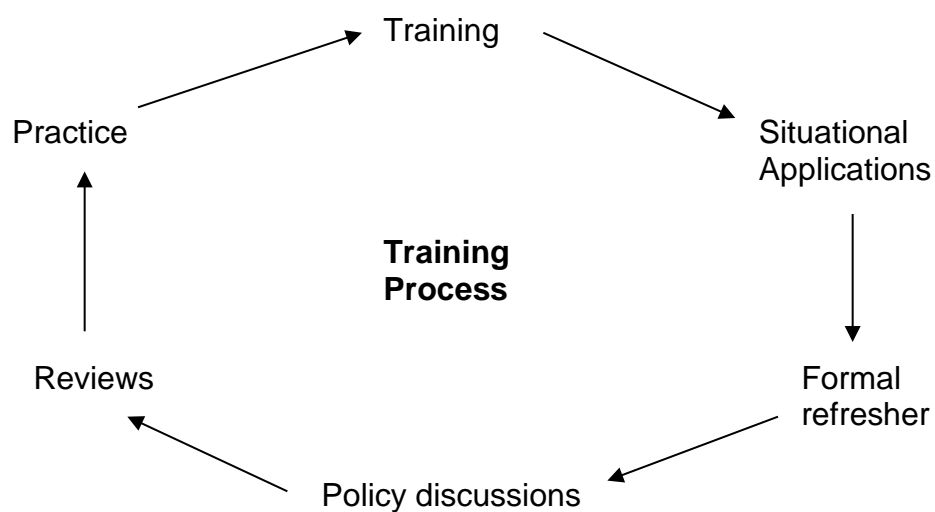


Train the Trainer



Training in Positive Behavioral Supports (PBS) is a process, not a one-time event.

This is a starting point to lay the foundation for continued review and practice.

Train the Trainer continued.....

Training

Explain

- keep it short
- vary the format
- use examples
- use visual aids

Demonstrate - Show participants how each concept looks and feels. Role play and give specific examples of how presence, language, tone, volume, and cadence effect behavior.

Participate - Have participants role play and show that they understand the concepts and can use them as mentioned above.

Revisit Explanation - Repeat, Repeat, Repeat!

Situational Applications

Address unique situations that occur by tailoring your approach within the framework of PBS.

- Teaching staff how to rationally detach
- Teaching staff the impact of the integrated experience
- Assuring all staff know consumer's triggers and behaviors or Threats a person might use to express frustration.

Refreshers

Schedule formal PBS refresher training sessions every 6-12 months.

Policy Discussions

- Review of agency policy in relation to the concepts being taught today using PBS.
- Change policies
 - if not in alignment with PBS
 - to use consistent language with PBS
- Review of policies with staff

Train the Trainer continued.....

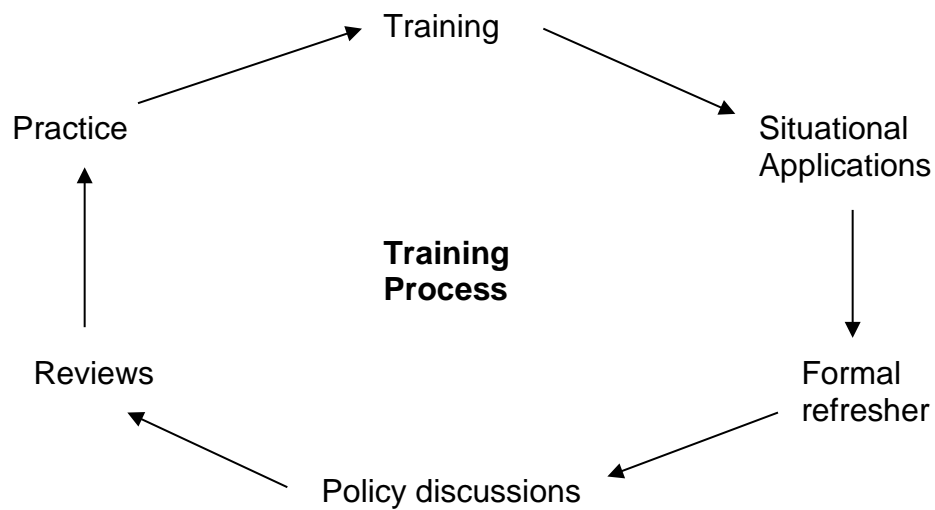
Reviews

- Review of PBS concepts at staff meetings
- Review and analysis of incident reports with staff
- Review of interventions being used and if they are affective. (*Assessment of effectiveness*)

Practice

- Role play how staff are using each specific intervention
- Demonstrate the use of schedules, sensory interventions, de-escalation techniques, and others.
- Role play presence, tone of voice, cadence, volume

AND BACK TO TRAINING



Overview of 3 New Behavioral Services Under the MFP Program

Mental Health Outreach

Mental health outreach services are services provided in an individual's home to identify and evaluate mental health needs and provide treatment and psychosocial support.

A unit of individual mental health outreach is 15 minutes. A unit of group counseling is one hour. The upper limit for payment is the mental health outreach on-site Medicaid reimbursement rate for the provider with a maximum of 1440 units per year. The individual's plan of care addresses how the consumer's mental health care needs will be met. All services must be authorized in the service plan.

