E1: Implementing PBS for Individuals Supported Through Massachusetts DDS

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Implementing PBS for Individuals Supported Through Massachusetts DDS

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Why Are We Here Today?

- Review PBS Initiative
- Identify the Partners Supporting the Initiative (i.e., Internal DDS Partners, CDDER)
- Describe Support to Providers on PBS Implementation; Support to DDS workforce; Launch of Community Of Practice (CoP),
- To hear from you: What are your questions?
What Is PBS?

A systematic, person-centered approach to understanding the reasons for behavior and applying evidence-based practices for prevention, proactive intervention, teaching and responding to behavior, with the goal of achieving meaningful social outcomes, increasing learning and enhancing the quality of life across the lifespan. PBS is a three-tiered system that includes Universal Supports, Targeted Supports, and Intensive Supports, as defined in 115 CMR 5.14(5).
Introduction Of PBS In Massachusetts

- 2007: Introduced to adult population
  - DDS issued draft regulations subject to public review and commentary
  - Introduction resulted in much debate among providers
- 2020: Regulations issued in February
Statewide Assessments

- DDS conducted two statewide surveys to gauge understanding and compliance of PBS.
- Results indicated providers had not fully implemented regulations due to:
  - Not fully understanding the framework
  - Difficulty in shifting organizational culture
  - Ongoing workforce crises
  - Changes in DDS administration
PBS Three Year Initiative

- Highlights:
  - Advisory Committee made up of PBS and other systems change experts
  - Comprehensive self assessment and transformation guide for providers
  - Incorporation of organizational change strategies
  - Professional development training materials
  - Continued support of Mass PBS Virtual Home and PBS CoP
PBS INITIATIVE SPECIFICS
Advisory Committee

Expertise:

- to support broad transformation of organizational processes
- from around the US
- In implementation and organizational cultural change
Comprehensive Self Assessment And Transformation Guide, Part 1

Provider Understand Where They Are

- Is PBS Discussed? Do we understand PBS? Are we reactive vs proactive?
- Is PBS practiced in isolated incidences or throughout?
- Do we have a clear idea about next steps to reach to full implementation?
- Is PBS Integrated into all work we do?
Comprehensive Self Assessment And Transformation Guide, Part 2

- Provider understand where need to go
- What is our Leadership Commitment?
- What is our Infrastructure?
- Are employees empowered and committed?
Organizational Change Strategies

- People, Process, and Technology

- What do staff need?
- Update/Change processes?
- Use technology to plan, track, and implement
- What does PBS look like when we are doing it well?
Professional Development And Training Materials

- Development of professional training material
  - Training modules
  - Consultation & technical support on how to use the self assessment tools
- Support of CoP and Virtual Home
MASS PBS VIRTUAL HOME AND COMMUNITY OF PRACTICE
Vision of Community of Practice (CoP)

“A group of people who share a concern, a set of problems, or a passion about a topic, and who deepen their knowledge and expertise by interacting on an ongoing basis.”
Defining Characteristics

1. Beyond simple networking: The group shares best practices and discusses common problems
2. Not focused on a specific tool or process, rather collaboratively creates many types of solutions
3. Collective ownership
4. All community members’ needs are voiced and considered
5. Priorities are community-based and participatory
6. High expectations of the CoP
Benefits of a CoP

Members

• Continual learning/ professional development
• Access to expertise/networking
• Long-term/continuous peer and interdisciplinary support

Organizations/Larger Community

• Reduced learning curves
• Knowledge sharing and distribution
• Innovation
• Promotion of standards
• Support and promotion of key initiatives
• Linking of geographically dispersed practitioners
• Increased efficiency
Our First CoP Meeting....

Questions asked to generate discussion:

- How is PBS going for you?
- **What are your wins?**
- What are you struggling with?
- I need more of...what do I need less of
CoP Goals and Expectations

What are our knowledge and best practice goals?

• Develop a better library of DSP resources for PBS
• Obtain strong commitment from agency leaders
• Design benchmarks for knowledge
• Develop models and systems that can be used by all agencies, small CoP’s for like-sized agencies, Schools
• Explore collaboration opportunities
What Will We See to Know That We Have Made Progress?

- Improved Real Choice
- Reduction in restraints use
- Staff will enjoy their jobs more
- Reduction in human rights/DPPC complaints and grievances
- Goals are stated in more person-centered language
- Before and after data measure of polypharmacology use
Welcome to the Mass PBS Community of Practice!

Take an idea; leave an idea

https://masspbs.com/
Q&A

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