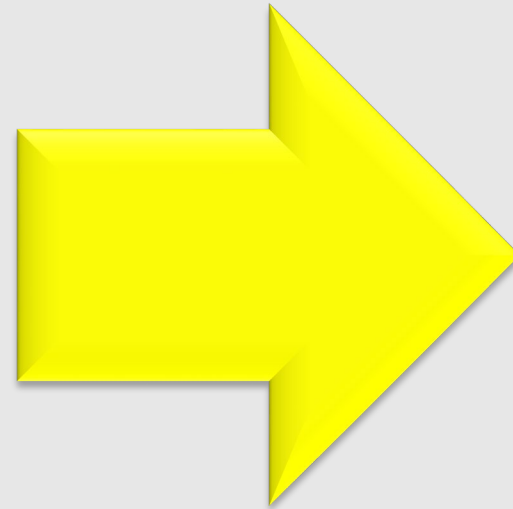


# HOW TO SUSTAIN PBS WITHOUT MAGIC IN PSYCHIATRIC FACILITIES & COMMUNITY SETTINGS

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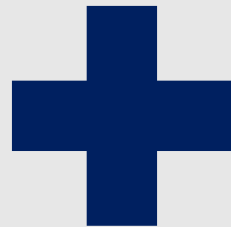
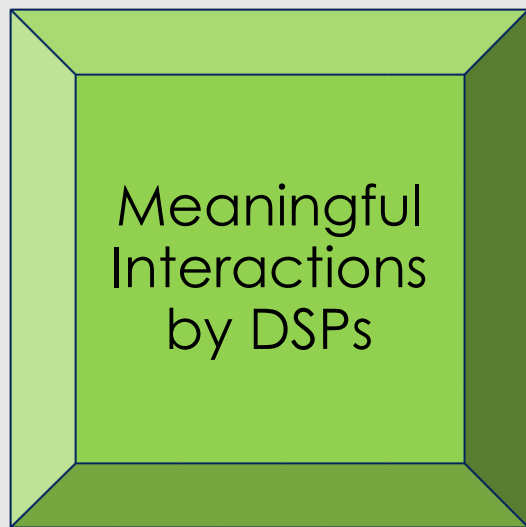
# Common barriers across settings

Poor staffing ratios  
Competing job tasks  
Burnout



 Quality work  
Dangerous Situations   
 Meaningful Interactions

# PBS Program



# Sustainability

HUGE struggle in all settings following withdrawal of behavior analyst

# What did we do?

## Entire Systems Approach

- Make it easy
- Collect more data
- Make data meaningful
- Group contingencies for staff
- Positive consequences for staff

# What did we do?

- Written procedures in policy
- Participation from all stakeholders
- Feedback more meaningful

# Supervisor's Check Sheet

For each MORNING, and AFTERNOON period, 1 15-minute period should be randomly observed to ensure that staff are engaging in meaningful interactions with clients. Initial in the box to the left. Record the staff member observed, whether that staff member required additional teaching to successfully complete procedure, and if supervisor delivered the training by modeling the correct action. Team Leader, Program Nurse Manager, FRSIII or ward RN are responsible for ensuring these checks are completed and the sheet is filled out in entirety. All Team Members are responsible for assisting with checks. Night periods will be added at a later phase once supervision is available.

Date	Morning 7a-1p				Afternoon 1p-7p			
	Supervisor Initial	Staff Observed	Time Observed	Required Teaching	Supervisor Initial	Staff Observed	Time Observed	Required Teaching
				Y / N				Y / N
				Y / N				Y / N

# Supervisory Checks Public Posting

## Completed Supervisory Checks

Date	4/1/2018	4/2/2018	4/3/2018	4/4/2018	4/5/2018	4/6/2018	4/7/2018	% of all Periods Completed	<b>85.7%</b>
Week 43	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday		
<b>Morning 7a-1p</b>	Fred		Fran	Fred	Frank	Fin	Fabio	<b>Completed Most Checks</b>	
<b>Afternoon 1p-7p</b>	Francesca		Fin	Fred	Fred	Fran	Frankie	Fred	

