



Using Statewide Planning to Design Interagency Training in Education and Human Services

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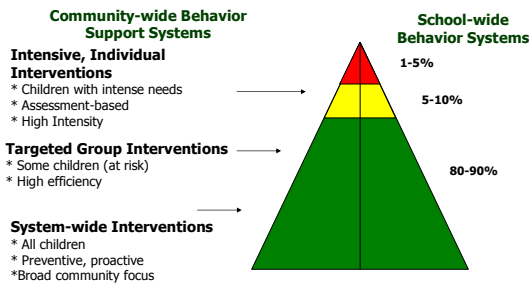
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Today's Presentation

- How states are focusing on interagency tertiary systems to
- Leverage limited funds for PBS
- Encourage better service coordination
• How statewide evaluation can expand beyond single projects
• Learn more about how Medicaid funds can be used to support PBS

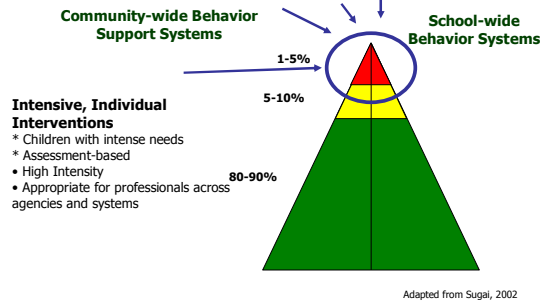
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Expanding the Triangle to Community-based Organizations



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Tertiary Training Systems that Encourage Home, School, and Community Planning



Assumptions About Tertiary Supports

- Interagency collaboration is essential in PBS planning
- Plans should be implemented across settings
 - Home
 - School
 - Community
- Training professionals to facilitate tertiary PBS can occur across services with
 - Generalization examples
 - Conceptual knowledge and applied experience
 - Regional interagency teams can learn PBS together

Assumptions of Statewide PBS

- Multiple funding streams are used in the state to encourage scaling up and scaling out
 - One funding stream is not sufficient to support a three tiered prevention model for all education and human service agencies
- Some areas of the state are more difficult to reach via networking
- Systems change is nonlinear in nature
- Different viewpoints about PBS depending upon stakeholder groups
 - Program-wide PBS
 - School-wide PBS
 - PBS in adult service
 - Family services

Example: Funding for PBS in Kansas

- **Kansas Institute for Positive Behavior Support**
 - Tertiary training and certification program
 - Major focus is to train professionals how to facilitate PBS plans
 - Professionals trained can be reimbursed for PBS services for children 0-21
- **Schoolwide Positive Behavior Support (SWPBS)**
 - Consortium of 9 districts and 61 schools
 - Self organizing group interested in PBS

Example: Funding for PBS in Kansas

University of Kansas research and technical assistance
Projects

- Beach Center on Family and Disability
- Juniper Gardens Children's Project
- Wayne Sailor and his colleagues

Individual organizations promoting applied behavior analysis and PBS

- Community Living Opportunities
- The Arc of Kansas

A number of organizations are funded to provide training in PBS

- Project Stay (applied behavior analysis)
- Multi-tier System of Supports
- Kansas Infant Training System
- Program-wide demonstrations (Linda Broyles at SEK)

What We Know From Systems Change

Effective systems change....

- Includes top-down and bottom up strategies
- Champions are needed at different levels within the system
- Relationships are the key to effective change
- Leaders are needed at all levels of systems
- Communication feedback loop systems are established at each level of the system
 - School
 - District
 - State

What We Know From Systems Change

- Values are driven by systems we create
- Commitment to deep learning through data
 - Failure is seen as an opportunity for improvement
 - Go beyond surface level to more complex issues
- Importance of networking with other organizations
- Commitment to both long and short term goals is necessary
 - We often focus on immediate crises or reactive problems
 - Longer term planning requires discipline
- Sustainability is not a linear process
 - Energy for change is cyclical

Assumptions About Going to Scale

Criteria for Establishing Effective Trainings include...

