Positive Behavior Support Training of Direct Support Professionals in a Self-Directed Supports Model

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Self-Directed Supports (SDS) are a service delivery model for individuals and families who wish to exercise more choice, control and authority over their supports (Home & Community-Based Services 1915(c)).
Participants report receiving unique supports through SDS resulting in improved quality of life outcomes (Foster, Brown, Phillips, Schore & Carlson, 2003). The most significant finding repeatedly reported has been the increased sense of control and satisfaction that accompanies participation in self-direction (Matthias & Benjamin, 2008; Francis, Blue-Banning & Turnbull, 2015).
SDS is founded on the principles of self-determination. With SDS, the person with the disability or their designated representative (typically a family member) has employment authority.
Employment authority allows for the recruiting, hiring, training, managing, supervising, scheduling and terminating employees. Typically, personal assistants (PAs) or Direct Support Professionals (DSPs) are hired to provide physical, medical and/or behavioral supports.
The person with the disability or their designated representative is expected to provide the training needed to support the individual. They may be assisted by a community specialist or a behavior therapist.
Preparation for training staff begins with a detailed job description and a listing of skills needed to meet those job responsibilities.
Ron is looking for additional personal care assistance to support him in maintaining his mobility and staying engaged in activities that are meaningful to him.

He is 39 years old and has multiple disabilities that include cerebral palsy, intellectual disabilities and autism. He lives in a walkout basement apartment in his parents’ home in University City.

We need at least two additional staff to work six to fifteen hours a week. Three of Ron’s staff who have been with him 2-3 years are graduating and moving on December.

Job description is attached. Pay varies from $13 to $15 an hour based on education and experience.

If you are interested in looking at quality of life and aging-in-place for people with developmental disabilities, come and help us implement best practices.
Personal Care Assistant Job Description

**Bathing/Assisting in the Bathroom/Dressing:**
Provide Ron with physical and verbal prompts as needed according to task analyses for bathing and toothbrushing. Shave Ron with electric razor. Ron completes the toileting sequence independently except needing toilet paper placed to aim him for urination (while seated) and wiping. Provide Ron with minimal supports for undressing (e.g., helping with socks if stuck). Provide physical prompts as needed for dressing according to task analysis.

**Mobility:**
Provide stand-by assist when walking in the community. At home, provide stand-by assist when entering/exiting the tub, when using stairs and whenever walking barefooted. Assist with getting out of chair. Drive Ron to community locations; help transfer to wheelchair and push wheelchair as needed.

**Extension of therapies, care of adaptive equipment and exercise:**
Apply braces, stretching straps, and ice packs to feet as directed by guardian and/or physical therapist. Have Ron sit on bench twenty minutes a day. Engage Ron in PT exercises demonstrated by guardian or PT for ten minutes a day when he has not had PT or gone out into the community.
Meal Preparation/Assistance with meals:
Prepare healthy, high fiber meals and snacks engaging Ron in making choices and assisting with food prep as physically able.

Incidental Household cleaning and laundry:
Complete laundry and light housekeeping tasks as listed on weekly schedule.

Shopping:
Provide Ron with physical and behavioral supports while shopping in the community. Use Ron’s EBT card to buy fresh fruits and vegetables.

Banking/Budgeting: _
Keep receipts and track Ron’s monthly personal spending money in log.

Using Public Transportation:
Not applicable.
Recreational/Leisure/Socialization:
Provide Ron with physical and behavioral supports to access community recreational settings (Centennial Commons Recreation Center, Webster University swimming pool, community science and cultural events). Support Ron to be as independent as possible in accessing leisure activities at home (musical instruments, favorite videos and books, games, cooking activities). Support Ron in keeping in contact with friends through phone calls, letters and Facebook.

Other Activities to achieve Increased Independence, Productivity or Inclusion in the Community:
Provide Ron with physical and behavioral supports to engage in activities to the greatest degree that he is physically capable.
Typically, a support manual is developed that describes supports needed for activities of daily living, communication, vocational, recreational, and community supports.
Support Manual

Medical

Communication

Behavior
Self-Care

Domestic Routines

Community Routines
Leisure Activities

Work Routines

How to prompt (prompt hierarchies) and task analyses ▲ ▼
Training focuses both on the proactive principles of positive behavior support and the addressing of individual needs.
This may be done through online modules, a review of the person's individualized support plan, shadowing an experienced support staff or family member, viewing videos of activities being completed successfully and intermittent coaching.
Online Modules

APBS

OCALI

Abuse and Neglect Training
Outcome: Ron will be healthy and safe living in the community.
Goal: Ron will experience reduced pain, increased stamina and improved health.

Current Situation: Chronic pain from multiple medical conditions limit Ron’s participation in activities at home and in the community. Ron currently walks with physical assistance to move about his apartment and to transition from sitting to standing and standing to sitting.

Action Steps and Strategies:
Physical therapy services weekly to maintain mobility and follow-through by PA's as recommended by physical therapist. Ron will engage in an exercise routine as designed by the physical therapist for 15 minutes on days that he does not go out in the community.
Outcome: Ron will increase his independence and self-determination by engaging in meaningful activities at home and in the community with appropriate physical and behavioral supports.

Goal: Ron will increase his initiation and choice of activities at home.

Current Situation: Ron engages in an average of 7-8 activities per day ranging from 0-15 activities depending on health. Ron engages in chores when physically able.

Timelines, frequency and duration regarding completion of Personal Outcome and related goals:
Criteria/Justification: Ron will engage in five activities at home per shift when he is not engaged in community activities. Ron will engage in one household chore five days a week with staff support.
Outcome: Ron will increase his independence and self-determination by engaging in meaningful activities at home and in the community with appropriate physical and behavioral supports.

Goal: Ron will increase the amount of time he spends in the community.

Current Situation:
Ron averages one to four trips per month in the community.
Ron has the most difficulty when traveling when he is in pain. When he is not in pain, his behavior is appropriate 75-80% of the time when positive behavior supports are used.

Timelines, frequency and duration regarding completion of Personal Outcome and related goals:
Ron will engage in regularly scheduled community activities an average of one time per week.
When provided with positive behavior supports, Ron will engage in appropriate behavior when traveling in the car and during community activities 100% of the time.
Successful training is ongoing and includes allowing Direct Support Professionals to debrief when challenging behavior has occurred. It is also collaborative.
As Direct Support Professionals become more skilled and spend more time with the person they are supporting, they have insights into ways to prevent challenging behaviors from occurring, to teach new skills that meet the person's needs and how to intervene when challenging behavior does occur.
Regular team meetings allow for these insights to be shared among support staff and other members of the person's support network.


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