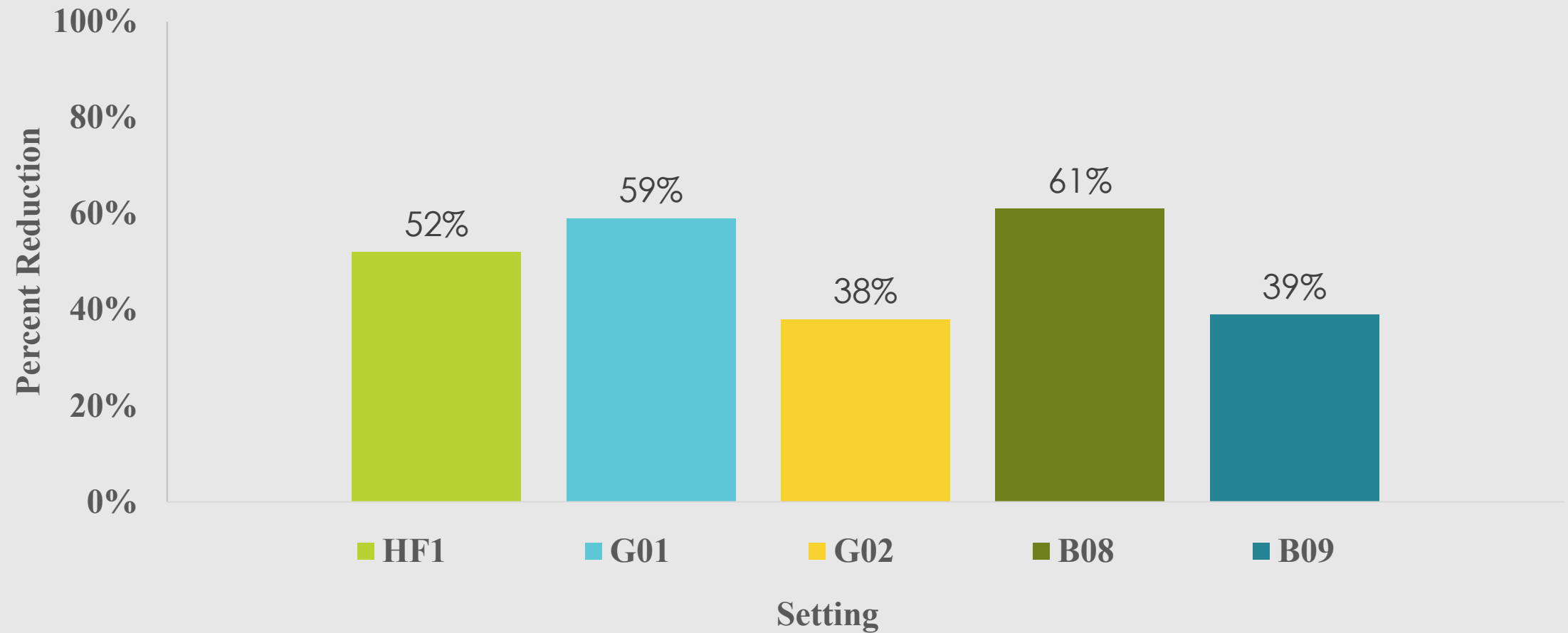


# What happened?

- Treatment integrity went up
- Staff satisfaction went up
- Challenging behavior went down

