

# **Feats, Foils & The Future**

## *20 years of PBS in a Large Scale Service Setting*

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# Outline

1. Starting Point
2. Particular Case Training
3. Audit & Evaluation
4. Developments
5. Current Challenges

# 1. Our starting Point: 1994

- 2,000 Service Users with ID
- 10-15% with behaviours of concern,  
(Emerson et al, 2001)
- Strong base in medical model
- Culture of Emergency Management training

# Initial Drive:

- Care – Compassion – Respect
- Institute of Applied Behaviour Analysis
- Multi Element Behaviour Support



## 2. Particular Case Training Model

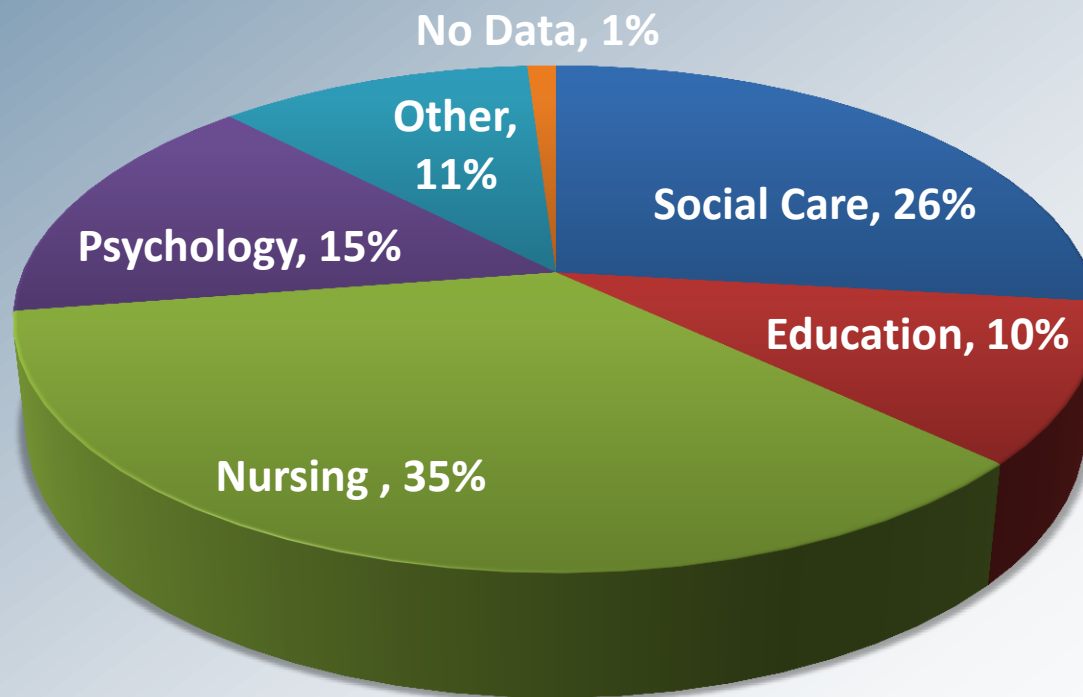
- 6 modules over 9 months
- Blend of classroom teaching and in-service application
- Accredited by
  - Dublin Institute of Technology (MA Module)
  - An Bord Altranais (Irish Nursing Board)
  - Psychological Society Of Ireland

