

# Positive Behaviour Support

Design, Delivery and Evaluation of a Pilot Training Programme



# The Team

Collaboration between

- Edinburgh Napier University
- The Learning Disability Managed Care Network
- The Forensic Network School of Forensic Mental Health

Education, Nursing, Clinical Psychology, Speech and Language Therapy,  
Psychiatry



## Learning Outcomes

LO1- Effectively demonstrate values led and person centred approaches to supporting people with a learning disability whose behaviours are perceived as challenging.

LO2 -Apply knowledge, skills and confidence to deliver positive behavioural support in your practice, utilising the key theory and skills of applied behavioural analysis.

LO3 -Demonstrate the knowledge, skills and confidence to provide support and education to others delivering positive behavioural support



# Learning Outcomes

- LO4 - Critically analyse the evidence base of a range of value based positive approaches to the assessment, treatment, support and evaluation of behaviours that challenge services and carers.
- LO5 - Critically reflect on the individual and organisational barriers to implementing positive behavioural support and identify and utilise a problem solving approach to overcoming these.
- LO6 - Demonstrate a conceptual understanding of the use of preventative measures and skill development procedures in reducing or altering behaviours perceived as challenging and a framework for collating empirical data to use in the development and evaluation of an intervention plan.

# Learning Outcomes

- LO7 -Effectively demonstrate a conceptual basis regarding the selection of reinforcers using formal assessment procedures and rationale for the contingent use of reinforcement to reduce behaviours perceived as challenging.
- LO8 -Apply knowledge and skills in developing data driven hypotheses in relation to behaviours perceived as challenging and analysing and presenting data.



## Design

Paper based learning materials (workbooks)

5 days intensive contact days

Periods of practice & reflection

Supervision from an identified clinical psychologist

Work based portfolio

Intensive work based learning package (7 weeks):



# Workbooks & Contact Days

The workbooks consist of a number of modules and are designed to

- Prepare participants for the contact days
- Build into on-going resource and portfolio

Aim to enable participants to explore the theory underpinning positive behavioural support

- Interactive and activities based
- Range of skilled/experienced facilitators
- Enable participants to share experiences and learn from each other
- Reflect on the knowledge they are acquiring and their development of assessment and intervention skills.

# Portfolio

- In preparation for the contact days participants
  - identify a person they are supporting with a learning disability whose behaviour is perceived as challenging.
  - go on to complete a number of constituents of a functional assessment and propose a multi element behavioural support plan designed to be implemented under supervision of an identified clinical psychologist.
- Participants need to demonstrate that ***any treatment being taken forward with an individual is in keeping with their care plan, agreed by the clinical team, discussed with relevant stakeholders (where appropriate) and compliant with applicable legislative frameworks.***

# Portfolio

On completion of the learning resource your portfolio should consist of

- Workbooks with activities completed
- Evidence of the some of the activities from the workbooks being applied to an identified person in practice
- A reflective statement identifying participants learning and skills development and areas for further learning
- Supervisors assessment



# Supervision in Practice

- The supervisor will provide participants with support and direction in practice to help participants to develop knowledge, skills and confidence. The supervisor will complete an assessment in the final week, outlining participant's progress, how participants have met the learning outcomes and identifying any further development needs.



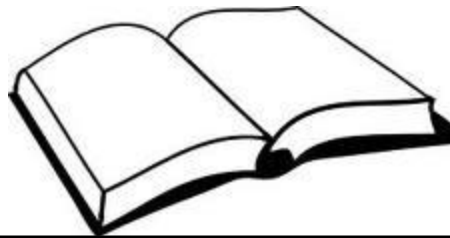
# Content

## Outline

- An Overview
- PBS & People who have Offended
- Communication
- An Exercise in Detective Work
- Design, Implementation & Evaluation of Multi Element Support Plans
- From Paper to Practice
- Supporting & Educating Others

## Included

- Values based practice
- Functional Assessment
- Mediator Analysis
- Motivational Analysis
- Formulation
- Positive Programming
- Ecological Assessment
- Direct Treatment
- Reactive Strategies
- Periodic Service Review



# Evaluation

- To determine the merits and worth of the pilot to provide others with evidence to support their decision making in relation to investing in further PBS training.
- Capturing a picture of the impact of learning on participants, to enable others to co-ordinate the training and to learn from the pilot experiences and improve the delivery of the training
- Take stock of the project and help identify potential further developments in supporting workforce development in this area.



# Evaluation

Data collected through

- 'Post It' feedback at the end of each study day
- Brainstorm feedback on the last day of the programme
- Formal evaluation on the last day of the programme – using existing Edinburgh Napier University questionnaire
- Pre and post test in relation to the learning outcomes
- Supervisors online questionnaire
- Facilitators online questionnaire

# Outcomes

- Increase in participants knowledge, skills and confidence
- The participant's response to the pilot was overall extremely positive

*"Inspirational!"*

*"It has been very useful and challenging!"*

*"Would recommend this to my colleagues"*



# Outcomes/Recommendations

- Timescale – not less than 6 months
- Consider target audience and tailor content as required BUT
- Continue to have strong values base to all sessions
- Participants would have liked more on functional assessment, the design, implementation and evaluation of multi element support plans and periodic service review
- Supervisor input/support

# Key Messages/Opportunities

- Enthusiasm generated – build on this
- Ongoing benefits of working relationship between nursing and clinical psychology
- Need for clear leadership/service commitment
- PBS as a model fits well with a number of contemporary policy directives including the matrix, the quality agenda and the patient safety agenda.