



Illustration by Eileen Flynn



Callan Institute for Positive Behaviour Support

ANNUAL REPORT 2010 - 2011



Saint John of God Hospitaller Services

Springing from the Christian values and holistic approach advocated and practised by its founder, the Hospitaller Order of Saint John of God is dedicated to the provision of social, education, welfare and health services. Driven by Hospitality, we will be the leaders in the development and delivery of specialist services to people in the areas of Intellectual Disability, Mental Health and Elderly Services.

Callan Institute

Callan Institute is a service of Saint John of God Community Services Ltd., which promotes positive practices in the area of intellectual disability and behaviours that challenge. It was established in 1994 as a consultation and training service to advocate and support the use of effective, non-aversive methods, namely the Multi-Element Model for working with individuals who have behaviours that challenge as they achieve valued lifestyles in the community.

Our Mission 'To provide best practice in Positive Behaviour Support for individuals with intellectual disability and behaviours that challenge'

Our Vision 'Everyday Moments building Everyday Lives'

Brother Benignus Callan (1903- 1990) entered the Hospitaller Order of Saint John of God in November 1922. He was elected Provincial in 1946 and as Provincial he encouraged the Irish Brothers to undertake pioneering work in the United States and Australia. As General Councillor from 1953 to 1965 he assisted the government of the Order world-wide. A deeply religious man with a sense of humour, tremendous patience and kindness, he had a quiet tenacity and perseverance when it came to getting things done. Callan Institute was founded in 1994 in memory of his spirit.

Callan Institute Management Team



■ **Caroline Dench**
Coordinator



■ **Anna Plunkett**
Director



■ **Sharon Balmaine**
Administrative
Manager

Service Description

Callan Institute for Positive Behaviour Support was established in 1994 as part of Saint John of God Community Services Ltd. It is a consultation and training organisation for individuals with Intellectual Disability and behaviours that challenge. Callan Institute's work is affiliated with the Institute of Applied Behaviour Analysis (IABA) in Los Angeles, California, and has modules in Positive Behaviour Support, using the Multi-Element Model, accredited with the Dublin Institute of Technology (DIT). In 2010 we supported 15 individuals directly by providing consultation and assessment services in Multi-Element Behaviour Support. A total of 923 participants attended workshops, conferences and accredited training courses in a range of subjects related to intellectual disability and behaviours that challenge.

Callan Institute also encompasses RUA Raising Understanding and Awareness about Oneself, Friendships, Relationships and Sexuality. It was established in 2003 and aims to support staff and carers to enable people with intellectual disability understand sexuality and develop friendships and relationships in their lives. RUA publishes its own Annual Report and can be contacted at 01 -281 4139. www.ruasjog.ie

Values of Saint John of God

Hospitality	Hospitality is a welcoming openness to all, to the familiar and the mystery of self, people, ideas, experience, nature and to God
Compassion	Compassion is feeling with another in their discomfort or suffering, striving to understand the other's experience with a willingness to reach out in solidarity
Respect	Respect is the attitude which treasures the unique dignity of every person and recognises the sacredness of all creation
Justice	Justice is a balanced and fair relationship with self, our neighbour, all of creation and with God
Excellence	Excellence is giving the optimum standard of care and service within the scope of available resources

'Values in Action'

(adapted from Values of Saint John of God)

Hospitality	'Emerging Voices', the ability to be open to and welcome the story the individual needs to communicate through their behaviour
Compassion	The ability to understand the needs of the person within a supportive relationship.
Respect	The ability to be with the person, their family and the circle of support in a way that respects each of their needs.
Justice	The importance of working together to develop equity in person centred service developments.
Excellence	Innovation and best practice through research in Positive Behaviour Support

Director's Letter 2010

Dear Friends and Colleagues,

Welcome to Callan Institute Annual Report 2010-2011. This year Callan Institute celebrated 16 years as a consultation and training service. As part of this year's calendar, we also celebrated Brother Benignus Callan's 20th Anniversary Mass. Callan Institute is named in his memory.