# Benefits

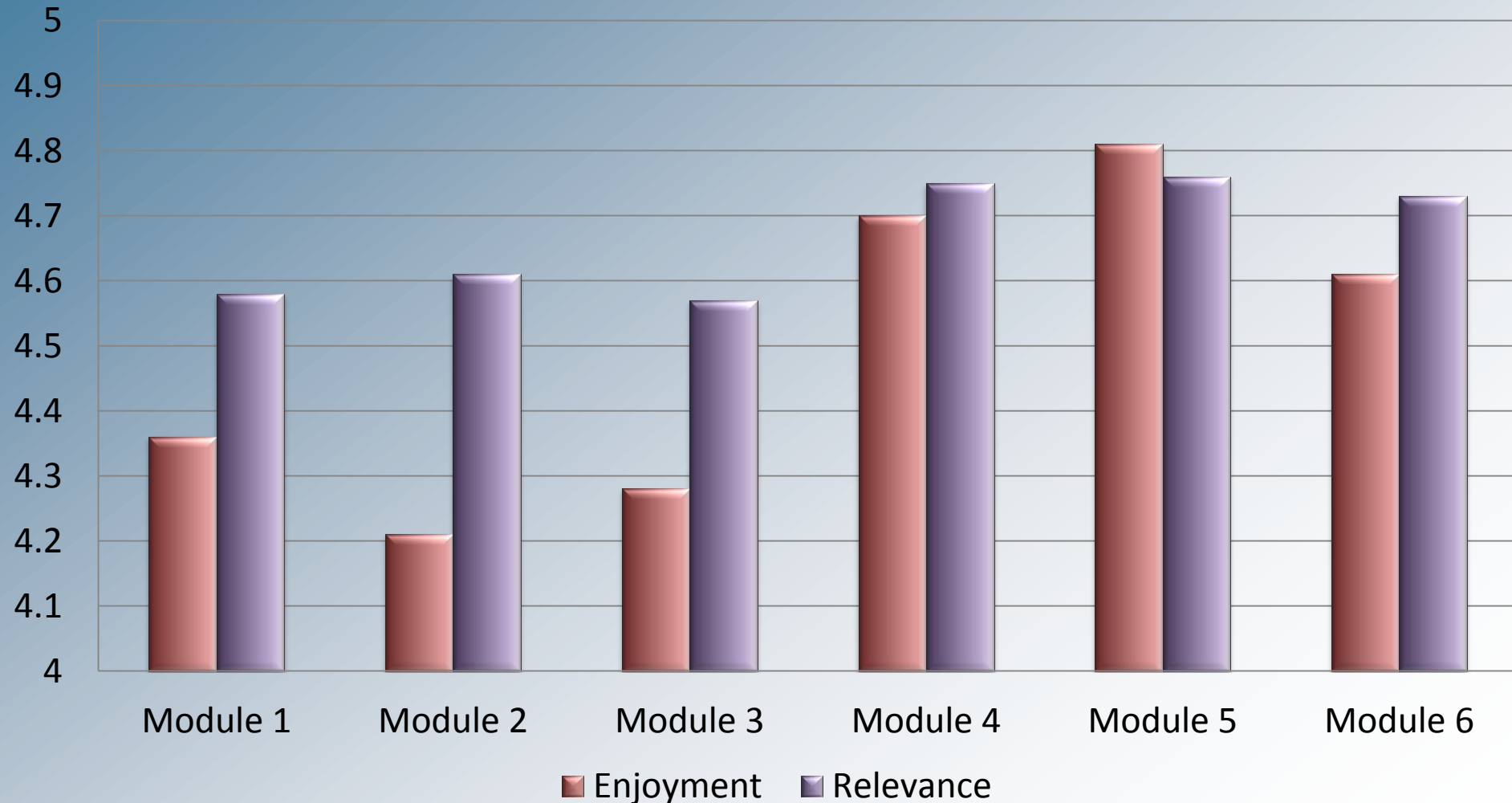
- On-the job training using referrals
- Speed of Response
- Generalisation of Skills
- Solutions in situ
- Contextually based solutions
- Driven by local teams

# Training Evaluation (2007)

Professional Background of Participants (n=100)



# Student Experience (n=100)



# McClellan et al (2005)

- “significant improvement in 77% of cases at an average follow-up of 22 months after implementation of support plans”
- “the behaviour support plans designed by direct caregivers were at least as effective as those designed by psychologists”

