Working Together to Make Positive Behaviour Support Strategies Meaningful:

Importance of teamwork

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Background

• Clinical paper – promising practice

• Out of a need to do something different – resources, funding changes.

• Teamwork focus

• Alternative title – Turning Functional Analysis into Support
Assumptions

• Positive Behaviour Support

• Least Restrictive Approaches

• Quality Behaviour Support Plans
Why something else?

- Most complex behaviours
- Current approaches are time consuming
- Systems issues - staffing & environments
• **Pros**
  – Person centered approach
  – Values based approach consistent with UN convention on the rights of people with a disability
  – Socially valid
  – Cost effective (La Vigna & Willis, 2012)
  – Accepted best practice in the literature
  – Evidence base to it’s effectiveness (La Vigna & Willis (2012)
    • Effective for most severe behaviours
• Cons
  – Multi element approach – no silver bullet
  – It is a long term approach
  – Can be complex for staff to implement and requires professional support
  – Not all behaviours responsive to PBS (La Vigna & Willis, 2012)
  – Difficult to know how to prioritize supports. What is optimum sequence of implementation in a multi element plan (McCLean & Grey, 2012, low arousal to high arousal interventions)
  – Unsure what works in PBS
Specialist vs. Non-specialist

- Most studies are based on the work of trained DSWs
- PBS focuses on those who mediate the behavioural interventions (Allen, 1999)
- Economic model (Allen, 2009)
- Paid carers and families have more control over the immediate environmental contingencies
- Paid carers and families have higher success rates than external agents (Carr et al, 1999)
- Specialist services are a necessity because of the complexity of problems that require clinical skills in communication, diagnosis and treatment (Dosen et al, 2007)
Teamwork

A Process by which key stakeholders from allied health and direct support services as well as service users, carers and other service providers work together to identify and deliver aspects of treatment and support for people with challenging behaviour (Department of Health and Ageing, 2010)

- Is core element of PBS noted throughout PBS literature – partnerships

- Engaging a wide range of stakeholders is a critical component of intervention (Royal College of Psychiatrists, 2007)
Benefits of Teamwork

• Shared understanding of terminology and strategies (Carnaby, 2007)

• Positive rapport across stakeholders (Osgood, 2004)

• Shifts frontline staff from passive to active role (Carr et al, 2002)

• Important at assessment phase – Information exchange – important to integrate different perspectives (Hagiliassis et al, 2012)
Factors impacting on teamwork

- Factors that influence the extent to which teamwork occurs successfully.
  - resources (e.g., allocations of time, funding, equipment, materials, training)
  - systems (e.g., meetings, debriefing, practice support mechanisms, encouragement to frontline staff)
  - organizational culture, philosophies and values that encourage collaboration
### Scope Brief Behaviour Support – Connection

#### Functional Analysis to Intervention

**Request for a communication Ax or sensory Ax for an individual with BoC**

**Choice** of services of Comm and Sensory Axs or Selection Intervention Pathways

**Practitioner visits individual** in their environment to observe, interact and gather background information and previous assessment/reports

Case Manager or referrer **coordinates the circle of support meeting** *(important people in the person’s life and people from other services the individual is apart of)*

**Meeting with circle of support** using components of the **competing pathways model** and **person centred practice**

- **Collaborative** discussions about the behaviour, function, maintaining consequences, teaching functionally equivalent skills and strategies for implementation for environmental, interpersonal and background factors

- **Consensus** about what everyone is working together on to support the individual that has a strength based focus

Practitioner visits a few weeks after the meeting to **develop an action plan/work plan** so that everyone interacts and responds to the individual the same way
Request for service for BOC

Choice of Service

Communication and Sensory Ax

Selecting Intervention Pathways

Practitioner Visit

Referrer coordinates Circle of Support meeting

Circle of Support meeting

Second Practitioner Visit

Action/Work Plan for implementation

Background Info
Interactions
Observations

Family, friends, DSWs
House and Day service staff, other practitioners and services

Collaboration
Consensus
Cooperation

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Behaviour Support – Connection
Functional Analysis to Intervention
What it looks like:

Person Centred:
- talents
- interests
- Skills
- Nice things/things we admire

Setting Events

Triggering Antecedents

Behavior

Desired Alternative

Acceptable Alternative

Maintaining Consequence

O’Neill et al 1997
Practitioner meets with key people to facilitate them to develop and write an action/work plan based on all the information from the meeting.

- One routine
- One behaviour
- Language and strategies derived from consensus of team
Service Evaluation

10 SIPs completed to date

Evaluated 5 (15 people were requested to complete survey: referrer (case manager, day service coordinator etc), DSW or house coordinator, family)

Low response rate – at crisis point, low priority

6 responses
Do you feel the person's Behaviours of Concern are likely to occur after this process:

Responses

- More: 0%
- No change: 0%
- Less: 100%
How useful do you feel the support strategies from this process will be to reduce behaviours of concern?
Did you find this process useful because:

- [ ] it developed a team approach; key people in the person's life were involved
- [ ] it created new support strategies
- [ ] there is an agreement/consistency in support strategies
- [ ] I have an increased understanding of the person
- [ ] it validated my knowledge and ideas
“Was the most appropriate way to providing professional input about how to better manage behaviours of concern that had not been trialled before by the day service” (Coordinator)

“Unity in house staff regarding plans moving forward and suggestions given were reasonable and could be tailored by staff to fit until there was agreement” (Case Manager)

“Everyone is now following the same process, BSS and everyone is now being treated as an equal” (DSW)

“Consistency and Collaboration are contributory factors in best care practice” (DSW)
Do you believe this process will lead to the development of alternative skills for the person that will meet the same needs as the Behaviours of Concern? Why or why not?
Enablers and Barriers

**Enablers**
“Staff good will, good strategies agreed upon, consensus about how to respond” (Case Manager)

**Barriers**
“staff have different levels of interest, need for reminders/checking in” (Case Manager)

“I believe ** uses behaviours to express himself, now that ** is getting out and about more and spends more time communicating with people about how he feels he doesn't have to communicate in a negative fashion to the degree he used to” (DSW)

“The introduction of an ipad and inclusion of certain applications will serve to complement current behaviour support strategies” (DSW)
Do you feel that you have a better understanding of:

- the person
- the behaviour
- function of the behaviour
- why the behaviour continues to occur
- what strategies you could use to teach alternative skills
- how to reinforce the person's new skills by using their strengths

Responses

Percentage

- yes
- no
- maybe

Scope

For people with a disability
Future

• Continued evaluation

• Request for further funding to support with implementation of action plans for complex behaviours or review progress after a period of time

• Maintenance; establishment of forums to maintain collaboration

• Build the capacity of case managers/day service coordinators or house coordinators who have completed PBS and seen this process completed to facilitate SIPs for other people they support
References


References


