Including Individuals and Families in IDD-PBIS Settings: A Panel Discussion

The Journey Begins

- The PBS Champion Team first came together as a focus group to discuss possible metrics.
- The group participated in an abbreviated version of the training offered to all staff. It was offered in several 1 hour segments.
- The feedback we received was unexpected and took us in a different direction entirely.

The First Fork in the Road

- At the end of the training instead of discussing possible metric options the focus group asked why they weren’t part of the training process since after all it was for them.
- This initiated a discussion about the curriculum itself and the materials used as part of the training process.
- Suggestions made included:
  - The use of written materials
  - Opportunities to train with the individuals
  - Peer training

Conversations Along the Way

- Not everyone learns the same way. Are we keeping that in mind when staff receive training?
- Being able to ask for help when you need it is important but so is being able to do things for yourself.
- PBS is different for each one of us.
- Everyone should be trained, not just staff.

The Flyer Becomes a Tool

- What was originally designed to be a training tool changed over time.
- It has become a tool available to individuals to complete and share with staff as an information tool about themselves.
Peer Training

• An interesting statement made by a member of the Champion Team about everyone being trained that lead to Peer Training.

• She said, how can we know if it’s working if we don’t know what it is.

• She now leads the way with peer micro trainings

Champion Team Member Video Presentation

We’ve Reached our Next Fork in the Road

• Our conversation returned to where we began which was how we would know if we as support staff were successful in the use of PBS and possible metrics.

• The Champion Team made a very strong point.

• Why aren’t we the ones who are letting you know if you’re successful?

The Champion Team Leads the Way

• Treatment Integrity moves into the hands of the Champion Team.

• Using the PBS curriculum they have been developing a Treatment Integrity Tool that would be used by the individuals who are being supported.

• A “how to is being developed” using the Pamphlet concept designed by another member of the team to be used for training purposes.

“How to Tell Staff How We Feel”

• The team developed a series of questions based on the PBS curricula and the three core areas they have decided to focus on:
  • Environment
  • Choice
  • Communication

• The team is working on how they want to role this out to The Arc of Greater Plymouth.

The Road has Been Long but the Journey has Been Fun and Informative. Questions?