



Positive Behaviour Support Capacity Training

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TABLE OF CONTENTS

| | |
|--|----------|
| SERVICE PROVIDER POSITIVE BEHAVIOUR SUPPORT CAPACITY TRAINING | 3 |
| PHASES OF CAPACITY TRAINING | 3 |
| Phase One PBS Capacity Training—Getting Started | 3 |
| Training | 4 |
| Day One: Positive Behaviour Support (PBS) for Challenging Behaviour | 5 |
| The Lifestyle Development Process & Personal Profile | 5 |
| Completing a Functional Behaviour Assessment (FBA) | 5 |
| Day Two: Setting Event Supports & Antecedent Supports..... | 5 |
| Setting Event Supports..... | 5 |
| Antecedent Supports | 5 |
| Day Three: Teaching Replacement Behaviours | 5 |
| Functional Communication Training..... | 5 |
| Teaching Coping Replacement Behaviours..... | 6 |
| Changing Consequences | 6 |
| Outcomes of Completing Phase One Training..... | 6 |
| MENTORSHIP | 6 |
| PHASE TWO TRAINING | 7 |
| AGENCY COMMITMENT..... | 8 |
| REFERENCES | 8 |

SERVICE PROVIDER POSITIVE BEHAVIOUR SUPPORT CAPACITY TRAINING

CBI's Positive Behaviour Support (PBS) Capacity Training for service providers is designed to build capacity within your agency, in the areas of Positive Behaviour Support and Functional Behaviour Assessment (FBA). An experienced CBI Behaviour Consultant provides training to agency-selected practitioners within your organization who are then supported to:

- 1) Follow the principles of Positive Behaviour Support to complete Functional Behaviour Assessments and develop Behaviour Support Plans to address difficult/unconstructive and serious behaviours (not critical or unsafe behaviours); and
- 2) Provide Positive Behaviour Support orientation to other staff within your agency on foundational Positive Behaviour Support strategies and support them to implement those strategies with agency clients.



The goal of the Positive Behaviour Support Capacity Training is to ensure that the service provider can recognize and respond to difficult/unconstructive or serious behaviours early enough to prevent critical or unsafe behaviours from developing. The result is an overall improvement in the quality of life for the focus individual and improved employee job satisfaction.

PHASES OF CAPACITY TRAINING

PHASE ONE PBS CAPACITY TRAINING—GETTING STARTED

In discussion with their executives and CBI Consultants, service providers interested in engaging in the PBS Capacity Training start with the following steps:

- 1) Commit to annual participation in Capacity Training (three days of training, consistent mentoring meetings to implement Behaviour Support Plans and completing additional Functional Behaviour Assessments);
- 2) Identify and select PBS team members. Consider this training for employees who are most likely to stay with your agency, such as senior staff, team leaders, program directors, etc.;
- 3) Choose dates and the best delivery model of training. For example:
 - a. Three consecutive days of training; or
 - b. One day a week for three consecutive weeks
- 4) Select 1 focus individual per PBS team member, from tiers one and two (difficult/unconstructive or serious behaviours); and
- 5) Invite others who provide direct support to the individual, (key workers, service provider staff, professionals from the community and family/foster family if appropriate) to the training.

TRAINING

Phase One is 21 hours (three full days) of training in Positive Behaviour Support with the service provider's PBS Team and invited team members. During and following the formal training, service providers who are formally engaged in capacity building have access to a qualified CBI Behaviour Consultant who takes on the role of a mentor for the PBS Team members, as well PBS team members have access to CBI's Learning Management System where they can access the 21 hours of training.



DAY ONE: POSITIVE BEHAVIOUR SUPPORT (PBS) FOR CHALLENGING BEHAVIOUR

The Lifestyle Development Process & Personal Profile

In this session, participants learn about the principles of person-centred planning and the importance of identifying the focus person's vision & goals for a good life. They are guided with PowerPoint presentation, audio and video examples to complete the protocols for completing the personal profile.