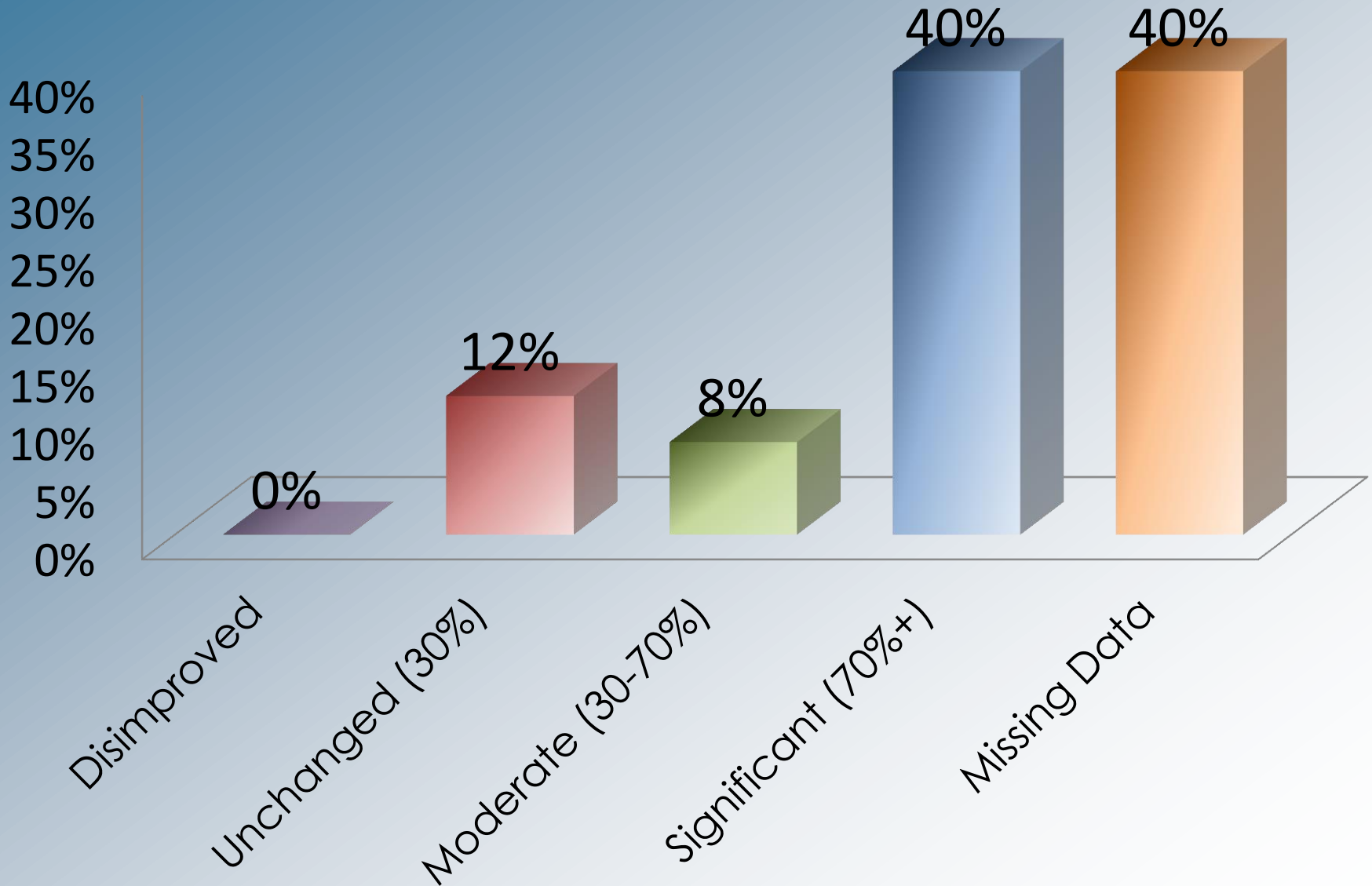


"The management feel you've been resting on your laurels of late."

