

Strategies Providers Can Use to Support People with Complex Needs

Part 1

Jenn Jeffrey-Pearsall

Rachel Freeman



Part 2: Strategies Providers Can Use to Support People with Complex Service Needs Using PBS to Build Capacity

Hillary Hadfield

Jodi Cushman-Purcell



Supporting People with Complex Needs

- Taking an organization-wide approach helps us move beyond a train and hope model
- It can be challenging for positive support facilitators when the organization policies, training, and systems create barriers for individual plans
- It is easier to implement a positive support plan when the environment around a person is....
 - » Positive and responsive to needs
 - » Predictable and consistent across people
 - » Includes modeling of strategies for addressing challenges
 - » Focuses on prevention

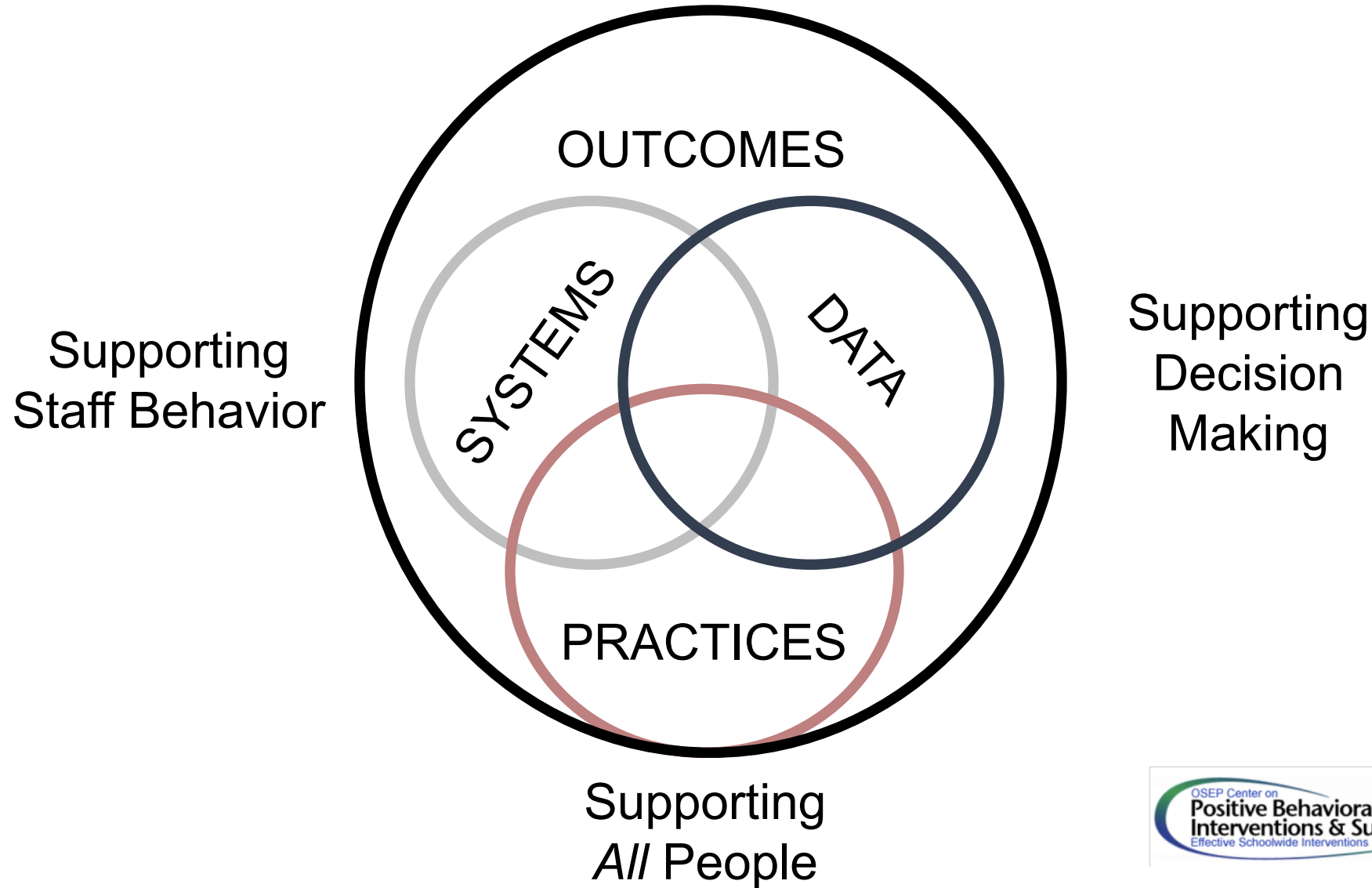
What Are Positive Supports?



