

# *Annual Report 2004*



St John of God

CALLAN  
INSTITUTE



St. John of God

# THE CALLAN INSTITUTE

*Springing from the Christian values and holistic approach advocated and practised by its founder, the Hospitaller Order of St. John of God is dedicated to the provision of social, education, welfare and health services. It has a mission to ensure that people availing of its services receive the highest quality care, education, training, treatment or assistance in accordance with their needs.*

*The Callan Institute for Positive Behaviour Support promotes positive practices in the area of intellectual disability and challenging behaviour. It was established in 1994 as a consultation and training service to advocate and support the use of effective, non-aversive methods for working with individuals who have an intellectual disability and challenging behaviours.*



## THE CALLAN INSTITUTE TEAM

From left:

Philip Daly - Administrative Manager

Caroline Dench - Co-ordinator

Carol May -Administrative Assistant

Christina Doody - Behaviour Specialist

Gillian Martin - Behaviour Specialist

Dr. Patrick Walsh - Director



Dear Friends and Colleagues,

Welcome to The Callan Institute's Annual Report for 2004.

This year the focus for our work was on providing specific training to local services within St. John of God Hospitaller Services in the area of Positive Behaviour Support. Many one-day workshops were provided, along with seminars on Autism, Ageing and Challenging Behaviour. The development of these individualised workshops is seen as important for supporting local teams with the ongoing maintenance and implementation of behaviour support plans for individuals with intellectual disability and challenging behaviour.

'Multi-Element Behavioural Support: A Short Course' supported 56 staff members to Graduation and they were awarded their certificates by The Callan Institute and Dublin Institute of Technology (DIT) on the 2<sup>nd</sup> December 2004. This year the Team-Learning (TL) mode saw a number of students graduate. This method supports teams to collaborate, consult and maximise the effectiveness of Positive Behaviour Support when working together with one individual who presents with challenging behaviour.

As part of The Callan Institute's ongoing work with academic institutions, the Limerick Institute of Technology (LIT), in partnership with The Callan Institute and DIT, will now offer the above course to students. This course will be delivered locally by LIT. Also, for the members of the Psychological Society of Ireland, the course is now an accredited CPD (Continuing Professional Development) event, attracting 15 CPD credits.

The project funded by the Department of Enterprise Trade and Employment is now in its second and final year. We hope to pilot an e-learning module in Positive Behaviour Support in 2005.

Administratively, The Callan Institute developed its website and it is hoped that this will form a key part of future training and information dissemination. The Callan Institute offices were renovated and refurbished and the student database was developed and is now active. An additional behaviour specialist, Ms Christina Doody, was appointed and we welcome her to our team.

In 2005, The Callan Institute will celebrate its 10th Anniversary and we also hope to review the processes and systems necessary to enhance the effectiveness of Positive Behaviour Support within St. John of God Hospitaller Services.

*Dr. Patrick Walsh*  
*Director*



The Callan Institute for Positive Behaviour Support was established in 1994 as part of St. John of God Hospitaller Services. It is a consultation and training organisation in Challenging Behaviour and Intellectual Disability. The Callan Institute's work is based on the work of the Institute of Applied Behaviour Analysis (IABA) in Los Angeles, California, and has a training course in Multi-element Behaviour Support accredited with the Dublin Institute of Technology (DIT).

Over the last 10 years, The Callan Institute has facilitated training courses and workshops for families, staff teams and organisations in Positive Behaviour Support. We conduct casework collaboratively with teams within St John of God Services, and at times will assist an external agency as they conduct a comprehensive behavioural assessment for an individual with challenging behaviour. In the last 12 months, 746 staff attended training courses / seminars and workshops, and 69 individuals received Positive Behaviour Support, 42 within St. John of God Hospitaller Services.

## Special Events, Achievements and Issues 2004

### Training Courses

**Multi-Element Behavioural Support (MEBS)**  
This course is designed to support staff and families to conduct a comprehensive functional assessment and develop a behaviour support plan for one individual presenting with challenging behaviour. It is a competency-based course, delivered over a 9-month period, and is accredited with the Dublin Institute of Technology.

### Systematic Instruction

This course provides practical training in precision teaching and programme writing. Participants are supervised in the implementation of skills teaching programmes with children / adults who have learning and communicational difficulties, with particular emphasis given to learners with severe and profound learning difficulties. This course involves 3 x 1 day modules of lectures and supervision along with practical assignments over a ten week period.

### Positive Futures Planning

This course is designed on the principles of planning with and for the individual. A futures plan is an opportunity for people to come together and share ideas about one person's capacity to enjoy a good quality of life. The emphasis is on facilitating an appreciation of the person, on sharing a common dream of the future, on creative problem solving and on harnessing natural supports. This

course is delivered in three one-day modules with interim practical assignments.