## 3. Audit of plans (2007)

- Maintenance
- Evaluation
- Clinical Governance

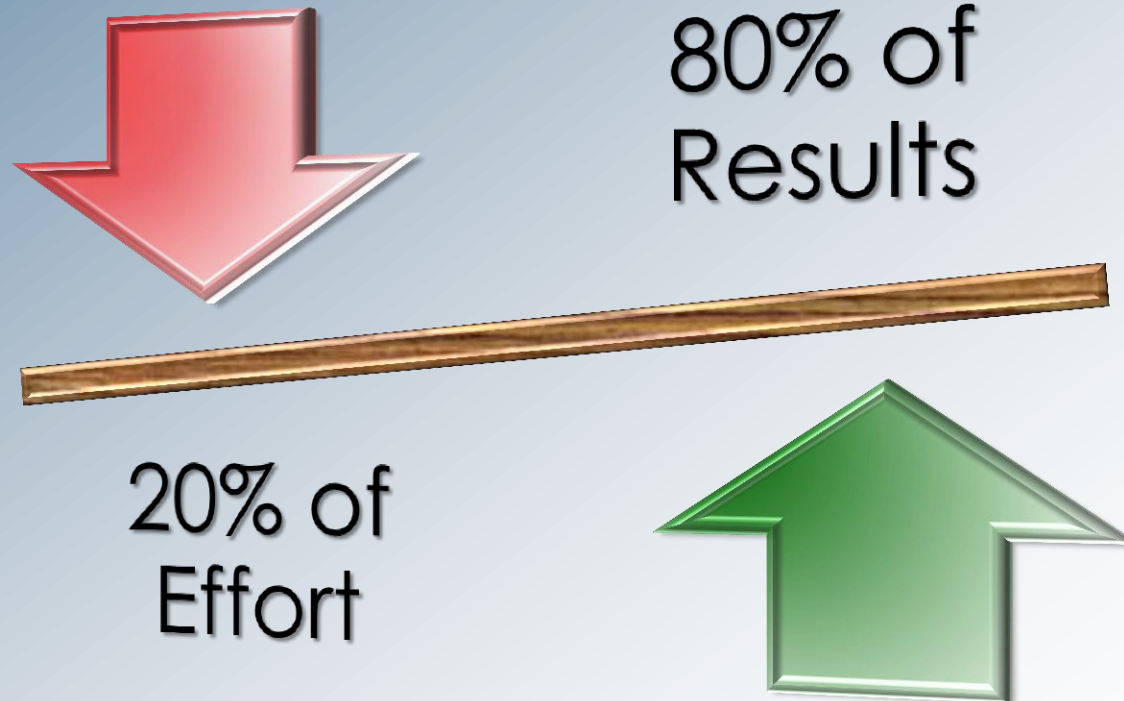




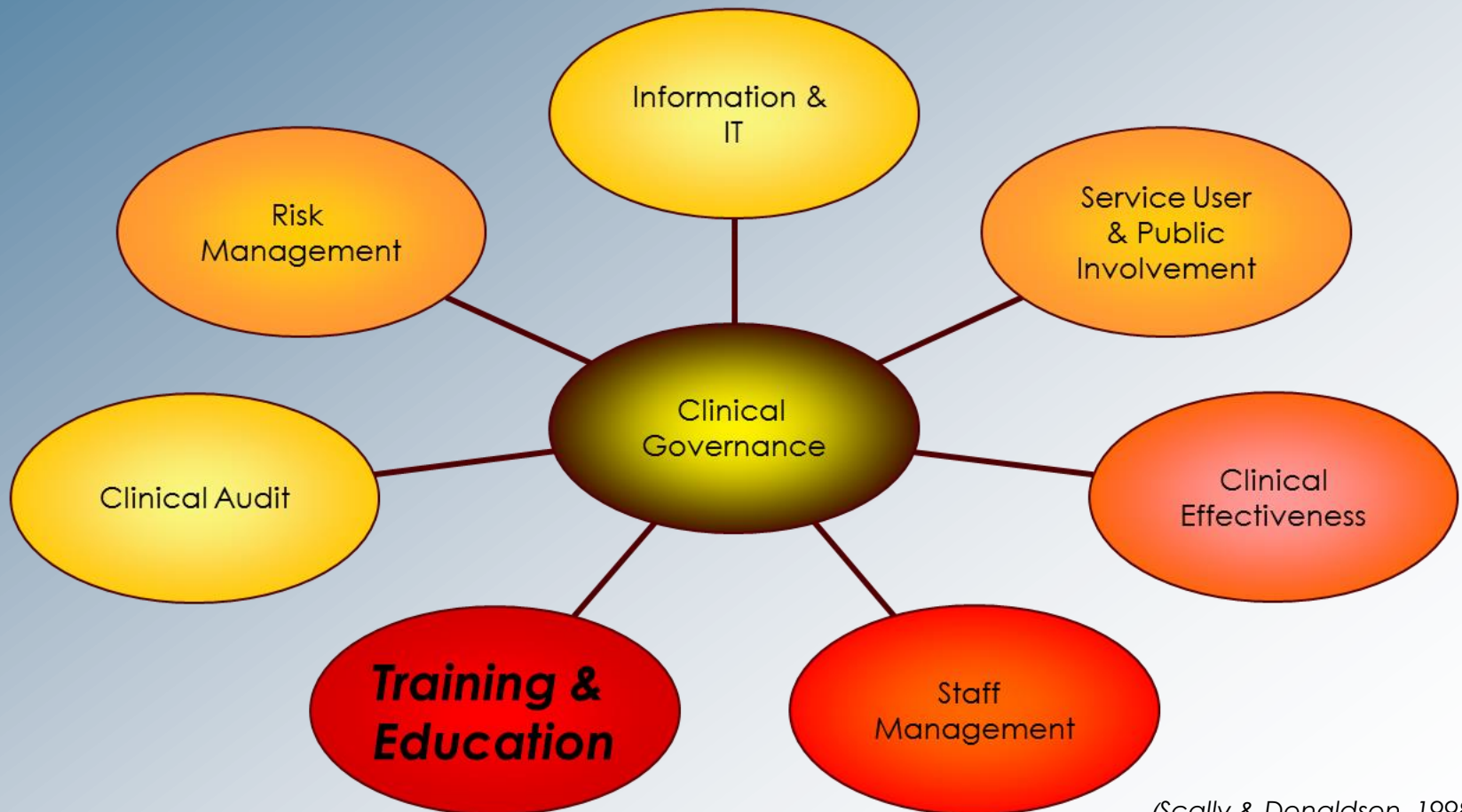
# Concerns

- 63% didn't know if formal consent was granted
- Only 53% were able to confirm a Person Centred Plan was in place
- Only 18% of plans were in place with active review (82% *unmanaged*)
- 47% weren't sure where the plan was
- 20% could produce a plan that had an assessment and hypothesis of function.

# The Pareto Principle (1896)



# Clinical Governance

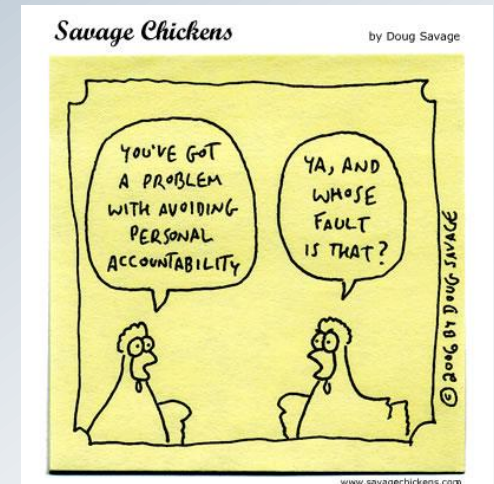


## 4. Developments

- Particular Case Training
- Other Training
- Clinical Governance
- Conceptualising Behaviour Support

# Developments in Particular Case Training

- Line supervision
- Mentoring
- Clinical supervision
- Accountability from the service
- Scope of practice agreement



# Developments in training

- Online
- Social Media
- Training in context

The collage consists of four main components:

- YouTube Video:** A video thumbnail titled "Creating a Positive Learning Environment" with the subtitle "Theme 2 - Setting up for Structured Learning". The video is from the Callan Institute channel.
- Facebook Page:** A screenshot of the Callan Institute Facebook page, showing the profile picture, cover photo, and a post about a "Kids Timer" app.
- Course Page:** A screenshot of a course page for "Positive Behaviour Support". It features a video player, a progress bar, and a "Positive Behaviour Support" logo. The page includes a "Up Next" section with recommended videos and a "Lessons" section.
- Course Administration:** A screenshot of a course administration interface, showing a sidebar with options like "Course administration", "Enroll me in this course", "Grades", "Question bank", and "Switch role to...".