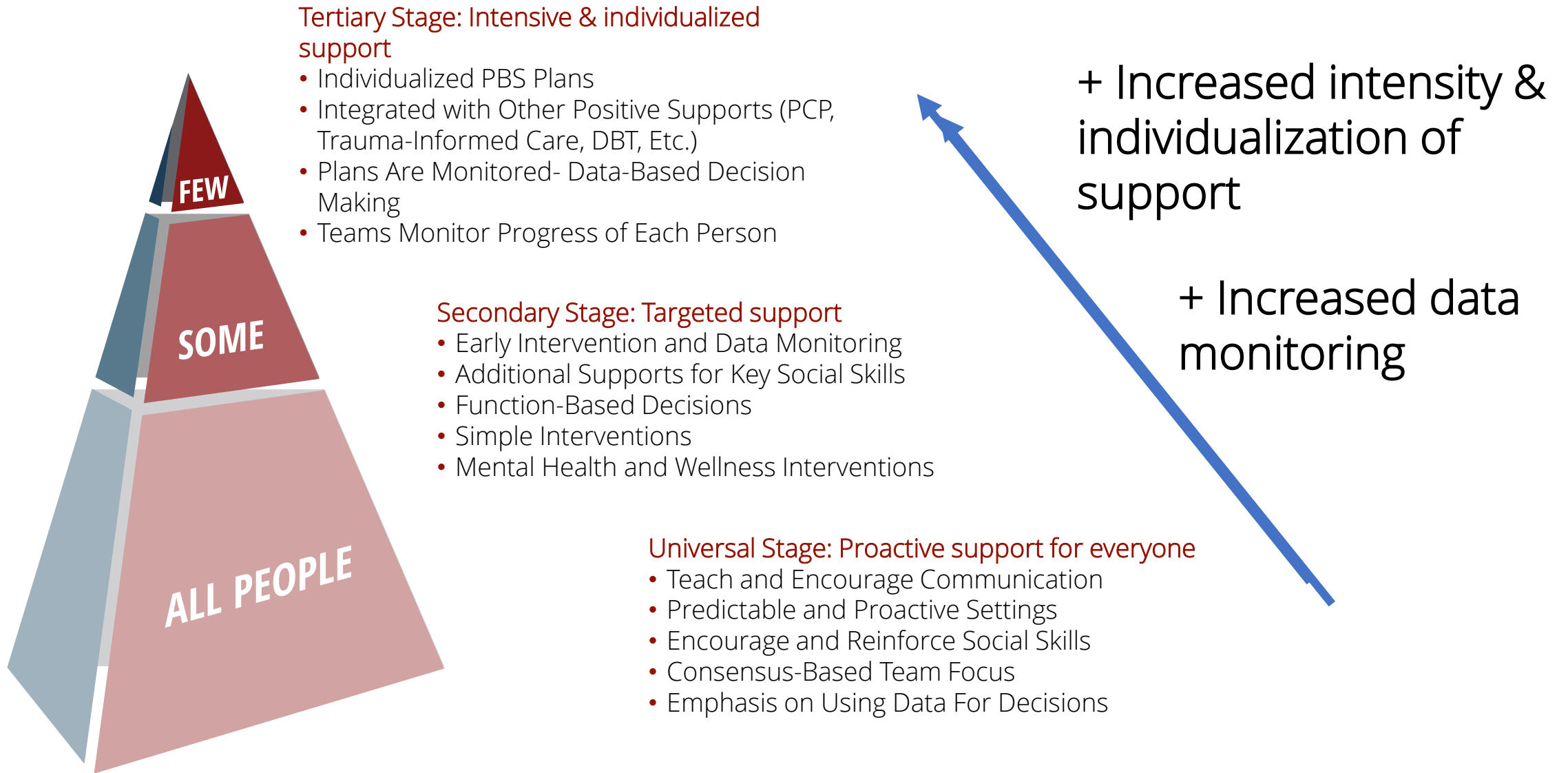
What Are Positive Supports?

