Today's Presentation

- Key sources of PBS funding supporting interagency statewide planning
- Mechanisms used to support interagency planning
  - State
  - Region
  - Individual
- Discuss how organizations are linking logic models to the PBS-Kansas
- Regional and community action planning as the "unit of analysis"

Expanding the Triangle to Community-based Organizations

<table>
<thead>
<tr>
<th>Community-wide Behavior Support Systems</th>
<th>School-wide Behavior Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Intensive, Individual Interventions</strong></td>
<td>1-5%</td>
</tr>
<tr>
<td>* Children with intense needs</td>
<td>5-10%</td>
</tr>
<tr>
<td>* Assessment-based</td>
<td>80-90%</td>
</tr>
<tr>
<td>* High Intensity</td>
<td></td>
</tr>
<tr>
<td><strong>Targeted Group Interventions</strong></td>
<td></td>
</tr>
<tr>
<td>* Some children (at risk)</td>
<td></td>
</tr>
<tr>
<td>* High efficiency</td>
<td></td>
</tr>
<tr>
<td><strong>System-wide Interventions</strong></td>
<td></td>
</tr>
<tr>
<td>* All children</td>
<td></td>
</tr>
<tr>
<td>* Preventive, proactive</td>
<td></td>
</tr>
<tr>
<td>* Broad community focus</td>
<td></td>
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</tbody>
</table>

Adapted from Sugai, 2002
**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

**Challenges for Expanding PBS**

- Limited resources for all populations and settings
- Professionals with expertise across the state
- Preservice systems aren’t teaching PBS
- Lack of communication across implementers, state professionals, families, etc.
- Data based decision making is not used
  - State
  - Region
  - Local
Consider Steven Covey’s *The 7 Habits of Highly Effective People*:

"Habit 1: Be Proactive" is particularly useful when you feel powerless against life’s forces.

Examine what you *can* do instead of focusing on worries over which you have no real control.

1. First notice all your concerns (Circle of Concerns).
2. Among those concerns, determine where you can take action (Circle of Influence).
3. Think of ways to be more proactive and address the things you can do something about. Your Circle of Influence will enlarge and your Circle of Concern will shrink.
Covey also distinguishes between the have’s ("If only I had...") and the be’s ("I can be...").

- Focusing on what you don't like is disempowering.
- Focusing on what you can do is proactive and empowering.
- Steven Covey quotations:
  Begin with the end in mind.
  Live out of your imagination, not your history.
  The best way you can predict your future is to create it.
  If you put good people in bad systems you get bad results.
  Accountability breeds response-ability.

Systems Change in Kansas

Kansas Institute for Positive Behavior Support: Sustainability Stage

- Project Initiated in 2001
- Medicaid Director initiated PBS project
- Training program match with KU (federal fiscal participation)
- Statewide match for reimbursement
- Kansas State Plan includes PBS
  – Children who are Medicaid eligible (physical health screen)
KIPBS Mission

• Train professionals who will facilitate PBS plans
• Create team of professionals that support each other
• Provide access to free training materials PBS
• Support state-wide and organization-wide systems change

Level of KIPBS Tertiary Training

• Highly intensive “trainer of trainer” approach
• Increase the number of professionals who will teach others how to implement PBS
• Small number of professionals eligible to bill for PBS services & receive Medicaid reimbursement
• Curriculum embeds systems change and public health prevention model

Over 75 Professionals Trained

• Developmental Disability Services
• Mental Health
• Children and Family Services
• Education
• Independent Contractors
• District Tertiary Trainers in School-wide Positive Behavior Support (SWPBS)
Prevention-focused Planning

- **Primary Prevention**
  - Teach social and communication skills to everyone
  - Create positive reinforcing climates (6 positives to every demand/correction)
  - Use data to identify problematic settings
- **Secondary Prevention**
  - Identify children at risk for serious problem behavior
  - Intervene early with social skills instruction, increased supervision, more positive reinforcement, mental health services
  - Improve data-based decision making
- **Tertiary Prevention**
  - Improve service coordination for students who need individualized supports and services
  - Use function-based interventions
  - KIPBS team-based facilitation
  - Focus on systems and individual

KIPBS Funds

- Training materials are created to support (case study stories, examples)
  - Developmental Disability
  - Mental Health
  - Child Welfare
  - Education
  - Other specific areas and populations
- Can be used to support regions and organizations to establish billing
- Does not provide funds for infrastructure and “going to scale” in different systems
- Reimbursement cannot be used during schools hours

Geographic Challenges

(Support in Rural and Urban Settings – Cohorts 1-6)
Levels of Community: Changing Contexts at all Levels

Family
Neighborhood
City
State
Nation

PBS Kansas
www.pbskansas.org

PBS Kansas: Vision and Mission

• PBS Kansas Mission Statement
  The PBS Kansas (PBSKS) initiative promotes the use of proactive evidence-based strategies to meet the social and emotional needs of all Kansans by partnering across systems to enhance behavioral expertise and use new and existing resources in an efficient, effective manner.