- Department Buy-in
- Infrastructure
- State Coordinator
- Vision
- Action Plan
- Logic Model
- Funding
- Evaluation and Tools

Kansas State-wide Positive Behavior Support Planning



Examples of States Moving Forward with Interagency Tertiary Planning

- **Missouri:** Statewide Interagency Planning team has formed to....
 - Design tertiary curriculum for professionals who will facilitate PBS planning
 - Education, developmental disability, mental health agencies are building a logic model
- **Alaska:** Designing a tertiary training program that is linked to Medicaid reimbursement
 - Billing for PBS in school and community settings
 - Training focused on developmental disability, education, and mental health systems

Examples of States Moving Forward with Interagency Tertiary Planning

- **Virginia:** Medicaid training and certification system for PBS for professionals working in different agencies and systems
- **Kansas:** Training and certification system linked to the state plan
 - Professionals trained can be reimbursed for PBS services in family and community settings
 - Professionals trained include education, mental health, developmental disabilities, and children and family services

Moving Beyond Single Funded Programs

Networking and Systems Change Efforts That Will Assist States in Blending, Leveraging, and Expanding PBS

PBS Networking Assumptions

- There will be multiple leaders in a state
- Different PBS training infrastructures are in place
 - Different systems require different evaluation tools and processes
- Major focus when working in this context:
 - Encouraging fidelity of implementation
 - Unified definitions of fidelity of implementation
 - Commitment to working together to build standards
 - Evaluation systems that monitor and support high quality PBS within the state
- Statewide planning must be sensitive to issues related to control
 - Perceptions that one group is directing all state efforts
 - Agendas for interagency meetings are consciously set by all stakeholders

Statewide Social Networking

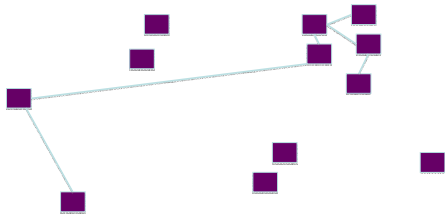
- Groups of people are scattered across the KS who are interested in PBS
- Individual organizations and training programs are champions of PBS
- Some colleges and universities train students in PBS
- There are no ways in which these people can connect and form networks
- Champions in the system are needed to connect people

- All networking systems have similar properties
 - Internet
 - Social organizations
 - Businesses
- Learn from networking field and begin building interagency collaboration

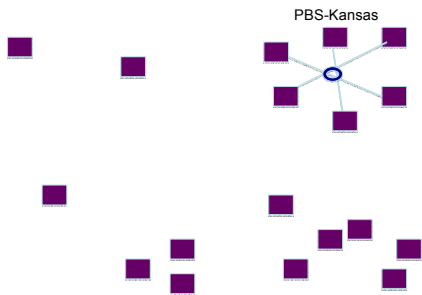
Find Champions of PBS Across the State

- Conduct a statewide assessment of PBS
 - Higher education
 - Human services
 - Education
 - State and regional levels
- Identify self organizing systems supporting PBS
 - Statewide school-wide PBS
 - Program-wide PBS
 - Individual agencies
 - Individuals

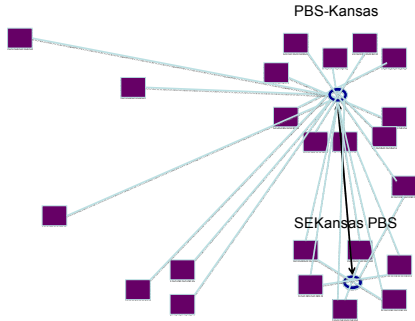
Networking: First Steps Include Finding PBS Implementers Across the State



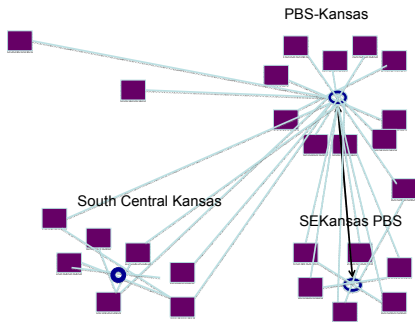
PBS-Kansas: Forming an Initial Social Network



PBS-Kansas: Expanding Communication Networks via Regional Planning (SE KS)