Completing a Functional Behaviour Assessment (FBA)

Part two of this module guides participants to complete the Functional Assessment Interview form through informational slides, audio and video examples. The examples and questions help them to identify the following: Setting Events (slow triggers of behaviour); Antecedents (fast triggers of behaviour); and Consequences and Functions of the Behaviour – what the individual gets or avoids following behaviour.

DAY TWO: SETTING EVENT SUPPORTS & ANTECEDENT SUPPORTS

Setting Event Supports

Participants learn about the different setting events: physiological or biological; physical or environmental; social and interpersonal; and the environmental supports that will substantially reduce challenging behaviours. They learn about matching the daily activities to the person's profile, providing a schedule that includes preferred and meaningful routines and providing predictability for the individual by using a Visual Schedule.

Antecedent Supports

Participants learn about the different antecedents supports that will make a difference for the individual both in quality of life and reduced challenging behaviour. These supports include making the scheduling system, incorporating choice, changing personal interaction style and using interspersed requests or behavioural momentum.

DAY THREE: TEACHING REPLACEMENT BEHAVIOURS

Functional Communication Training

Participants identify the form of communication that they can teach the individual as a replacement for the challenging behaviour they identified in Module One.



Teaching Coping Replacement Behaviours

Participants learn how to teach relaxation, including progressive muscle relaxation and imagery-based procedures, to help the individual cope with stressful situations. Included in this session are Social Stories™.

Changing Consequences

Participants learn how their responses may be influencing the challenging behaviours and how to change what they do in order to decrease the challenging behaviours and to increase the positive replacement behaviours.

OUTCOMES OF COMPLETING PHASE ONE TRAINING

- Completed Personal Profile(s);
- Completed Functional Behaviour Assessment(s); and
- Completed Behaviour Support Plan(s)

MENTORSHIP

After concluding Phase One Training, ongoing meetings between the service providers PBS team and the qualified CBI Behaviour Consultant take place.

- CBI Behaviour Consultant and PBS team member set up pre-scheduled mentoring meeting for the fiscal year, and the frequency of meeting will be determined by the CBI Behaviour Consultant and PBS team;

- During the mentorship meetings, the CBI Behaviour Consultant work with identified PBS team members to implement Behaviour Support Plans completed within the three-day training;
- To further enhance knowledge transfer and skill development, the service provider's PBS team, with the ongoing mentorship of the CBI Behaviour Consultant and access to CBI's PBS training, will add other new focus individuals and complete Functional Behaviour Assessments (minimum of one per year) and Behaviour Support Plans for individuals who have difficult/unconstructive or serious behaviours; and
- CBI Behaviour Consultant will review all the Functional Behaviour Assessments completed by the PBS team to ensure fidelity.

PHASE TWO TRAINING

Upon completion of Phase One training, your qualified CBI Behaviour Consultant will meet with the PBS Team to determine how best to deliver Phase Two Training, an agency-wide introductory training in Positive Behaviour Support (PBS) and foundational PBS Behaviour Support Plan Strategies.

The PBS team, with the mentorship of the CBI Behaviour Consultant, can provide training in:

- **Positive Behaviour Support** [three hours of training time]
 - Understanding personal profile, function(s) of behaviour, competing pathways and behaviour support plan.
- **Behaviour Support Strategies** [three hours of training time]
 - Lifestyle Development;
 - Scheduling;
 - Increased Choice-making; and
 - Interaction style



AGENCY COMMITMENT

Involvement in Capacity Training and mentorship is an ongoing commitment and process of incremental learning. Your qualified CBI Behaviour Consultant provides ongoing fidelity checks of Functional Behaviour Assessments, Behaviour Support Plans, agency-wide application of Positive Behaviour Support principles and maintenance of the agencies PBS team. Agencies will also have access to CBI's Learning Management System where they have full access to CBI's Phase One and Phase Two training. The first year involves initial training and learning of agencies PBS team members to complete a Functional Behaviour Assessment and implementation of Behaviour Support Plans, which involves 100 hours of Capacity Training behaviour support services. The following years of subsequent mentorship in this service delivery model will provide monitoring on the fidelity of additional Functional Behaviour Assessments and implementing Positive Behaviour Support agency-wide, which typically involves 50 hours of Capacity Training behaviour support services.

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