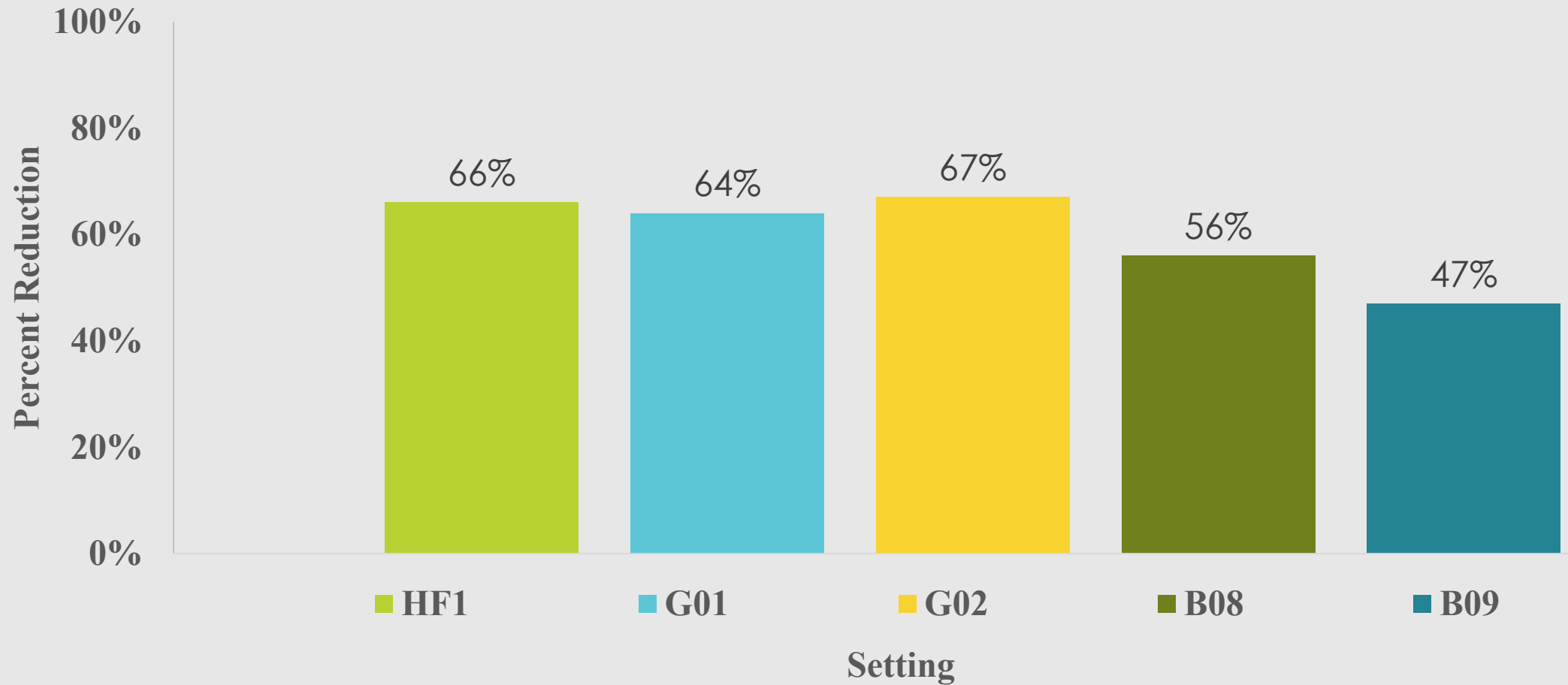
# Data

Percent Reduction of Behavioral Incidents Across Forensic Psychiatric Settings



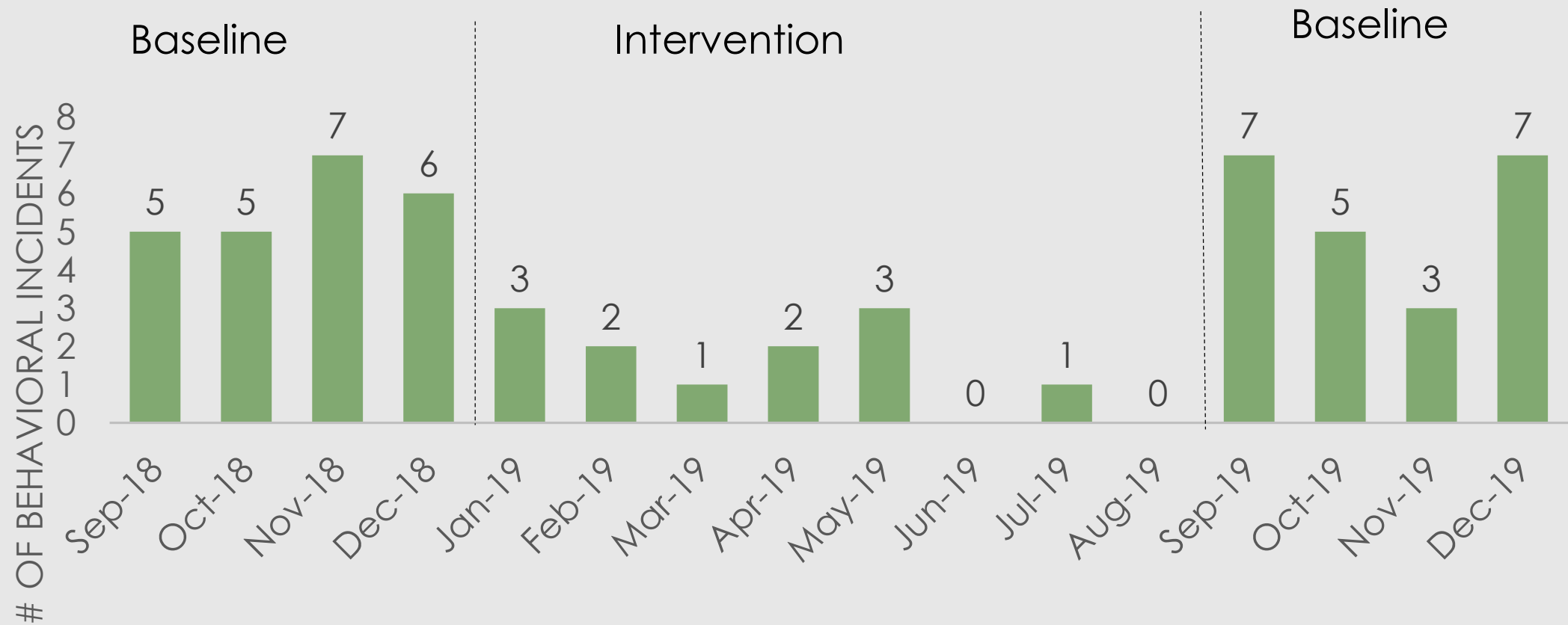
# Data

**Percent Reduction of Physical Altercations with Staff Across Forensic Psychiatric Settings**



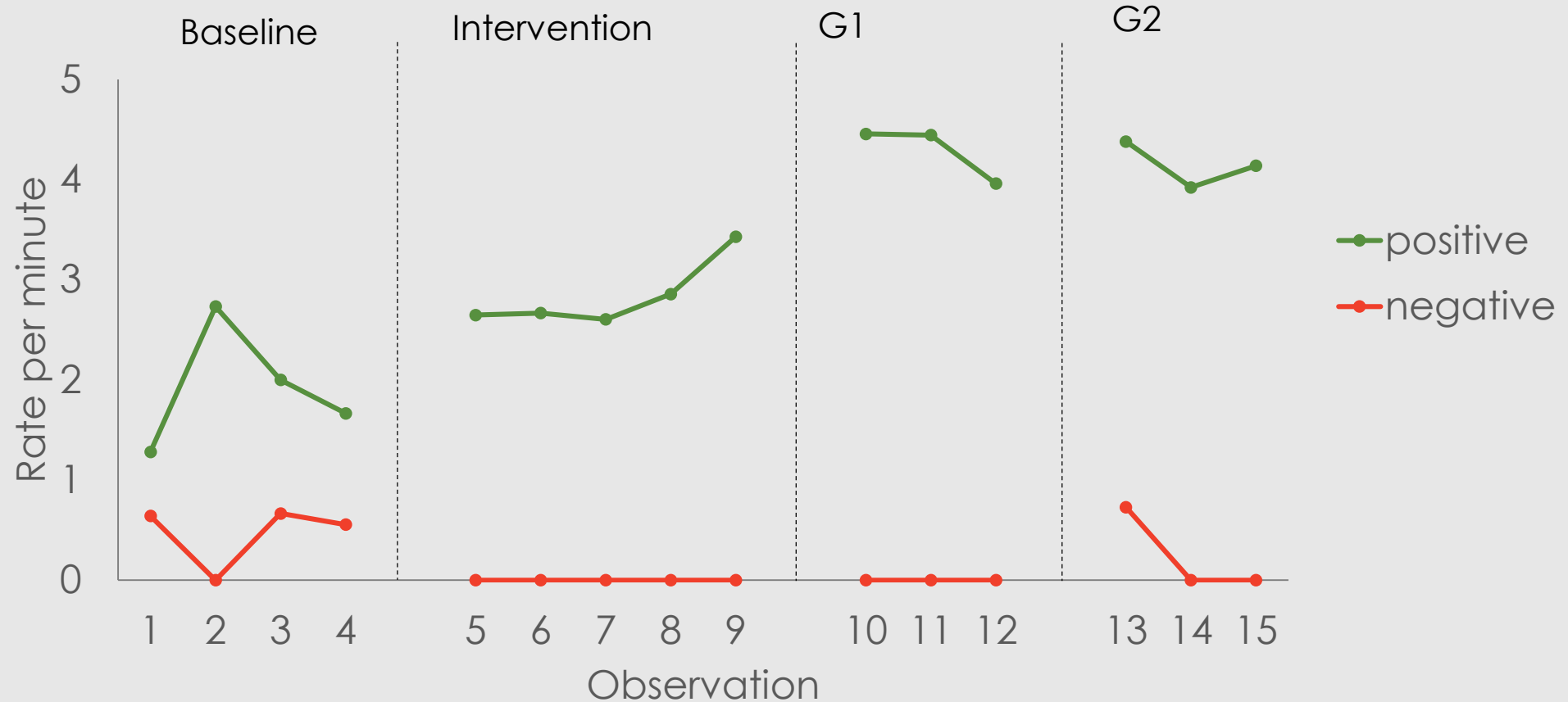
# Data

Number of behavioral incidents over time in group home & ISL implementing PBS Program



# Data

Fred's Type of Interactions with DSPs



# What did staff in the forensic psychiatric facilities say?

- Supervisors said their relationship with DSPs was stronger but the program was difficult to find time for
- DSPs rated supervisors as more competent, understanding & approachable & said the program was easy to do

# What did staff in the community residential organizations say?

- Supervisors said their relationship with DSPs was stronger & the program was easy to do
- DSPs rated supervisors as more competent, understanding & approachable & said the program was easy to do

# Next steps

- Utilize technology for observations & feedback
- Virtual check ins with admin & lead for rural areas



# Q&A



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