



Functional Behaviour Assessment Positive Behaviour Support

Who We Are

Incorporated in 1990, CBI Consultants Ltd. is a private organization that provides behavioural support services to families, agencies, and school districts throughout British Columbia. CBI was one of the first companies to use a proactive and educational approach to supporting people with challenging behaviour. CBI Consultants is respected and recognized for their person and family centered practice.

CBI Consultants provides state of the art Communication, Behavioural and Instructional supports to individuals of any age who have one or more communication, behavioural, intellectual, or physical disabilities. We also provide support and training to families, community agencies, and school districts. We are committed to the use of non-aversive, positive practices based on the principles of Positive Behaviour Support.

Behaviour Support Overview

CBI's assessment and implementation of strategies are based on the *Lifestyle Development Process* (LDP). The LDP was published in the *Journal of the Association for Persons with Severe Handicaps* in 1992 and is recognized in the positive behavior support literature as an exemplar of person centered practice. First, CBI Consultants conducts a functional behaviour assessment (FBA) to identify the function(s) of the behaviours of concern. At the completion of our assessment, CBI provides a brief written report that details the variables triggering and maintaining the problem behaviour, CBI's recommendations for intervention and a proposal of hours to complete an individualized positive behavioural support plan. As the FBA is based on person-centered assessment and planning, the support plan reflects the person's strengths, preferences, and dreams. The LDP is a collaborative process involving all members of the focus person's support network.

Following the assessment, CBI implements the support plan by teaching the focus person, and team members to implement the evidence based strategies recommended in the assessment report. In this phase of consultation, we provide video models and remote instruction to team members and assist them to develop and implement each support strategy, to adapt and modify strategies as needed, and to design monitoring tools to measure progress. As the support team gains confidence and skills, CBI begins to fade our level of support to encourage the team to solve problems independently. During implementation, CBI provides the team with access to a secure area of our website where team members can view written descriptions of support plan strategies and videotapes of strategies and techniques that are successful with the focus individual.



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Accessing CBI Services

CBI's positive behavior support services can be accessed a number of ways. Families with children who are eligible for services may contact the Ministry of Children and Family Development. In some cases, funding has been provided through the Ministry of Health, or the Ministry of Education.

Service may also be provided through a direct request by a family who chooses to use individualized funding or who may choose to pay privately.

Individual contracts are based on the availability of our personnel. Once funding is in place and a written contract is received and a

consultant is available CBI will begin the consultation process.

CBI strongly believes in family choice and has created a service delivery model that is highly individualized, flexible, and sensitive to the needs of families, agencies and the communities in which they live.

"Achieving diversity and inclusion through excellence and innovation."

Fee Structure

CBI is a fee for service agency including hourly and daily rates for our professional services. Our hourly rates are reflective of the high standard of service that we provide to MCFD, CLBC, various other Ministries, families, and community agencies. CBI's fee for service is competitive with other highly specialized services in the field of disabilities.



Step 1: CBI's Functional Behaviour Assessment

The approximately 35 hour functional behavioural assessment involves:

- Giving families and other team members access to CBI's on-line training course in Positive Behaviour Support;
- Providing team members with the Personal Profile questionnaire and a Functional Behaviour Assessment Interview and on-line instructions to complete both;
- Analysis of Personal Profile and Functional Behaviour Assessment Interview to determine best times to schedule observation videos;
- Interviews with the focus person and key support team members to complete the assessment information;
- Observations in natural environments including home, school, and community (some may be done through video or remotely via Skype for example);
- Review of relevant reports related to communication (e.g., speech language reports), behavioural, or instructional needs (e.g., Individual Educational Plan).
- Brief report outlining the following:
 - ◆ Personal Profile which outlines:
 - * Person's strengths, preferences, interests;
 - * Communication profile;
 - * Learning style – how the person learns best;
 - * Circles of supports including family members, professionals, and peer networks;
 - * Preferred interaction style with the focus individual and his/her support network;
 - * Current day/week schedule of daily routines and activities.
 - ◆ Analysis of the function of behaviour illustrated in a diagram of the competing pathways which identify:
 - * Current behaviour pathway and what is motivating the person to engage in the behaviour);
 - * The communication "message" of the behaviour;
 - * The predictors and triggers (the context) of "challenging" behaviour;
 - * The consequences that are maintaining the challenging behaviour;
 - * Preventative strategies that will help to minimize challenging behaviour.
- Presentation of the report (can be done remotely via Skype for example).



Costs for CBI's Functional Assessment (with team members completing forms online, and doing some remote video or training)

Step 2: Development and Implementation of a Multi-Element Positive Behaviour Support Plan

The completed assessment includes a list of recommendations based on the specific needs of the focus person and his/her family/team. These recommendations flow from the information gathered in the functional behaviour assessment. The next step is the Development and Implementation of the Support Plan. A key trainer from the team is identified so that training of new support team members can continue once CBI's involvement is complete. The time frame to complete a support plan will depend on the skills, time commitment and motivation of the team supporting the focus person. CBI will guide the process and is respectful of teaming practices required to implement the support plan. CBI's involvement is not based on any pre-determined length of implementation time; rather it is based on a proposal of hours for each team to complete an individualized behavioural support plan. CBI's goal is to build capacity within each family and team to learn skills and strategies that will best support the focus person. The following steps outline the development and implementation phase, monitoring phase, and follow up phase of CBI's consultative services.

1. After the completion of CBI's assessment and presentation of the assessment report, the team decides whether to proceed with CBI's recommendations.
2. CBI Consultants supports the team to begin developing and implementing the recommendations considered as priorities by the team in consultation with CBI Consultants.
3. CBI Consultants posts a draft of written strategies and/or teaching techniques for the team on the secure area of our website. CBI Consultants includes input from all members to ensure that the recommendations are realistic and practical to implement.
4. CBI Consultants ensures that each strategy is individualized to the focus person's personal profile and learning style.
5. CBI Consultants teaches and supports the team members to implement strategies by:
 - a) Ensuring the team understands the written strategies posted.
 - b) Posting video examples of the strategy.
 - c) Modeling and videotaping implementation of the strategies to post on the website.
 - d) Observing and providing feedback to team members to implement the strategies consistently and effectively.

Costs for Implementing and Developing the Support Plan

The total fee for Implementation & Development of the Support Plan depends on the number of hours required of the CBI consultant to support the family and team to implement the support plan and how many on-site visits the team requests. The fee for service is \$100.00 per hour, plus GST. Payment can be made monthly throughout the consultation; for agencies and government ministries contracts can be invoiced monthly.