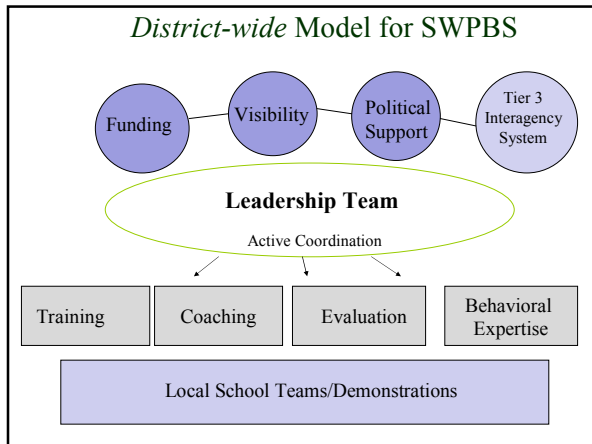


PBS-Kansas: Increasing the Number of Regional Interagency Networks Forming



Statewide Self-assessment

- Plot district leadership teams that are moving to tiers 2 and 3 across the state
- District teams may form important communication hubs
- Form regional meetings that are dedicated to an interagency agenda
 - Purpose of meeting is not for the benefit of any one organization
 - Ownership of meetings are held at the interagency level



- ### School-wide Positive Behavior Support and KIPBS
- Consortium of districts implementing SWPBS
 - 8 districts 49 schools implementing trained using same systems
 - Additional district joins consortium in 2009
 - 9 districts, 61 schools
 - Networking systems
 - District coordinator meetings
 - District host trainings (contract with KU goes to one district)
 - Inter-rater agreement system for connecting training across districts

- ### Kansas SWPBS District Model
- District Leadership Team Tertiary Support**
- 2-3 meetings to establish action plan in **year 1**
 - 1-2 meetings in **year 2** to support in second year for tertiary
 - Monthly district coordinator phone meetings
 - 1-2 onsite full day meetings for district coordinators
 - District leadership team assesses behavioral expertise within the district
 - Assumption: it takes 1-3 years to be confident in facilitating highly complicated tertiary plans

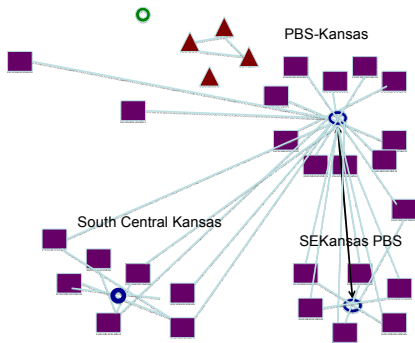
Tertiary Level Systems Assessment

- Initiated by the district leadership team
- Leverage limited behavioral expertise
- Create format for interagency collaboration
- Focus on plans needing home, school, and community interventions
- Tertiary self assessment and action planning tool
 - Draft copy in development

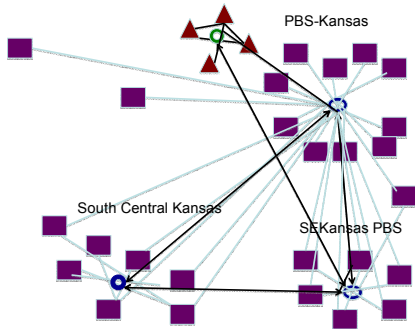
Example of Networking with SWPBS Systems

- Districts are currently implementing SWPBS in the same county
 - 3 districts are part of same consortium
 - 1 district implementing SWPBS separately
- One district has a few schools moving into tiers 2 and 3
- Interagency planning may be more effective when all three district leaders can work with their county level leaders together
- One district just starting SWPBS has already formed an interagency team and this group is learning more about hosting this planning

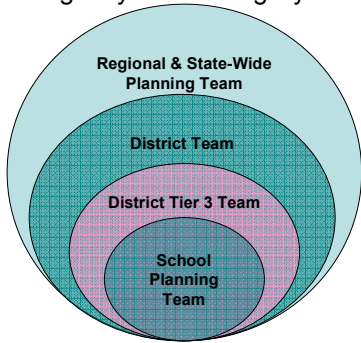
PBS-Kansas: Increasing the Number of Regional Interagency Networks Forming



PBS-Kansas: Connecting Different Types of Hubs to Overall Planning



Connecting SWPBS Networking to Interagency Networking Systems



Evaluation and Statewide Planning

Logic Models

Short term and Long term Accountability...

- Explain what your project is all about
- Holds us accountable to what we said we were trying to achieve
- Helps build a team-based process for leading a project
- Provides a way to make decisions
 - Does an activity fit within the logic model?



Goal in Kansas: Unify Data Systems at the State Level

- All projects develop logic models to guide progress
 - Schools
 - Districts
 - Organizations
 - State PBS implementation efforts
- All logic models are directly linked to the PBS-Kansas logic model