Positive Behaviour Support, using the Multi-Element Model, is now well known and used throughout our intellectual disability services and in other national and international organisations. Each year we endeavour to continue to provide our services to those who require them. This year was no exception. We conducted 4 longitudinal modules in 'Multi-Element Behaviour Support (MEBS)' with over 70 students registering. Two of these modules were delivered in Dublin, one in Kerry and one in Letterkenny. This module was also delivered by Limerick Institute of Technology, in accordance with our franchise agreement, with 8 students attending. This module now has two exit routes, a student can elect to complete their portfolio for 10 credits (ECTS) or submit a portfolio for 5 credits. A number of students completed the 10 credit module and many students have now registered for the additional 5. This module is also a CPD event with the Psychology Society of Ireland and as of this year received Category 1 approval with An Bord Altranais. In December, we were recognised as an Approved Continuing Education (ACE) provider by the Behaviour Analyst Certification Board (BACB®). This allows us to arrange and oversee Type 2 continuing education events for BACB practitioners.

An exciting departure for Callan Institute was the development of an E-Learning Course in Positive Behaviour Support, the Multi-Element Model. This course was developed with funding from Pobal and is now being piloted by staff in St John of God services throughout the country. It will be open for general registration in September 2011

We are also delighted to announce a new accredited module; 'Case-work and Mentoring in Multi-Element Behaviour Support'. This module is designed to support students to continue their learning and use of the Multi-Element Model within an academic and clinical framework. This module will be delivered in Spring 2011.

In order to continue to raise awareness of the Multi-Element Model, we provided a number of introductory workshops and one-day events within our services. We also supported a number of students to develop their skills to facilitate these introductory workshops. The team members attended and presented at a number of conferences and events in Ireland and abroad. These events afford Callan Institute the opportunity to remain up-to-date with practices in Positive Behaviour Support.

Our consultation services included individual case work with both children and adults, and in 2010, we worked directly with 15 cases. We also maintain a number of active memberships on a variety of committees both within our services and in external organisations. Our membership on these committees allows us to consider practices and policy as they relate to individuals with an intellectual disability and behaviours that challenge.

In the last two years we have developed and delivered a workshop for parents who are interested in learning about Positive Behaviour Support. As part of this initiative, an information leaflet was developed and is available on request. Unfortunately, this workshop was postponed and will be re-advertised for early 2011.

In 2011 we commenced a Strategic Review of Callan Institute. The outcome of this review will guide our development and form our objectives for service provision and meeting unmet need into the future. In reviewing 2010, I would like to thank my colleagues in Callan Institute for their unflagging enthusiasm, energy and creativity in their work. I would also like to formally acknowledge and appreciate the essential administrative supports provided to Callan Institute by Saint John of God Carmona Services and lastly I would like to thank services, who work with us, especially given the current constraints on resources, for your ongoing commitment to Positive Behaviour Support.



Anna Plunkett
Director, Callan Institute



Special Events, Achievements and Issues

SPECIAL EVENTS

20th Anniversary Mass for Brother Benignus Callan



On the 9th September 2010, we celebrated Brother Benignus Callan's 20th Anniversary Mass. This Mass was attended by Br Donatus Forkan, Prior General, Br Laurence Kearns, Provincial, and Celebrated by Fr Fintan Brennan-Whitmore. Also in attendance were Br. Finnian Gallagher, Br Martin Taylor, Br James Pidgeon, Br Mark Morgan, Br Stanislaus Neild, Br Ronan Lennon, Br Killian Kearney, Br Ignatius Halloran, Br Gregory McCrory & Br Aloysius Shannon and many of our Directors and colleagues from Saint John of God Hospitaller Services and other organisations.

Br. Benignus was born in Glasnevin, Dublin on the 29th December 1903, and baptised Francis Noel. Francis Callan entered the Hospitaller Order of Saint John of God at Stillorgan in 1922. He was given the habit and the name Br. Benignus on the 2nd February 1923. He made Simple Profession in Lyons, France in 1925 and Solemn Profession in 1929. Br Benignus spent his early years as a Brother in France. He worked in Lille, where in addition to hospital work, he taught French to Irish and English Postulants. In 1934, Br Benignus was appointed Prior of Obelisk Park, and returned to Ireland. He was then appointed Prior of Stillorgan in 1935. He worked in Ireland as a Novice Master for 9 years and was elected Provincial in 1946. In 1953 Brother Benignus was elected General Councillor and he assisted two Prior General in the government of the Order. He was also in charge of the Order's International College. During this time, he wrote the book, 'Sown in Tears, Reaped In Joy'. This book is a wonderful and detailed account of the history of the Irish Province of St John of God from its beginnings to the late 1970's. Br Benignus also worked with the young professed Brothers in the United States and he was instrumental in establishing a group of pioneers to go to Australia, out of which the Australian Province was to spring. Br Benignus returned from Rome to Ireland in 1973. During his latter years he lived in Saint Joseph's, Kilcrouney. Brother Benignus went home to God peacefully on Friday, 6th July 1990.