### Periodic Service Review

Periodic Service Review is both an instrument for assessing the quality of a service and a system for maintaining quality improvement over time. As an instrument, Periodic Service Review is quick and comprehensive. As a system of self-management, it is proactive and non-aversive, leading to practical goal setting and improved morale among staff teams. This course is a three-day course for staff teams. Each staff team will design its own Periodic Service Review, will implement self-defined performance standards and will monitor progress over the duration of the course.

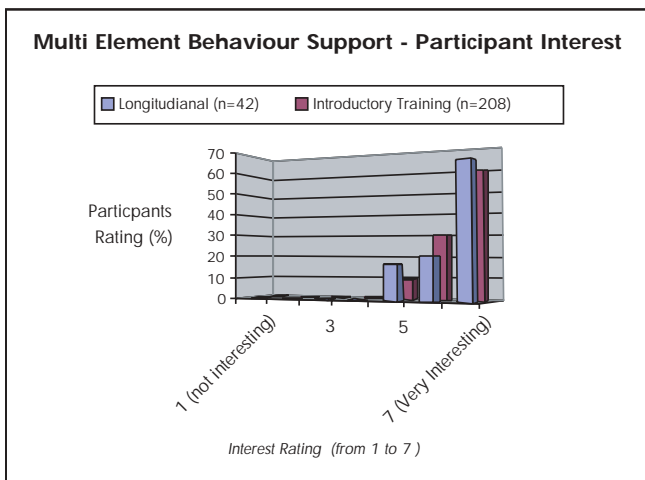
### Supervision of Behavioural Support Services

This is a 3-hour workshop designed for staff supervising behavioural support services. Positive Behavioural Support and Multi-Element Behavioural Support are presented and support and supervisory aids are discussed.

## Training Courses Provided in 2004

The Callan Institute held a variety of courses and workshops in Multi-Element Behavioural Support and Systematic Instruction (see Table 1). 227 staff / family members from St. John of God Services attended these training courses with another 284 staff and family members participating from other services around the country.

Number of Courses	Number of Staff Trained
15	511



*This table shows that 84% of staff participating in the Longitudinal course in Multi-Element Behavioural Support rate the course as very interesting. 89% of staff participating in Introductory Workshops in Multi-element Behavioural Support rate the course as very interesting. 99% of all comments rate the course as interesting.*

## Case Load

A total of 13 individuals were seen for specialist assessment or case management services from The Callan Institute.

## Conferences and Workshops

A number of Conferences and workshops were hosted, co-hosted and presented at, by The Callan Institute in 2004. These included 'Challenging Behaviour and Supported Employment', 'Ageing and Challenging Behaviour', 'The Key to Communication: Augmentative and Alternative Communication for people with significant disabilities' and 'Autistic Spectrum Disorder and Challenging Behaviour'.

Conference/ Workshops	Number of Staff Trained
<b>5</b>	<b>235</b>

## Graduation Ceremony

The Callan Institute and the Dublin Institute of Technology conferred 56 staff in 'Multi-Element Behavioural Support: A Short Course' on 2 December 2004 at St. John of God Hospital, Stillorgan, Co. Dublin.

Staff from the following organisations were conferred: St. John of God Carmona Services, Cluain Mhuire Community Mental Health Service, St. John of God Menni Services, St. John of God Kildare Services, St. John of God North East Services, STEP Enterprises, St. Augustine's School: Residential Service; St. Mary's Hospital and School, Baldoye, North Eastern Health Board; Iona House, Cheeverstown House, Festina Lente Foundation, Louth Disability Services, Eastern Regional Health Authority, National Training & Development Institute, KARE Services and St. Anne's Services, Roscrea.



The staff received a certificate of completion from the Dublin Institute of Technology and 5 ECTS (European Credit Transfer System) within the Faculty of Applied Arts, Social Care at Masters level.

Graduates and staff of 'Multi-Element Behavioural Support: A Short Course' at the graduation ceremony in St. John of God Hospital, December 2004.

## Research

The Callan Institute conducted training evaluations and summary reports. 2005 will see the launch of the Callan Institute Research Programme.

## Courses and Staff Development

A number of conferences and courses were attended by the staff of the Callan Institute in 2004. These included: Research Conferences, TEACCH, Working with the Elderly, Investing in Training, Understanding a Multi Sensory Concept, Behaviour Analyst Certification Board Coursework.

