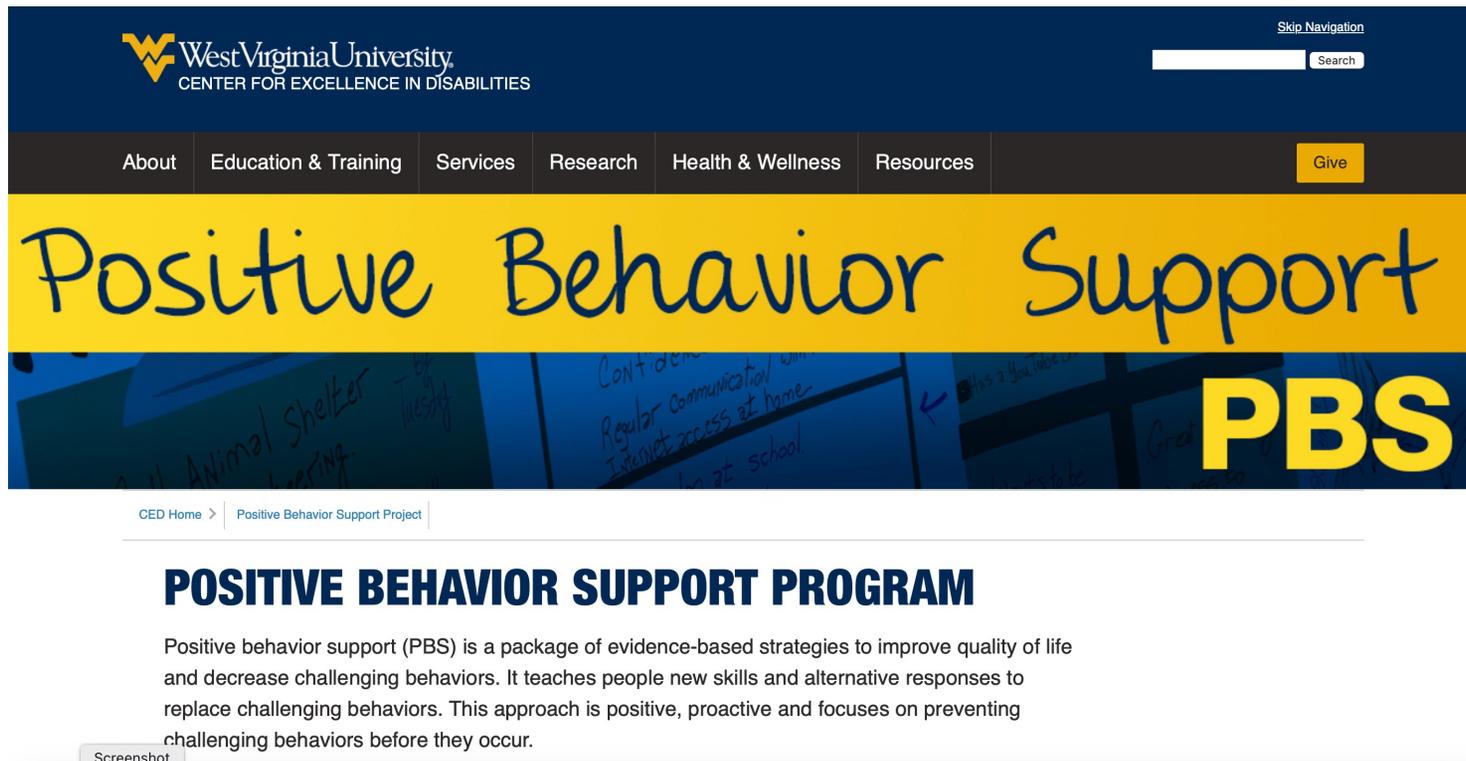
- Introductions
 - Review of Progress
 - West Virginia and Other State Systems
 - Recommendations
 - Preparing for the Written Report
- 

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
-

West Virginia's PBS Training (Linked to Services)

Margaret Moore



The screenshot shows the website for the West Virginia University Center for Excellence in Disabilities. The header includes the university logo and name, a search bar, and a navigation menu with links for About, Education & Training, Services, Research, Health & Wellness, Resources, and a Give button. A large yellow banner features the text "Positive Behavior Support" in a blue, handwritten-style font, with "PBS" in large yellow letters below it. The background of the banner shows a collage of blue sticky notes with handwritten notes. Below the banner, a breadcrumb trail reads "CED Home > Positive Behavior Support Project". The main heading is "POSITIVE BEHAVIOR SUPPORT PROGRAM" in bold blue text. The introductory text states: "Positive behavior support (PBS) is a package of evidence-based strategies to improve quality of life and decrease challenging behaviors. It teaches people new skills and alternative responses to replace challenging behaviors. This approach is positive, proactive and focuses on preventing challenging behaviors before they occur."

