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Today's Presentation

• How states are focusing on interagency tertiary systems to
  – Leverage limited funds for PBS
  – Encourage better service coordination
• How statewide evaluation can expand beyond single projects
• Learn more about how Medicaid funds can be used to support PBS

Expanding the Triangle to Community-based Organizations

- Community-wide Behavior Support Systems
  - Intensive, Individual Interventions
    - Children with intense needs
    - Assessment-based
    - High Intensity
  - Targeted Group Interventions
    - Some children (at risk)
    - High efficiency
  - System-wide Interventions
    - All children
    - Preventive, proactive
    - Broad community focus

- School-wide Behavior Systems
  - 1-5%
  - 5-10%
  - 80-90%

Adapted from Sugai, 2002
Tertiary Training Systems that Encourage Home, School, and Community Planning

Intensive, Individual Interventions
- Children with intense needs
- Assessment-based
- High Intensity
- Appropriate for professionals across agencies and systems

Adapted from Sugai, 2002

Community-wide Behavior Support Systems
School-wide Behavior Systems

80-90%
5-10%
1-5%

Assumptions About Tertiary Supports
- Interagency collaboration is essential in PBS planning
- Plans should be implemented across settings
  - Home
  - School
  - Community
- Training professionals to facilitate tertiary PBS can occur across services with
  - Generalization examples
  - Conceptual knowledge and applied experience
  - Regional interagency teams can learn PBS together

Assumptions of Statewide PBS
- Multiple funding streams are used in the state to encourage scaling up and scaling out
  - One funding stream is not sufficient to support a three tiered prevention model for all education and human service agencies
- Some areas of the state are more difficult to reach via networking
- Systems change is nonlinear in nature
- Different viewpoints about PBS depending upon stakeholder groups
  - Program-wide PBS
  - School-wide PBS
  - PBS in adult service
  - Family services
Example: Funding for PBS in Kansas

- Kansas Institute for Positive Behavior Support
  - Tertiary training and certification program
  - Major focus is to train professionals how to facilitate PBS plans
  - Professionals trained can be reimbursed for PBS services for children 0-21

- Schoolwide Positive Behavior Support (SWPBS)
  - Consortium of 9 districts and 61 schools
  - Self-organizing group interested in PBS

Example: Funding for PBS in Kansas

University of Kansas research and technical assistance projects
- Beach Center on Family and Disability
- Juniper Gardens Children’s Project
- Wayne Sailor and his colleagues

Individual organizations promoting applied behavior analysis and PBS
- Community Living Opportunities
- The Arc of Kansas

A number of organizations are funded to provide training in PBS
- Project Stay (applied behavior analysis)
- Multi-tier System of Supports
- Kansas Infant Training System
- Program-wide demonstrations (Linda Broyles at SEK)

What We Know From Systems Change

Effective systems change...
- Includes top-down and bottom-up strategies
- Champions are needed at different levels within the system
- Relationships are the key to effective change
- Leaders are needed at all levels of systems
- Communication feedback loop systems are established at each level of the system
  - School
  - District
  - State
What We Know From Systems Change

- Values are driven by systems we create
- Commitment to deep learning through data
  - Failure is seen as an opportunity for improvement
  - Go beyond surface level to more complex issues
- Importance of networking with other organizations
- Commitment to both long and short term goals is necessary
  - We often focus on immediate crises or reactive problems
  - Longer term planning requires discipline
- Sustainability is not a linear process
  - Energy for change is cyclical

Assumptions About Going to Scale

Criteria for Establishing Effective Trainings include...

- Department Buy-in
- Infrastructure
- State Coordinator
- Vision
- Action Plan
- Logic Model
- Funding
- Evaluation and Tools
Examples of States Moving Forward with Interagency Tertiary Planning

- **Missouri**: Statewide Interagency Planning team has formed to….
  - Design tertiary curriculum for professionals who will facilitate PBS planning
  - Education, developmental disability, mental health agencies are building a logic model

- **Alaska**: Designing a tertiary training program that is linked to Medicaid reimbursement
  - Billing for PBS in school and community settings
  - Training focused on developmental disability, education, and mental health systems

Examples of States Moving Forward with Interagency Tertiary Planning

- **Virginia**: Medicaid training and certification system for PBS for professionals working in different agencies and systems

- **Kansas**: Training and certification system linked to the state plan
  - Professionals trained can be reimbursed for PBS services in family and community settings
  - Professionals trained include education, mental health, developmental disabilities, and children and family services

Moving Beyond Single Funded Programs

Networking and Systems Change Efforts That Will Assist States in Blending, Leveraging, and Expanding PBS
PBS Networking Assumptions