NEW DEVELOPMENTS

Accreditation of a new module in Case Work and Mentoring in Multi-Element Behaviour Support

This new module is designed to support students to continue their work in Multi-Element Behaviour Support within a framework of best practice. The learning is accredited with DIT, the educational input is provided by Callan Institute and the clinical support and supervision is provided by a clinician (in the students local service) with expertise and experience in using the Multi-Element Model. This module is available to students who completed a previous module in Multi-Element Behaviour Support with Callan Institute and received 10 credits. This module will be delivered in Spring 2011, if you are interested in joining us, please contact carol.may@sjog.ie

Behaviour Analyst Certification Board: Approved Continuing Education (ACE) Provider

Callan Institute was approved as a Continuing Education Provider by the Behaviour Analyst Certification Board. This approval allows us develop events such as workshops, seminars, tutorials, conferences which will be eligible for Type 2 Continuing Education credits as assigned by the BACB. This will be of particular benefit to practitioners registered with BACB.

An Bord Altranais, Post-registration Category 1 Approval

'Multi-Element Behaviour Support- A Short Course' received Category 1 approval from An Bord Altranais in October 2010. This Category 1 approval recognises course/programmes of study which are 'considered central to the continued development and maintenance of knowledge, skills and competencies for practice within a rapidly changing health care environment'. (An Bord Altranais Policy Category 1 Approval Policy 1.5.1999)

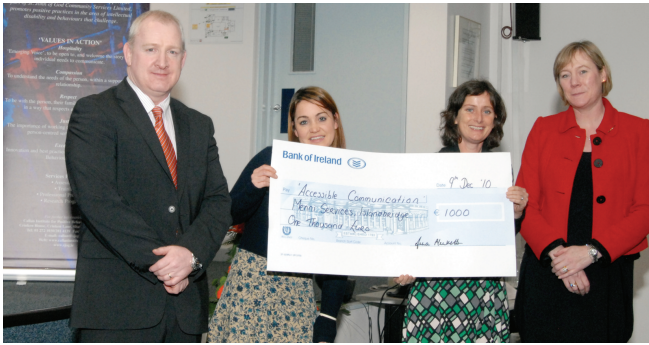
Information Leaflet for Parents on Positive Behaviour Support

We are pleased to present an information leaflet for families on Multi-Element Behaviour Support as a model of Positive Behaviour Support. This leaflet was developed by Callan Institute in consultation with staff and families from Saint John of God Carmona Services, Saint John of God Menni Services and Trasna Training Services of the Brothers of Charity Services in Cork. This leaflet will be available in Saint John of God Schools and Children Services and will also make up some of the materials provided to parents at workshops in 'Positive Behaviour Support for children'.

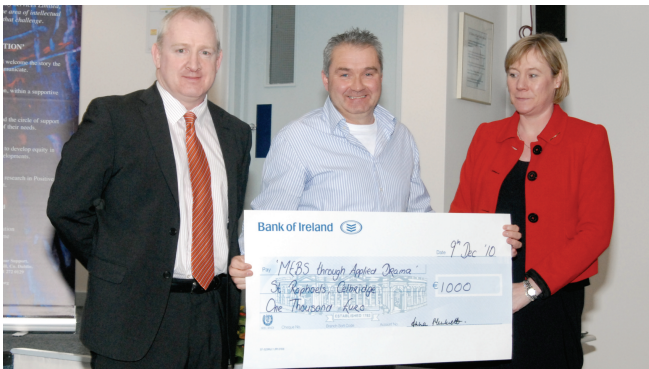


Emerging Voices Initiative 2010

The 'Emerging Voices Initiative' is now in its 5th year. Under this initiative Callan Institute seeks to fund activities, events and projects developed with, for and on behalf of individuals within our services who present with intellectual disability and behaviours that challenge in Saint John of God Hospitaller Services.



