

Deconstructing the Expert Model of Positive Behavior Support

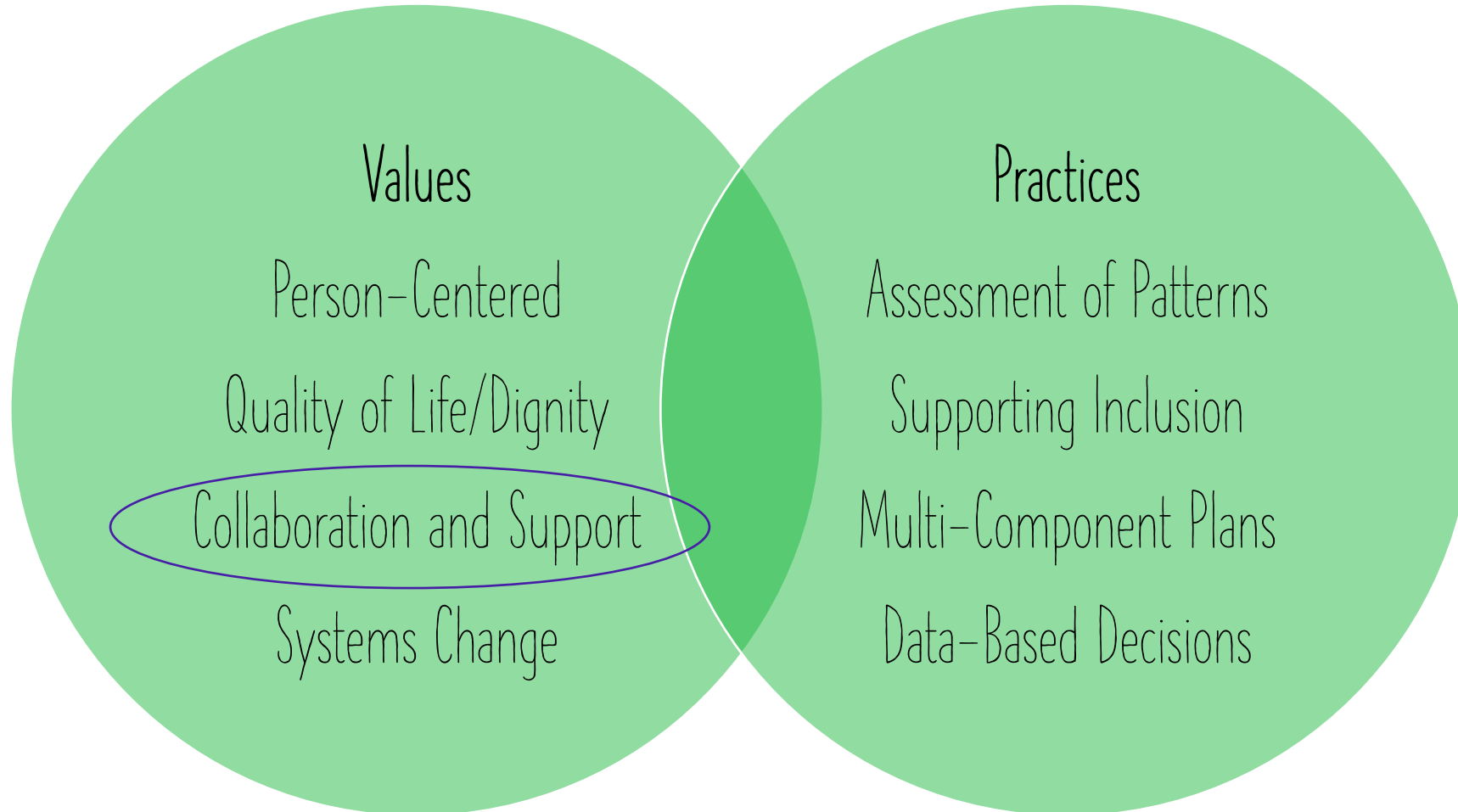
Linda Bambara & Meme Hieneman, February 24, 2021

What do you think?



- What is your role in the PBS process?
- Who else participates and what do they contribute?

Defining Features of PBS



Contrasting Models

Which leads to greater fidelity and better outcomes?

Expert Driven

- One person is in charge of the process
- Hierarchy is based on perceived expertise
- Plans are designed for (not with) people



Recommend
and Treat

Facilitative

- Everyone who will support person engaged
- All contribute to all stages of the process
- Ownership remains with person/caregivers



Engage and
Empower

Why use a facilitative approach?