• PBS Kansas Vision Statement
  Healthy relationships built by Positive Behavior Support (PBS) will enhance quality of life across the life span.
PBS-Kansas Stakeholders

Adult service providers and leaders
Family support organizations
Mental health systems
Early childhood providers
State professionals and policy leaders
Educators
University professionals

Currently missing:
Family members, child welfare, self advocates, people of diversity

Organization-wide & State-wide Planning

- Create vision for organization/state
- Build foundation and leadership
- Use resources strategically
- Increase internal expertise
- Ensure sustainability
- Build behavioral expertise within the agency/state

Building Relationships Vertically
Sustainable Implementation

• Public service with a moral purpose
  – Unify our vision for service coordination
  – Create a vision at local, regional and state levels
  – Vision and mission is embedded in systems
• Leaders at all levels within systems
• Long and short term goals

Logic Model: Creating a Sustainable Vision

• A simplified picture of a program, initiative, or intervention
• Shows the logical relationships among the resources that are invested, the activities that take place, and the benefits or changes that result
Logic model is in widespread use

- Private Sector
- Public Sector: GPRA
- Non-Profit Sector
- International Arena
- Evaluators

The accountability era

- What gets measured gets done
- If you don’t measure results, you can’t tell success from failure
- If you can’t see success, you can’t reward it
- If you can’t reward success, you’re probably rewarding failure
- If you can’t see success, you can’t learn from it
- If you can’t recognize failure, you can’t correct it.
- If you can demonstrate results, you can win public support.

Re-inventing government, Osborne and Gaebler, 1992

Logic Models

- 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?
Deep Learning Through Data-Based Decision Making

• Logic Models provide organization for data collection systems
• Indicators of implementation are defined and tools are linked to our assumptions about the impact of our project
• Logic models are created at every level of a system and within projects

Fidelity of Implementation:

**Schools**

**Systems Level Evaluation**
(Data collected to evaluate overall implementation)
- EBS Leadership Team Checklist (team self-assessment)
- School-wide Evaluation Tool (SET) (Objective/research tool)
- Tier 2 & 3 Self-assessment
- Outcome Measures including:
  - Office discipline referrals (ODRs), suspensions, expulsions, etc.
  - Academic data school-wide
  - Targeted group intervention data
  - Staff turnover
  - Number of positive referrals

**Individual Level**
(Data collected at individual student level)
- Individual Student Evaluation Tool (ISSET Objective/research tool)
- KIPBS PC-PBS Checklist
- KIPBS Impact Assessment
  - Empirical vs. anecdotal
  - Baseline/intervention data for both problem behavior and replacement behaviors
  - Contextual Fit Survey
  - Quality of Life Survey
  - PCP/wraparound satisfaction Survey
  - Academic data individual
### Fidelity of Implementation: Adult Residential Supports

#### Systems Level Evaluation
- PBS Kansas Organization-wide Planning Checklist (self-assessment)
- Modified Tool based on SET (Objective/Research tool)
- Outcome Measures including:
  - Incident reports
  - Number of referrals for PBS tertiary supports
  - Pre-post measures of PBS knowledge
  - Documentation review (crisis, restraint, abuse/neglect allegations)
  - Staff turnover

#### Individual Level
- KIPBS tertiary systems evaluation tool
- KIPBS PC-PBS Checklist
- KIPBS Impact Assessment
  - Empirical vs. anecdotal
  - Baseline/intervention data for both problem behavior and replacement behaviors
  - Contextual Fit Survey
  - Quality of Life Survey
  - PCP/raparound satisfaction Survey

### Linking Data Collection to Logic Models
- PBS-Kansas provides the state evaluation plan
- KIPBS shows how Medicaid funds impact PBS implementation in the state
- Organizations and projects create logic models
  - Family supports
  - Child welfare
  - Mental health
  - Adult residential supports
  - Etc.
- Districts implementing School-wide PBS provide logic models
  - Academics
  - Behavior
- All logic models are directly linked to PBS-Kansas
Purpose of Regional and Community Teams

• Create capacity for communities to utilize the Medicaid PBS services
• Increase local capacity for PBS
  – SWPBS infrastructure
  – Tertiary interventions and planning
  – Early childhood
• Improve service coordination at state, regional, and individual levels

Example: District Leadership Teams

• Salina School District Leadership Team action plan
  – Identify behavioral expertise within the district and schools
  – Form a district tertiary team
  – Recruit community professionals to participate in KIPBS training
  – Case studies from KIPBS are implemented in schools implementing PBS
  – Some team members audit KIPBS and collaboratively learn the process without putting in as much time and FTE

Salina Regional Planning Example Revisited

• District leadership team implementing SWPBS
• Team attends KIPBS training launch including the following members
  – District Coordinator
  – 2 mental health professionals
  – Elementary school coach
  – Counselor (high school)
  – 2 high school administrators
Systems Change and Expansion of PBS Across Agencies

Lessons Learned

Lessons Learned in PBS-Kansas

- Change is often nonlinear
- Concepts like the "Tipping Point" provide clues for moving forward
- Functional relationships are needed to provide pathways toward positive change

Systems Change in PBS

- State level action planning is essential
  - Create an infrastructure
  - Increase consistency
  - Go to scale systematically
- Working at a grassroots level is equally important
  - Small actions can lead to big outcomes (but not always in a direct linear fashion)
- Community and regional assessments must identify mechanisms for collaboration
  - Identify feedback loops in community
  - Interagency or PBS meetings already occurring
Quality of Leaders in Systems Change

- Understanding key elements of systems change literature
- Use evaluation data in a formative manner
- Be able to “cross boundaries” or systems easily
- Build relationships that cross organizations, regions, and settings

Defining How Service Coordination is Improved

- Operational definitions of service coordination are different in various systems
  - Case Management across DD, Child welfare, mental health
  - