

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

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### 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.

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### 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

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### 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.

**PBS in My Eyes**  
from the PBS Champion Team

"PBS means people understanding more about us." K

"PBS helps me to speak up for my rights. I feel more confident every since I started participating in PBS." L

"It means working together as a group and standing up for what we want to talk about and only ask for help when we need it." J

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**The "How To" Guide for PBS**

DEVELOPED BY: BEVA MCGEE

**CHOICE**

Example: **LUNCH**

**WHAT DOES THIS MEAN TO ME?**

Who: \_\_\_\_\_ Me and the people I want to sit with.

What: \_\_\_\_\_ Deciding what I want to eat

When: \_\_\_\_\_ Deciding when I want to eat

Where: \_\_\_\_\_ I like to face away from the door in the room.

Why: \_\_\_\_\_ I eat to satisfy my hunger.

How: \_\_\_\_\_ Sometimes I like my food hot and sometimes cold. What does it mean to you?

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### 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.

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**CHOICE**

Activity: \_\_\_\_\_

**WHAT DOES THIS MEAN TO ME?**

Who: \_\_\_\_\_

What: \_\_\_\_\_

When: \_\_\_\_\_

Where: \_\_\_\_\_

Why: \_\_\_\_\_

How: \_\_\_\_\_

What does it mean to you?

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### 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 its working if we don't know what it is.
- She now leads the way with peer micro trainings

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### Champion Team Member Video Presentation

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### 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?

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### 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.

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### "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.

**HOW TO TELL STAFF HOW I FEEL**

What was the activity? \_\_\_\_\_

Who was the staff? \_\_\_\_\_

1. I helped decide on the activity.  Yes  No

2. We staff talked on the phone several days.  Yes  No  Sometimes

3. We staff talked on the computer.  Yes  No  Sometimes

4. I felt like I had to wait for staff.  A lot  A little  I didn't have to wait

5. The place where the activity was held was:

Too big  Too small  The right size for me

Too noisy  Too quiet  Just right for me

Too crowded  Not crowded  It was right for me

6. How often I smile during the activity.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

7. Something I thought staff did well.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

8. Something I think staff could have done better.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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



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