Conference/ Workshops
<b>11</b>

## Other Services Provided

- Clinical Supervision and Consultation Services to Local and National Services.
- Members of the following committees; St. John of God Research Board, the Psychology Team, Quality Steering Committee, Promoting

## Goals 2005

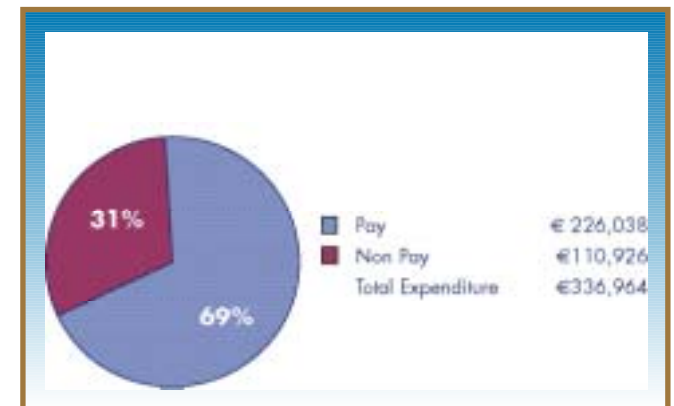
1. To train 50 staff in 'Multi-Element Behavioural Support - A short Course'.
2. To provide training in the Supervision of Behavioural Support Plans, Introduction to Multi-Element Behavioural Support, Systematic Instruction, Positive Futures Planning and Periodic Service Review.
3. To develop an information brochure on Positive Behaviour Support.
4. To accredit 'Multi-Element Behavioural Support: Applied Case Work' with DIT.
5. To host a national seminar.
6. To pilot an 'Introduction to Positive Behaviour Support' using e-learning.
7. To conduct two pieces of Research and prepare them for publication.
8. Update web page on a twice-yearly basis.
9. To pilot e-mail registration for training courses



## Funding Statement 2004

	2004	2003
	€	€
<b>Expenditure</b>		
Pay	226,038	208,907
Non-Pay	<u>110,926</u>	<u>80,125</u>
<b>Total Expenditure</b>	<b><u>336,964</u></b>	<b><u>289,032</u></b>
Less Sundry Income	<u>77,810</u>	<u>56,106</u>
<b>Net Expenditure</b>	<b><u>259,154</u></b>	<b><u>232,926</u></b>

The principal source of revenue funding to The Callan Institute is the allocation from the Eastern Regional Health Board. This is augmented by income received from fees for individual treatment and training courses.





## INTELLECTUAL DISABILITY SERVICES

St. Augustine's School, *Dublin*

St. John of God Breannán Enterprises, *Kerry*

St. John of God Carmona Services, *Dublin*

Callan Institute for Behavioural Support, *Dublin*

St. John of God Kildare Services

St. John of God Menni Services, *Dublin*

St. John of God North East Services,  
*Louth, Meath and Monaghan*

St. John of God Association, *Belfast*

STEP Enterprises, *Dublin*

## HOSPICE FOR CHILDREN

Suzanne House, *Dublin*

## MENTAL HEALTH SERVICES

St. John of God Hospital, *Dublin*

Cluain Mhuire Community Mental Health Services,  
*Dublin*

St. John of God Lucena Clinic Services  
*Dublin and Wicklow*

Granada Institute, *Dublin*

## PILGRIMS GUESTHOUSE

*Knock Shrine, Co. Mayo*

## HOUSING

City Gate, *Dublin*

St. John of God Association, *Belfast*

## OLDER PEOPLE

St. Joseph's Centre, *Dublin*

## OVERSEAS

St. John of God Community  
Services, *Malawi, Africa*

St. John of God Community  
Services, *New Jersey, USA*

Holy Family Rehabilitation Centre  
Monze Zambia  
(Funded by our Province)

St. John of God  
*Hospitaller Services*

# Our Province

IRELAND, MALAWI &  
NEW JERSEY, USA

PROVINCIAL AND COUNCIL

PROVINCIAL: BROTHER FINTAN BRENNAN-WHITMORE O.H.

BROTHER KILIAN KEANEY O.H.

BROTHER GREGORY MCCRORY O.H.

BROTHER FINNIAN GALLAGHER O.H.

BROTHER LUIS PADIERNE O.H.



We provide a range of services for children  
and adults in Ireland, Africa and the USA.

*Hospitality ~ Compassion ~ Respect  
~ Justice ~ Excellence*



St. John of God  
The Callan Institute for  
Positive Behaviour

Crinken House  
Crinken Lane  
Shankill  
Co. Dublin

Tel: 01 272 1030  
Fax: 01 272 0129  
e-mail: [callan@sjog.ie](mailto:callan@sjog.ie)  
web: [www.sjog.ie/callaninstitute](http://www.sjog.ie/callaninstitute)

The Callan Institute for Behavioural Support is a consultation and training service. It promotes the use of effective, non-aversive methods for working with individuals who have challenging behaviours so that they can enjoy community participation with dignity and respect.

*Auditors:* PricewaterhouseCoopers, George's Quay, Dublin 2  
*Bank:* Bank of Ireland, 34 College Green, Dublin 2  
*Solicitors:* Porter Morris and Company, 10 Clare Street, Dublin 2  
*Corporate Charity Eligibility No:* 0146  
*Charitable Exemption No:* CHY3822



St. John of God *Hospitaller Services*  
*Hospitality ~ Compassion ~ Respect ~ Justice ~ Excellence*