L-R-Mr. Andy Heffernan, CEO-Saint John of God Community Services Ltd., Ms. Polly Walsh, Ms. Ann O'Brien, Menni Services and Ms. Anna Plunkett, Director Callan Institute.



L-R-Mr. Andy Heffernan, CEO- Saint John of God Community Services Ltd., Mr. Leo Gordon, Saint Raphael's and Ms. Anna Plunkett, Director, Callan Institute.



L-R- Mr. Andy Heffernan, CEO-Saint John of God Community Services Ltd., Ms. Angela Keane, Saint John of God Kerry Services and Ms. Anna Plunkett, Director, Callan Institute.



L-R- Mr. Andy Heffernan, CEO Saint John of God Community Services Ltd., Ms. Caroline Greene, Saint John of God Kildare Services & Ms. Anna Plunkett, Director Callan Institute.

In 2010, the following projects were successful:

- 'Making Communication Accessible through Visual Aids' Polly Walsh and Anne O'Brien of Saint John of God Menni Services.
- 'MEBS through Applied Drama'. Leo Gordon of Saint John of God Kildare Services.
- 'Enhancing Quality of Life and Choice: Use of Swimming Pool and Gym Equipment for People with Severe and Profound Intellectual Disability and Behaviours that Challenge as They Engage in Activities in the Community'. Angela Keane, Saint John of God Kerry Services
- 'Trike for Jason'. Caroline Greene of, Saint John of God Kildare Services.

Emerging Voices Art competitions 2009

Following on from the "Emerging Voices" Conference in 2005 and the subsequent initiative in 2006, an Emerging Voices Art competition has developed. This competition was first held in April 2007 with a panel of judges from the art world reviewing the work.

Now in its fifth year, the winner of the 2010 competition was, Ms Eileen Flynn, Artist, of Saint John of God Menni Services and her work is featured on the cover of this annual report.

Callan Institute intends holding a competition on an annual basis with the winner receiving a bursary and having the opportunity to have their work published in publications related to Callan Institute. All the entries are available to view on www.callaninstitute.org/artexhibition

E-Learning course in Positive Behaviour Support using the Multi-Element Model

We are delighted to announce the launch of our E-Learning course on Positive Behaviour Support, the Multi Element Model. This course was funded by Pobal, an intermediary that works on behalf of Government to support communities and local agencies toward achieving social inclusion, reconciliation and equality. We would like to thank Ms Sheena Grant who was employed as a part time lecturer and worked with us on the development of this course and making the source material "Moodle" friendly and user efficient.



We are very grateful to the staff from Carmona Services, Kerry Services, Kildare Services, Menni Services and North East Services who piloted the course. Following the integration of the pilot information, this course will be open for registration. If you are interested in registering to do this course please contact Carol May at carol.may@sjog.ie.

TRAINING COURSES

In 2010, Callan Institute conducted a total of 15 courses/modules in Positive Behaviour Support, Multi-Element Behaviour Support. These courses were attended by 118 staff and family members from within our services with a further of 108 staff and family members participating from Ireland and England, giving a total of 226 participants.

No. of Courses	No. of Participants
15	226



Positive Behaviour Support: Multi-Element Behaviour Support (MEBS)

This course is designed to support staff and families in conducting a comprehensive behaviour assessment and developing a positive behaviour support plan for one individual presenting with behaviours that challenge. This is a competency based course, delivered over a nine month period. It is accredited with the Dublin Institute of Technology and is also an Accredited CPD event with Psychology Society of Ireland and Category 1 Approval with An Bord Altranais. There are also 1-Day and 3-Day programmes available.

Positive Behaviour Support: Implementation and Maintenance Factors

A workshop on Multi-Element Behaviour Support and the factors involved in implementing and maintaining a Positive Behaviour Support Plan.

This series of 3 workshops is designed to support key-workers implementing an Existing Multi-Element Behaviour Support Plan with an individual who presents with behaviours that challenge. The key areas addressed in these workshops are, an introduction to Multi-Element Behaviour Support; How to teach a functional communication skill as identified in the Multi-element Behaviour Support Plan; Using Periodic Service Review, the role of data collection and the co-ordination and maintenance of Behaviour Support Plans.