- No one person is an expert in everything related to the focus person.
- It ensures that interventions have a contextual fit.
- It encourages like-mindedness about all team members
- It provides on-going supports to team members; building capacity and confidence
- Increases fidelity and effectiveness of the PBS plan.

Role of Facilitator/Team in PBS



Contextual
Fit

Stage in Process	Facilitator	Team
Initiate Team	Organize (who, when, how)/orient	Share input on communication
Establish Goals	Ensure social validity, prioritization	Identify goals and behaviors of concern
Gather Information	Provide plan, tools, and support	Collect information (e.g., ABCs)
Analyze/Summarize	Guide synthesis and summarization	Obtain consensus on patterns
Develop Plan	Provide framework, organize ideas	Suggest strategies that will work
Implement Plan	Ensure adequate training and support	Implement plan with integrity
Monitor Outcomes	Help develop tracking systems	Collect and review data

Empowering Caregivers

- Proactive: Provide resources (e.g., readings, videos), create BIPs and tip sheets, arrange environment to support success (e.g., visual reminders)
- Educative: Review plan, model strategies, provide coaching and feedback
- Functional: Provide differential reinforcement (e.g., praise, assistance) for implementation and shared successes

Help caregivers make a connection between practice and positive outcomes

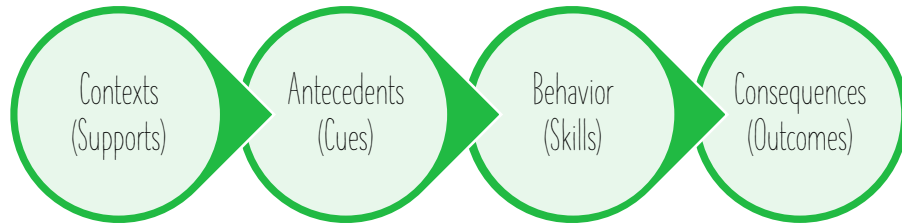
What do you think?



- What barriers tend to derail collaboration in the PBS process?
- Why does the expert model still have traction in PBS?

Barriers to Collaboration in PBS

- Logistical (time, resources)
- Motivational (demand vs. benefit)



*Challenging behavior often poses immediate and daunting concerns
Complex knowledge and skills may be needed for resolution*

- Attitudinal

- Attributions
 - Nature of behavior
 - Self-efficacy
- View of responsibility

It is my job; It's not my job

I'm the expert; I don't know how

I don't have time; It can't change

Tips for Effective Collaboration

- View PBS as a social and emotional process
- Develop operating principles (ground rules)
- Encourage honest and consistent communication
- Clarify team members' roles and responsibilities
- Use a problem-solving model throughout
- Provide frequent encouragement and support
- Celebrate successes and resolve problems

	What do you do?	What might you say?
Opening	Review agenda items.	<ul style="list-style-type: none"> • Does anyone have anything to add to the agenda? • What did we decide on in our last meeting?
	Prioritize items if necessary; set time limits.	<ul style="list-style-type: none"> • What is most important? • How much time should we spend?
	Assign meeting roles.	<ul style="list-style-type: none"> • Who will facilitate, keep time, record, etc.? • Who has not played a primary team role?
Define outcome and process	State desired outcome.	<ul style="list-style-type: none"> • What do we want to accomplish in this meeting?
	Decide on process for meeting goal(s).	<ul style="list-style-type: none"> • How can we best achieve this outcome? • Does anyone have other suggestions as to how to proceed?
Conduct meeting	Engage in whole-group discussion.	<ul style="list-style-type: none"> • Does anyone else have something to contribute regarding the desired outcome?
	Participate in brainstorming (if problem solving).	<ul style="list-style-type: none"> • What are some ideas that we can generate?
	Evaluate solutions.	<ul style="list-style-type: none"> • What solution best meets our criteria?
	Come to consensus during decision making.	<ul style="list-style-type: none"> • Do we all agree? • How can we compromise so that we all agree on what to do?
Closing	Summarize team discussion.	<ul style="list-style-type: none"> • What were the ideas that were brought to the table? • What conclusion was reached through team consensus?
	Agree on next steps.	<ul style="list-style-type: none"> • What needs to be done next? • What steps will we take?
	Assign tasks/responsibilities.	<ul style="list-style-type: none"> • Who will be responsible for what needs to be done next? • How will we update one another? Who will communicate?



Concluding Discussion



- Do you have any questions?
- What additional input or feedback can you provide?

Thank you for joining us!



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