Mental health outreach must meet one of the following criteria:

- Community Mental Health Center
- Behavioral analyst certified by the Behavior Analyst Certification Board
- Mental health counselor licensed under Iowa Code chapter 154D
- Social worker licensed under the Iowa Department of Public Health
- Advanced registered nurse licensed under Iowa Code Chapter 152E who is also registered as certified in psychiatric mental health specialties pursuant to board nursing rules in 655-Chapter 7.

Behavioral Programming

Behavioral programming consists of individual designed strategies to increase the consumer's appropriate behaviors and decrease the consumer's maladaptive behaviors, which have interfered with their ability to remain in the community. Behavioral programming includes:

1. A complete assessment of both appropriate and maladaptive behaviors. The assessment must be completed by one of the following:
 - Licensed psychologist or psychiatrist
 - Behavioral analyst certified by the Behavior Analyst Certification Board
 - Mental health counselor licensed under Iowa Code chapter 154D
 - Social worker licensed under the Iowa Department of Public Health
 - Advanced registered nurse licensed under Iowa Code Chapter 152E who is also registered as certified in psychiatric mental health specialties pursuant to board nursing rules in 655-Chapter 7.
2. Development of a structured behavioral intervention plan, which must be identified in the service plan. The assessment must be completed by one of the following:
 - Licensed psychologist or psychiatrist
 - Behavioral analyst certified by the Behavior Analyst Certification Board

3 behavioral services continued....

- Mental health counselor licensed under Iowa Code chapter 154D
 - Social worker licensed under the Iowa Department of Public Health
 - Advanced registered nurse licensed under Iowa Code Chapter 152E who is also registered as certified in psychiatric mental health specialties pursuant to board nursing rules in 655-Chapter 7.
3. Implementation of the behavioral intervention plan, training and supervision of caregivers, including family members, must be done by behavioral aides who have been trained by a qualified mental retardation professional as defined in rule 441-83 or a qualified brain injury professional as defined in rule 441-83.81 and who are employees of one of the following:
- Agencies certified under community mental health center standards established by the mental health and developmental disabilities commission, set forth in 441-Chapter 24, Divisions I and III.
 - Agencies which are licenses as meeting the hospice standards and requirements set forth in department of inspections and appeals rules 481-Chapter 53 or which are certified to meet the standards under the Medicare program for hospice programs
 - Agencies accredited under the mental health service provider standards established by the mental health and disabilities commission set forth in 441-Chapter 24, Divisions I and IV.
 - Home health aid providers meeting the standards set forth in subrule 77.33(3). Home health aid providers certified by Medicare shall be considered to have met these standards
 - Brain injury waiver providers certified pursuant to rule 441-77.39(249A)
 - An agency that is certified by the department to provide supported community living services under pursuant to rule 441—77.37(249A); or
 - A licensed ICF/MR provider.
4. Ongoing training and supervision to caregivers and behavioral aides.
5. Periodic reassessment of the plan must be completed by one of the following:
- Licensed psychologist or psychiatrist,
 - Behavioral analyst certified by the Behavior Analyst Certification Board, a Mental Health Counselor licensed under Iowa Code chapter 154D
 - Social worker licensed under the Iowa Department of Public Health
 - Advanced registered nurse licensed under Iowa Code Chapter 152E who is also registered as certified in psychiatric mental health specialties pursuant to board nursing rules in 655-Chapter 7.

Types of appropriate behavioral programming include but are not limited to clinical redirection, token economies, reinforcement, extinction, modeling and over-learning. A unit of service is 15 minutes. The individual's services plan will address how the consumer's health care needs are being met. The services must be authorized in the service plan.

3 behavioral supports continued.....

Crisis Intervention Services

Crisis intervention services are provided to consumers who are experiencing a psychiatric and/or behavioral crisis, and are designed to interrupt and/or ameliorate a crisis experience. The services includes a preliminary assessment, immediate crisis resolution, and de-escalation, referral and linkage to appropriate community services to avoid more restrictive levels of treatment. This service includes the following components:

1. In-Home Technical Assistance services are provided on an outreach basis to work intensively with the consumer and/or family in their home. In-Home Technical Assistance must be provided within 24 hours of the request and available seven days per week, 365 days per year. It should include a preliminary assessment of risk, mental status, and medical stability, and the need for further services, evaluation or referral.
2. Out of Home Crisis Stabilization provides a temporary residential placement staffed 24 hours a day, 7 days a week. The service provides individualized treatment and support. During the placement, ongoing treatment and transition planning to a least restrictive environment must be coordinated with the transition specialist (if the individual is participating in the Money Follows the Person demonstration) or targeted case managers, providers and other member of the interdisciplinary team. Ongoing treatment and transition planning must also be coordinated with the consumer.
3. Follow-Along -Services provides coordination of the behavioral plan as necessary and assures the interventions provided are in the least restrictive environment.

Crisis intervention services must be provided by:

- Community Mental Health Center established pursuant to Iowa Code Chapter 225C 230A
- Licensed Intermediate Care Facility for individuals with Mental Retardation
- Agencies with a contract to provide crisis intervention services with the Department of Human Services.