• There will be multiple leaders in a state
• Different PBS training infrastructures are in place
  – Different systems require different evaluation tools and processes
• Major focus when working in this context:
  – Encouraging fidelity of implementation
  – Unified definitions of fidelity of implementation
  – Commitment to working together to build standards
  – Evaluation systems that monitor and support high quality PBS within the state
• Statewide planning must be sensitive to issues related to control
  – Perceptions that one group is directing all state efforts
  – Agendas for interagency meetings are consciously set by all stakeholders

Statewide Social Networking

• Groups of people are scattered across the KS who are interested in PBS
• Individual organizations and training programs are champions of PBS
• Some colleges and universities train students in PBS
• There are no ways in which these people can connect and form networks
• Champions in the system are needed to connect people

• All networking systems have similar properties
  – Internet
  – Social organizations
  – Businesses
• Learn from networking field and begin building interagency collaboration
Find Champions of PBS Across the State

• Conduct a statewide assessment of PBS
  – Higher education
  – Human services
  – Education
  – State and regional levels

• Identify self organizing systems supporting PBS
  – Statewide school-wide PBS
  – Program-wide PBS
  – Individual agencies
  – Individuals

Networking: First Steps Include Finding PBS Implementers Across the State

PBS-Kansas: Forming an Initial Social Network
PBS-Kansas: Expanding Communication Networks via Regional Planning (SE KS)

Statewide Self-assessment

- Plot district leadership teams that are moving to tiers 2 and 3 across the state
- District teams may form important communication hubs
- Form regional meetings that are dedicated to an interagency agenda
  - Purpose of meeting is not for the benefit of any one organization
  - Ownership of meetings are held at the interagency level
**District-wide Model for SWPBS**

- Funding
- Visibility
- Political Support
- Tier 3 Interagency System
- Leadership Team
- Active Coordination
- Training
- Coaching
- Evaluation
- Behavioral Expertise
- Local School Teams/Demonstrations

**School-wide Positive Behavior Support and KIPBS**

- Consortium of districts implementing SWPBS
  - 8 districts, 49 schools implementing trained using same systems
- Additional district joins consortium in 2009
  - 9 districts, 61 schools
- Networking systems
  - District coordinator meetings
  - District host trainings (contract with KU goes to one district)
  - Inter-rater agreement system for connecting training across districts

**Kansas SWPBS District Model**

**District Leadership Team Tertiary Support**

- 2-3 meetings to establish action plan in year 1
- 1-2 meetings in year 2 to support in second year for tertiary
- Monthly district coordinator phone meetings
- 1-2 onsite full day meetings for district coordinators
- District leadership team assesses behavioral expertise within the district
- Assumption: It takes 1-3 years to be confident in facilitating highly complicated tertiary plans
Tertiary Level Systems Assessment

- Initiated by the district leadership team
- Leverage limited behavioral expertise
- Create format for interagency collaboration
- Focus on plans needing home, school, and community interventions
- Tertiary self assessment and action planning tool
  - Draft copy in development

Example of Networking with SWPBS Systems

- Districts are currently implementing SWPBS in the same county
  - 3 districts are part of same consortium
  - 1 district implementing SWPBS separately
- One district has a few schools moving into tiers 2 and 3
- Interagency planning may be more effective when all three district leaders can work with their county level leaders together
- One district just starting SWPBS has already formed an interagency team and this group in learning more about hosting this planning
PBS-Kansas: Connecting Different Types of Hubs to Overall Planning

Connecting SWPBS Networking to Interagency Networking Systems

Evaluation and Statewide Planning
Logic Models

Short term and Long term Accountability...
• Explain what your project is all about
• Holds us accountable to what we said we were trying to achieve
• Helps build a team-based process for leading a project
• Provides a way to make decisions
  – Does an activity fit within the logic model?

Goal in Kansas: Unify Data Systems at the State Level
• All projects develop logic models to guide progress
  – Schools
  – Districts
  – Organizations
  – State PBS implementation efforts
• All logic models are directly linked to the PBS-Kansas logic model
### Fidelity of Implementation: Schools

**Systems Level Evaluation**  
(Data collected to evaluate overall implementation)  
- EBS Leadership Team Checklist (team self-assessment)  
- School-wide Evaluation Tool (SET) (Objective/research tool)  
- Tier 2 & 3 Self-assessment  
  - Office discipline referrals (ODRs), suspension, expulsions, etc.  
  - Academic data school-wide  
  - Targeted group intervention data  
  - Staff turnover  
  - Number of positive referrals

**Individual Level**  
(Data collected at individual student level)  
- Individual Student Evaluation Tool (ISSET) (Objective/research tool)  
- KIPBS PC-PBS Checklist  
- KIPBS Impact Assessment  
  - Empirical vs. anecdotal  
  - Baseline/intervention data for both problem behavior and replacement behaviors  
  - Contextual Fit Survey  
  - Quality of Life Survey  
  - PCP/wraparound satisfaction Survey  
  - Academic data individual