West Virginia University
CENTER FOR EXCELLENCE IN DISABILITIES

Skip Navigation

Search

About Education & Training Services Research Health & Wellness Resources Give

Positive Behavior Support

PBS

[CED Home](#) > [Positive Behavior Support Project](#)

POSITIVE BEHAVIOR SUPPORT PROGRAM

Positive behavior support (PBS) is a package of evidence-based strategies to improve quality of life and decrease challenging behaviors. It teaches people new skills and alternative responses to replace challenging behaviors. This approach is positive, proactive and focuses on preventing challenging behaviors before they occur.

Screenshot

PBS in Other States

Virginia

- Focus on person-centered planning and PBS
- Has a similar system compared to WV
- Endorsement panel run by university and community partners

Missouri

- Includes statewide support for all 3 tiers
- Uses state staff to train teams as well as tiers 2 and 3 systems
- Uses Tools of Choice as a way to support direct support professionals
- Pays providers to attend intensive cohort training and also monthly stipend for submitting data

South Carolina

- System for evaluating provider organization's ability to implement tier 3 PBS
 - Linked to BCBA system
 - Professionals defended plans submitted to an oral board
 - Ongoing audit of performance
 - Had a separate direct support professional training for PBS
- 

Goal of Meeting 3

Training Infrastructure

- Creating a training system run by and for people who implement PBS
 - Activities mentors are involved in
 - » Oversight of training
 - » Local mentoring
 - » Training
 - » Evaluation activities
 - Evaluation of trained and random selection of billed plans
 - Exemptions based on previously existing training expertise
 - » Discuss role of other trainings
-

Recommendations Discussed

(Confirm and/or Add Recommendations)



Recommendations from Meetings: Policy

- **Change service requirements over time to be competency based instead of meeting educational degree requirements**
 - » Focus on fidelity
 - » Increase equity and expand PBS
 - » Support rural areas
-

Recommendation from Meetings: Policy Changes

- **Ensure billing and reimbursement for at least one service if used at 100% would allow for PBS Facilitator position within the organization**
 - **While changes are suggested, improve opportunities for people to access the training needed for meeting positive support requirements**
 - » Training should apply to all services but include ways to guide PBS Facilitators in accessing specific services
 - » Organize training systems as a menu available to meet direct requirements
 - » Assistance in obtaining “supervision” related to Analyst position
 - **Consider whether exemptions should be established based on previously existing training expertise**
-

Recommendations from Meetings: Training

- **Curricula is needed at different levels of intensity**
 - » Training curricula for direct support staff
 - » Coaching and mentoring for people learning to facilitate PBS
 - **Content updates are needed to Tier 3 PBS curricula based on past trainings**
 - » Information is available in the MNPBS Standards
 - » PBS Intensives provides awareness only and needs to be adapted
 - » Content reflecting additions to PBS
-

