Common barriers across settings

- Poor staffing ratios
- Competing job tasks
- Burnout

- Quality work
- Dangerous Situations
- Meaningful Interactions
PBS Program

Meaningful Interactions by DSPs + Observations & Feedback by Supervisors = Safer Environment & Better Quality of Life
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
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.

<table>
<thead>
<tr>
<th>Date</th>
<th>Supervisor Initial</th>
<th>Staff Observed</th>
<th>Time Observed</th>
<th>Required Teaching</th>
<th>Supervisor Initial</th>
<th>Staff Observed</th>
<th>Time Observed</th>
<th>Required Teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Y / N</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Y / N</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Y / N</td>
</tr>
</tbody>
</table>
## Completed Supervisory Checks

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 43</td>
<td>Sunday</td>
<td>Monday</td>
<td>Tuesday</td>
<td>Wednesday</td>
<td>Thursday</td>
<td>Friday</td>
<td>Saturday</td>
<td>85.7%</td>
</tr>
<tr>
<td>Morning</td>
<td>Fred</td>
<td>Fran</td>
<td>Fred</td>
<td>Frank</td>
<td>Fin</td>
<td>Fabio</td>
<td></td>
<td>Completed Most Checks</td>
</tr>
<tr>
<td>7a-1p</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Afternoon</td>
<td>Francesca</td>
<td>Fin</td>
<td>Fred</td>
<td>Fred</td>
<td>Fran</td>
<td>Frankie</td>
<td></td>
<td>Fred</td>
</tr>
<tr>
<td>1p-7p</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What happened?

- Treatment integrity went up
- Staff satisfaction went up
- Challenging behavior went down
Percent Reduction of Behavioral Incidents Across Forensic Psychiatric Settings

- HF1: 52%
- G01: 59%
- G02: 38%
- B08: 61%
- B09: 39%
Data

Percent Reduction of Physical Altercations with Staff Across Forensic Psychiatric Settings

<table>
<thead>
<tr>
<th>Setting</th>
<th>Percent Reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>HF1</td>
<td>66%</td>
</tr>
<tr>
<td>G01</td>
<td>64%</td>
</tr>
<tr>
<td>G02</td>
<td>67%</td>
</tr>
<tr>
<td>B08</td>
<td>56%</td>
</tr>
<tr>
<td>B09</td>
<td>47%</td>
</tr>
</tbody>
</table>
Data

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

Baseline

Intervention

Baseline

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td># Incidents</td>
<td>5</td>
<td>5</td>
<td>7</td>
<td>6</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>7</td>
<td>5</td>
<td>3</td>
<td>7</td>
</tr>
</tbody>
</table>

# OF BEHAVIORAL INCIDENTS
Data

Fred’s Type of Interactions with DSPs

Rate per minute

Baseline

Intervention

G1

G2

Observation

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

Rate per minute

positive

negative

G1 G2

Baseline Intervention
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

TERESA RODGERS, PHD, BCBA-D, LBA
Chief Behavior Analyst
Teresa.Rodgers@dmh.mo.gov

RHI EVANS, MS, BCBA, LBA
Statewide Targeted Prevention Coordinator
Rhiannon.Evans2@dmh.mo.gov