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CENTER on KNOWLEDGE TRANSLATION for
DISABILITY and REHABILITATION RESEARCH

Comprehensive Behavior Supports for VR Clients

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for Disability and Rehabilitation Research (KTDRR)*

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Agenda

- Overview of Activity
- Presenters
- Discussion
- Wrap up

Overview

- What is behavior support and why do we need it for VR clients?
- How is behavior support provided for the VR clients and by who?
- What are some of the VR practices in providing behavior support?
- What are the key issues that VR practitioners should consider in providing behavior support to the clients?

Presenters

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What is “behavior?”

- Anything we do is considered behavior!
 - Work skills
 - Hygiene
 - Getting to work on time
 - Social skills
 - Independence
- Problem Behavior - behavior that can result in decreased opportunities for employment and good quality of life

What is behavior support?

Horner (2000): Make problem behavior “ineffective, inefficient, and irrelevant”

Consists of:

- Comprehensive assessments of the environment
- Preventative Supports (aka Antecedent Modifications)
- Teaching appropriate behavior in vivo
- Reinforcement for appropriate behavior
- Consistent responding to inappropriate behavior
- Continuous progress monitoring and plan revision

Why refer for behavior support?

- Multiple terminations
 - Difficulty securing employment
 - Issues that result in more restrictive placements
 - Preventing problems
-
- Behavior supports are NOT just for clients with ASD!

Who are qualified providers?

- PBS Facilitators
- Board Certified Behavior Analysts

Team approach

- Behavior supports with adults require a systems approach
- Who provides the support?
- Who pays for it?



Successes with Behavior Support

Challenges and Next Steps

- Efficacy data are still in their infancy
- Culture of behavior supports is still emerging
- Funding and acceptable reimbursement rates



Virginia Department for Aging and Rehabilitation Services' (DARS) Comprehensive Behavior Support Services

Virginia DARS' Comprehensive Support Model

- Effective service model for individuals with ASD includes
 - Behavioral consultation
 - Structure to seemingly unstructured activities
 - Behaviorally defining idioms, social skills, and work expectations
 - Visual supports
 - Self monitoring checklists and reinforcement programs
 - Role-playing and practice for required social skills
 - Ongoing intensive instruction and monitoring of individual's success

Adapted from McDonough, 2012

Virginia DARS' Comprehensive Behavior Support Services

- Therapeutic Behavior Services
 - Definition:
 - Behavioral treatment or intervention provided in community settings for individuals who need comprehensive, specialized supports to address challenging behaviors
 - Goal:
 - Improve individual's quality of life and ability to function successfully in the workplace and community settings

Therapeutic Behavior Services (TBS)

- Providers
 - Services are provided by agency-approved vendors of **Applied Behavior Analysis (ABA)** or **Positive Behavior Support (PBS)**, both of which are clinically proven approaches to reducing or eliminating behaviors which interfere with employment and independent living

Therapeutic Behavior Services

- Typical services include
 - Preliminary consultation for appropriateness
 - Functional Behavior Assessment
 - Written Behavior Support or Intervention Plan
 - Development and facilitation of a Behavior Support Team
 - Training for the individual and support team members

The Support Team

- Assists with developing and implementing the Behavior Support Plan
- Is crucial to ensuring consistent and sustainable support across environments
- The Behavior Support Specialist is responsible for facilitating the support team

What do TBS providers do?

- Use a formal and scientific approach to bring about positive changes in an individual and enhancing their quality of life.
- Focus on positive behavioral changes, avoid placing blame on an individual's disability or other limitations
- Prioritize issues of greatest concern and evaluate why they occur through a functional behavior assessment

What do TBS providers do continued...

- Develop a plan of action based on the client's needs and evidence gathered, and with input from a larger team of individuals
- Train individuals on how to implement the plan
- Assist the client and the team to identify and acknowledge overall progress
- Make adjustments to the plan if/as needed
- Promote steps to fade services as soon as possible

Considerations for choosing a TBS provider

- Provider specialty
 - Providers may specialize in certain disability populations, age groups, settings, and geographic locations
- Provider availability
 - Consider the intensity of the needed supports, specific times and days services are required, and the location services are to be provided in
- Provider experience with a team-based approach

Virginia Provider Credentials and Training

Behavior Analysts & Assistant Behavior Analysts

- Bachelor's (assistant level), Master's, or PhD in Human Services Field
- Nationally certified by the Behavior Analysis Certification Board (BACB) – including Board Certification Examination
- Licensed by the VA Board of Medicine

Positive Behavior Support Facilitators

- Bachelor's degree (minimum) in Human Services Field
- Endorsement board interview
- Recognized endorsement by Commonwealth of VA

Virginia DARS and TBS

- VA DARS TBS follows a PBS approach
 - Emphasis is on:
 - Person-centered practices
 - Comprehensive lifestyle changes that reduce the need for problem behaviors
 - Overall quality of life

Team members and roles

- Individual
- TBS provider
- VR Counselor
- Family
- Job Coach
- Other Stakeholders (therapist, case manager, friends, co-workers, etc...)

Role of the VR Counselor

- Coordinate, sponsor, and monitor TBS services
- Define purpose, goals, and timeline for DARS sponsored TBS
- Coordinate implementation of TBS with other DARS sponsored services

VR Counselor Perspective

- Observed benefits of TBS
 - Decreases behaviors that impeded a successful transition to work
 - Promotes a successful employment outcome
 - Increases self monitoring
 - Increases use of effective coping skills
 - Enhances social skills
 - Increases independence
 - Improves familial relationships
 - Improves quality of life
 - Promotes better understanding of individual
 - Reduces job coaching support needs

VR Counselor Perspective

- Success stories
 - Amy overcoming work avoidant behavior
 - Greg learning not to take co-workers' food



VR Counselor Perspective

- Challenges and Lessons Learned
 - Time intensive
 - Need for support across environments
 - Limitations to TBS
 - Cannot resolve family systems challenges
 - Need for more qualified providers
 - Specifically those with experience working with adults
 - Hesitancy among VR professionals to explore TBS for an individual
 - Do not wait until a crisis to initiate TBS

Resources

- Ahlers, M., Annis, J., Ashley, J., Cusick, G., Derwart, B, Fried, J.,...Thomas, S. (2003, August). *A new paradigm for vocational evaluation: Empowering the VR consumer through vocational information*. 30th Institute on Rehabilitation Issues.
- Freeman, R., Perrin, N., Irvin, L., Vincent, C., Newcomer, L.,...Bond, K.F. (2010, January). *Positive behavior support across the lifespan: Expanding the concept of statewide planning for large scale organizational systems change*. (PBS Kansas Monograph No. 1). Lawrence, KS: University of Kansas, Schiefelbusch Institute for Life Span Studies.
- Reichle, J. & Moore, T. (2014). *Positive behavior support*. (LEND Brief). Minneapolis, MN. University of Minnesota, MN Lend Program.
- Virginia Department of Behavioral Health & Developmental Services, *Crisis Services*, <http://www.dbhds.virginia.gov/individuals-and-families/developmental-disabilities/crisis-services>

Wrapping Up

Thank you for participating!

We invite you to:

- Provide your input on today's webcast
- Share your thoughts on future webcasts topics
- Participate in the Community of Practice to continue the dialogue
- PLEASE CONTACT US:

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Please fill out the brief evaluation form:

<http://www.surveymoz.com/s3/2346720/EvaluationComprehensiveBehavior>

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