Updating Content

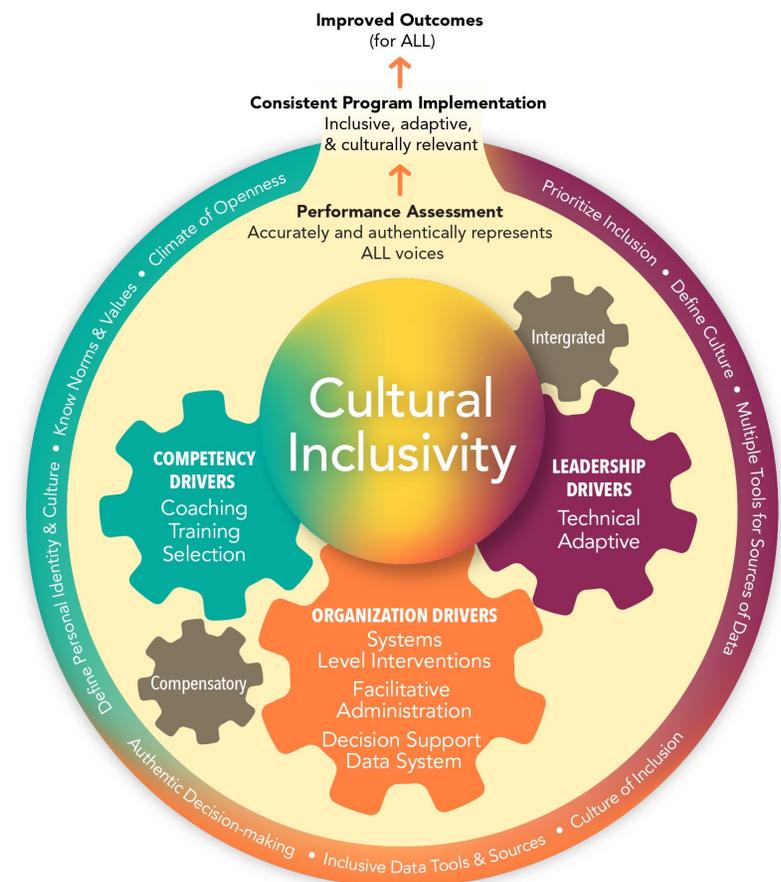
- PBS with the context of the tiered model or framework
 - Increasing focus on emotional regulation and strategies for coping
 - » Understanding operant and respondent learning
 - » Increased focus on cognitive behavioral strategies, trauma, acceptance and commitment therapy
 - Integration of mental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

Strategies for Integrating Cultural Responsiveness Into Competency-Based Training

Examples

- Fidelity tool integrates cultural responsiveness
- Recruit diverse coaches and trainers
- Include diverse voices into leadership decisions
- Reach out to diverse communities via listening sessions provide what these communities need
- Work to establish trust
- Gather data on equity and disparities



Recommendations from Meetings: Training

- **People need direct support within training to meet qualifications for specific services**
 - » Assistance in obtaining “supervision” related to Analyst position
 - » Make sure guidance is included in training to understand what is needed for billing and reimbursement
 - **Use existing resources and tools to organize competency based training**
 - » Leverage existing funds
 - **Design the PBS Intensive training to:**
 - » Connect to more intensive content and mentors
 - » Satisfy qualification for access to billing and reimbursement (as a direct incentive to participate in training)
- 

Recommendations from Meetings: Infrastructure

- **Establish a state-wide team and coordination of infrastructure development**
 - » Use a planning tool to ensure team considers all elements required to establish a training system
 - » Begin team meetings to drive initial policy recommendations
 - » Pilot training using existing resources
-

Recommendations from Meetings: Infrastructure

- **Design a training and ongoing evaluation plan for PBS Facilitators**
 - » Baseline and intervention fidelity for plans
 - » Impact assessment based on multiple measures used to standardize scores for reporting
 - **Create a long-term sustainability plan that gradually shifts responsibility of training infrastructure from the state to other organizations**
 - » Use similar strategies compared to other states for endorsement panels
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Utilize and Adapt Tools for Training and Evaluation

DHS Standards & Fidelity Tools

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

Contextual Fit

Family/Caregiver

Quality of Life

- [Quality of Life Tools for Caregivers](#)
 - [My Best Life: A Tool to Tell Others How You Feel](#)
 - [Translated Versions of Both Tools](#)
 - [Family Quality of Life Survey](#)
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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



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
-

Creating the Report....

Example of plan for Creating Document for Submission



Overall Header Categories

- **Policy and Procedure**

- » All recommendations related to suggestions related to services, qualifications, requirements, etc.

- **Training**

- » Related to setting up a system for competency-based training in positive supports

- **Infrastructure**

- » How to monitor and run a competency-based training linked to services

- **Evaluation**

- » What needs to be considered to establish an evidence-based problem solving process to improve positive supports over time and ensure peoples' lives are improving

- **Positive Support Services**

- » Things we can do right now to increase the use of positive support services

Other (?)....





Questions & Discussion



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