### Fidelity of Implementation: Adult Residential Supports

**Systems Level Evaluation**  
- PBS Kansas Organization-wide Planning Checklist (self-assessment)  
- Modified Tool based on SET (Objective/Research tool)  
- Outcome Measures including:  
  - Incident reports  
  - Number of referrals for PBS tertiary supports  
  - Pre-post measures of PBS knowledge  
  - Documentation review (crisis, restraint, abuse/neglect allegations)  
  - Staff turnover

**Individual Level**  
- KIPBS tertiary systems evaluation tool  
- KIPBS PC-PBS Checklist  
- KIPBS Impact Assessment  
  - Empirical vs. anecdotal  
  - Baseline/intervention data for both problem behavior and replacement behaviors  
  - Contextual Fit Survey  
  - Quality of Life Survey  
  - PCP/wraparound satisfaction Survey
Evaluation Occurs at Different Levels of the System

- Statewide planning in KS
  - Social and Rehabilitation Services is working on a system for all services and agencies to report data using the same definition of quality of life
  - KIPBS is now conducting state level evaluation of person-centered planning/wraparound and behavioral support systems
  - Kansas Department of Education summarizes Multi-tier System of Supports (MTSS)
- PBS-Kansas evaluates progress
- SWPBS Consortium summarizes progress
- Kansas Institute for Positive Behavior Support
- Districts summarize and report evaluation data

Inter-rater Agreement System Example: School-wide Evaluation Tool (SET)

- District Coordinators are trained to conduct the SET
- One lead inter-rater agreement person is paired with all District Coordinators
- All District Coordinators must achieve 75% or higher agreement levels compared to KIPBS staff person
- District Coordinators collaborate by conducting 1-2 sets in neighboring district
- Internal and external evaluation systems are in place showing consistent response patterns

Please Visit www.kipbs.org to see Evaluation Data Examples

Go to the link on the home page that says “KIPBS Tools and Evaluation Data”
Next Steps for PBS-Kansas

- Create state level evaluation summaries that show progress made in PBS
  - How behavioral support is being provided
  - Effectiveness of PBS training programs
  - Districts, schools and organizational evaluation data
  - Aggregate data across individual PBS plans using similar fidelity of implementation data

Example of Networking in Kansas

Nonlinear methods for encouraging collaboration in Kansas: First Steps for Mapping Networking

KIPBS Facilitator Map
2003-2004: Cohort 1
2006-2007
KIPBS Cohorts 1-4 & SWPBS School Teams

2009-2010
KIPBS Cohorts 1-7 & SWPBS School Teams

PBS-Kansas Regional Planning
Regional Planning in Kansas
Innovative minds see limitations as new frontiers.

PBS Regional Capacity Building
• “Nodes” connecting together
  – KIPBS Students/Instructors/Facilitators
  – PBS Kansas members from the same regional areas
• “Scattered Fragments”
  – i.e. Head Start, SWPBS, MTSS, Individual PBS Plans increasing, service expansion
• Networking began & planning groups emerged

Southeast Kansas
• Initial meeting November 2009
• 8 Core Committee Members (Head Start, Special Education, Kansas Parent Information Resource Center, KU)
• Online Survey
• Second meeting February 2010
• Televideo with PBS Kansas March 2010
South Central Kansas

- Initial meeting February 2010
- 25 attendees (MR/DD, Mental Health, School districts, Families Together)
- Televideo with PBS Kansas March 2010

Brainstorming/Guiding questions

- What issues are important to you related to PBS?
- Why did you decide to attend this meeting?
- What networking opportunities would help you further your PBS efforts in your community?
- What topic areas are of interest (early childhood, DD, Mental health, school, Community)?
- What are your opportunities/strengths and challenges in your area?

PBS Planning in Texas

- Diverse state
- Large agencies
- Competing PBS providers
- Former PBS Kansas members
- Recruited participation from current TX APBS members
- Definitely a need to identify PBS activities throughout the state
PBS Planning in Texas

- Began meeting in late 2009
- Around 12 active members
  - University professors
  - Individuals from the local education service center
  - Individuals from non-profit organizations
- **Mission:** The APBS Texas network seeks to increase the awareness of positive behavior supports and promote the use of proactive evidence-based strategies to meet the social and emotional needs of all Texans by partnering across systems to enhance behavioral expertise and use new and existing resources in an efficient, effective manner.
- **Goals:**
  - Promote awareness and knowledge of PBS, including services, events, and resources for supporting individuals across the lifespan.
  - Communicate across systems to facilitate interagency collaboration of events, projects, planning efforts, and agencies.
  - Identify resources to sustain the APBS Texas network and fund activities and initiatives.

Medicaid Funding and PBS

Examples and Question and Answer Session

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