# Predictability & Structure

- Have you a plan for the day?
- How does the student know the plan?
- Are activities the right length?
- Are there nice things to look forward too?



## This Weeks' Goals:

Individual timetables will be on each student's desk daily.

Students will use the 'finished box' themselves

*"Good teaching is one-fourth preparation and three-fourths pure theatre" (Gail Goodwin)*



# Developments in Clinical Governance

- Local team taking responsibility
- Routing referrals through appropriate clinical channels
- Provision of Supervision (group & individual)
- Provision of mentoring for staff (PBS Clinics)

# Developments in Conceptualising Behaviour Support



On the bright side, deforestation made it a lot easier for little red riding hood to find grandma's house.

**BEFORE**

**PBS**

**Emergency  
Management**

**Psychiatry**

**Person  
Centred  
Planning**

NOW

**Tier 3**

(Intensive  
Individual  
Intervention)

**Tier 2**

(Targeted Group  
Intervention)

**Tier 1**

(Universal Intervention)

Person Centred Planning

## 5. Current Challenges

- What do we need to provide? How to identify good practice.
- Build teams that can deliver. 'Grandfathering' in existing behaviour support practitioners & supporting staff with ABA training
- Establishing clinical governance (sessional support, supervision)
- Creating a culture of Positive Behaviour Support

# Lessons Learned

1. **Start small** – pilot projects & keep it manageable
2. **Think Team** – we don't need all the skills in one person
3. **Select champions** – make friends & allies
4. **Be informed** – What is going on elsewhere?
5. **Be true** – What *should* we do?
6. **Be flexible** – What *can* we do?



# References

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