- Practices that are proven to be effective using research that addresses social, emotional, and quality of life outcomes for people who represent all Minnesotans
 - » Assertive community treatment
 - » Positive behavior support
 - » Motivational interviewing
 - » Person-Centered Practices
- Driven by person-centered values
- Monitored over time to make sure they are improving lives of people across the lifespan

Organization-Wide Logic



Organization-Wide Approach to Supports

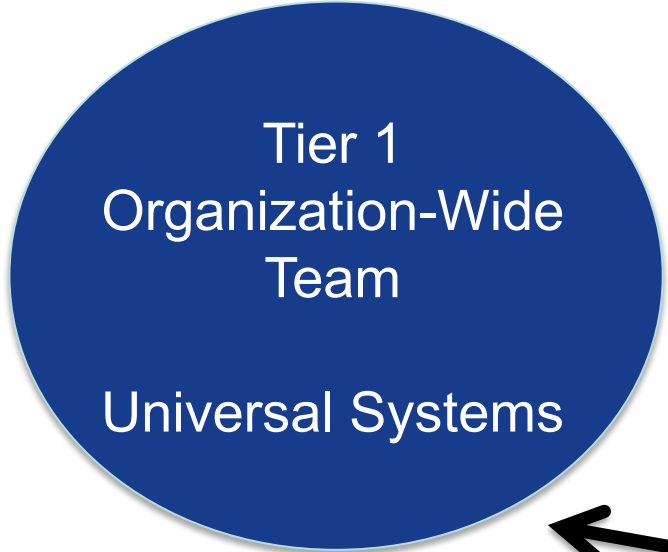


Not Everyone has to Know Everything About PBS Planning

	Informal Function-Based Thinking	Simple Function- Based Thinking	Full Functional Assessment	High Level of Expertise
Universal Team & Staff	X			
Tier 2/3 Team	X	X		
PS Facilitator	X	X	X	
PBS Facilitator Trainer	X	X	X	X

* The PBS Facilitator application is set up to prepare trainers in regions

Organizations With All 3 Tiers
Form Two Teams (or meeting
systems) for Oversight



John's Team



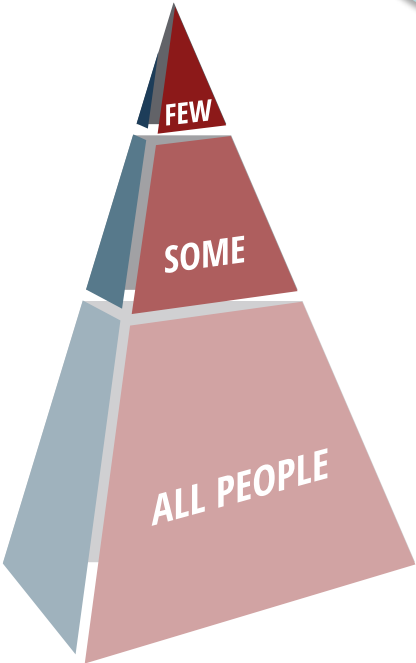
Satish's Team



Akemi's Team



Alfonso's Team



Strategies for Supporting Complex Needs

- Everyone is involved in learning about positive supports based on their roles
- Investing in capacity building at tier 3 as soon as possible
 - » Individuals with expertise are always mentoring new staff who are learning the process
 - » PBS Facilitators are supporting tier 1 and tier 2 teams
 - » Everyone learns how to be a good team member on a planning team
- Team action planning examples may include....
 - » New staff training on person-centered thinking and social skills
 - » Inservice training for ongoing supports
 - » Coaching and mentoring systems so people continue learning and expanding their skills

Two Ways to Learn More About Organization-Wide Positive Supports

Use this QR code to express interest. We will follow-up with information.

Join the 2:30pm – 3:20pm session

*Join Other Organizations in Minnesota Implementing
Positive Supports: Training Opportunities*

Room 2360



Transitioning to Part 2

Strategies Providers Can Use to Support People with Complex Service Needs Using PBS to Build Capacity

Hillary Hadfield

Jodi Cushman-Purcell



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