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 and adults who have an intellectual disability and communicational difficulties. Particular emphasis is given to learners with severe and profound intellectual disabilities. This course is delivered in three one-day modules, with interim practical assignments.

Positive Futures Planning

This course is designed on the principles of planning with and for an individual. A Person Centred 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, sharing a common dream of the future, creative problem solving and harnessing natural supports. This course is delivered in three one-day modules, with interim practical assignments.

Periodic Service Review

A 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, a 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 3-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 Positive Behaviour Support Services

This is a three hour workshop designed for staff supervising behaviour support services. Positive Behaviour Support and Multi-Element Behaviour Support are presented and support and supervisory aids are discussed.

Conferences and Workshops

20 conferences/workshops were hosted, co-hosted and presented by Callan Institute in 2010 with a total of 697 participants attending these events, 176 attendees from Saint John of God Services, and 521 attendees from external agencies.

These workshops and conferences included two hour and three hour introductory workshops on Multi-Element Behaviour Support(MEBS), Data collection in the context of MEBS, A Human Rights Based Approach; Facilitating a 3 hour introductory course in MEBS; British Psychological Society, Faculty of Learning Disabilities CPD event; Psychological Society of Ireland, Division of Applied Behaviour Analysis Annual Conference; British Institute of Learning Disabilities; Applied Behaviour Analysis International Conference; Workshop on the Triadic Model of training MEBS; Positive Practices in Behavioural Support for Challenging Behaviour, Children, Youth and Families as part of Mental Health Systems, Inc.

No. of Conferences & Workshops	No. of Participants
20	697

Case load

A total of 15 individuals-7 children and 8 adults were seen directly for Positive Behaviour Support services by the clinicians in Callan Institute. All 15 were referred from within Saint John of God Services.

A further 12 cases were supported through clinical support and supervision provided by Callan Institute to a behaviour practitioner.

Graduation Ceremony

A total of 41 students successfully completed a module in 'Multi-Element Behaviour Support: A Short Course', and were awarded by Callan Institute and the Dublin Institute of Technology on 9th December 2010 in Stillorgan, Co. Dublin.

The students received a certificate of module completion from the Dublin Institute of Technology within the Faculty of Applied Arts, Social Care at Masters level.



Staff and Graduates of 'Multi-Element Behaviour Support: A Short Course' at the Graduation Ceremony in Stillorgan, Co. Dublin. 9th December 2010



Staff and Graduates of 'Multi-Element Behaviour Support: A Short Course' at the Graduation Ceremony in Limerick Institute of Technology. 18th May 2010

Callan Institute and the Limerick Institute of Technology(LIT) have a successful franchise agreement, now in its 6th year, whereby the Longitudinal Training Programme in Multi-Element Behaviour Support is delivered by LIT in accordance with the accreditation quality assurance practices in place with DIT, LIT and Callan Institute. In 2010, 8 graduates achieved their award.

RESEARCH

Callan Institute meets changing demands by keeping abreast of new methods, developing research projects and theories as they relate to intellectual disability and behaviours that challenge. The incorporation into the model of ideas, research and techniques that enhance quality of service is, as a consequence, an ongoing process. The following is a sample of current research projects:

- Evaluation of Particular Case Training
- An Audit of Multi Element Behaviour Support Plans
- Professional Development for the Behaviour Practitioner
- Functionally Based Reactive Strategies
- Social Validity and Multi-Element Behaviour Support

In-Service Training

To continue to enhance the services provided by the Callan Institute, the staff team identify and attend relevant courses and conferences each year. This year the team attended a total of 13 courses and conferences including, Play therapy; Assessment of Basic Learning Abilities; British Psychological Society DCP Faculty for Learning Disabilities CPD Event 2010; Applied Behaviour Analysis International Conference; Psychological Society Of Ireland, Division of Applied Behaviour Analysis Annual Conference ; NIID Summer School; International Conference on Ageing & Disability; Introduction to the Circle of Courage Model Deep Brain Learning: Pathways to Potential with Challenging Youth; Asdan; Autism; Manual Handling, and BILD conference, Ireland.

Other Services Provided

- Clinical supervision, research support and consultation services to local, national and international Services in the areas of Policy Development, Positive Behaviour Support, Human Rights and Advocacy. Guest Lecturing in Academic Institutions in Ireland. One student placement offered each year for a period of 9 months.

- Committee Membership: Saint John of God Research Board, Psychology Committee, Quality Steering Committee, Psychology Society of Ireland, Psychological Society of Ireland, Division of ABA Committee; British Psychological Society, Intellectual Disability Research Committee, Positive Behaviour Support Committees and Human Rights Steering Committee; local Human Rights Committees; Physical Intervention Forum;
- Behaviour Specialist Forum. This forum provides practitioners with an opportunity to review current issues in positive behaviour support, share resources, discuss current research and serves as an education and information sharing platform for new ideas.

GOALS 2011

1. Train 50 staff in Positive Behaviour Support; 'Multi-Element Behaviour Support- A short Course'.
2. Invite students who have deferred to register for completion of the longitudinal training course.
3. Invite past students to register for an additional 5 ECTS in MEBS.
4. Deliver the new module on 'Case Work and Mentoring' in Spring 2011.
5. Provide training in the Supervision and Mentoring of Behaviour Support Plans, Introductory day(s) on Positive Behaviour Support, Systematic Instruction, Positive Futures Planning and Periodic Service Review.
6. Register students for an e-learning course in Positive Behaviour Support.
7. Support projects under the 'Emerging Voices Initiative 2011'
8. Provide individual consultation services in Positive Behaviour Support.
9. Access funding for projects.
10. Provide a workshop for families on Positive Behaviour Support.
11. Conduct two pieces of research and prepare them for publication.

Callan Institute addressed 100% of the goals identified in 2010. 60% of goals were achieved and the remaining goals are currently being worked on. A workshop for parents and a conference were cancelled and Callan Institute web site is still being developed. Callan Institute hopes to meet 85% of its goals in 2011.

FUNDING STATEMENT 2010

Expenditure	2010	2009	2008
Pay	392,503	432,262	549,698
Non-Pay	114,998	170,220	178,501
Total Expenditure	507,501	602,482	728,199
Less: Sundry Income	91,399	125,964	207,103
Net Expenditure	416,102	476,519	521,096

The principal source of revenue funding to Callan Institute is the allocation from the HSE to Saint John of God Community Services Ltd. This is augmented by income received from fees for individual casework, training courses, conferences and grants.



Saint John of God *Hospitaller Services*
**Callan Institute for
Positive Behaviour Support**

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www.sjog.ie

Callan Institute for Positive Behaviour Support is a consultation and training service. It promotes the use of effective non-aversive methods to enable individuals who present with behaviours that challenge to be present and participate in the life of their community.

Provincial & Council

Brother Laurence Kearns, O.H., - Provincial
Brother Gregory McCrory, O.H;
Brother Barry Larkin, O.H;
Brother Aloysius Shannon, O.H;
Brother Ronan Lennon, O.H;

Intellectual Disability Services

Saint Augustine's School, Dublin
Saint John of God Carmona Services, Dublin
Callan Institute for Positive Behaviour Support, Dublin
Saint John of God Kerry Services
Saint John of God Kildare Services
Saint John of God Menni Services, Dublin
Saint John of God North East Services, Louth, Meath & Monaghan
Saint John of God Association, Northern Ireland
STEP Enterprises, Dublin

Hospice for Children

Suzanne House, Dublin

Mental Health Services

Saint John of God Hospital, Dublin
Cluain Mhuire Community Mental Health Services, Dublin
Saint John of God Lucena Clinic Services, Dublin & Wicklow
The Granada Institute, Dublin

Pilgrims Guesthouse

Saint Joseph's at the Shrine, Knock, Co. Mayo

Housing

City Gate, Dublin
Saint John of God Association, Northern Ireland

Older People

Saint Joseph's Centre, Dublin
Saint John of God Association, Northern Ireland

Overseas

Saint John of God Community Services, Malawi, Africa
Saint John of God Community Services, New Jersey, USA
Holy Family Rehabilitation Centre, Monze, Zambia (Funded by the Irish Province)

Auditors: PricewaterhouseCoopers, Wilton Place, 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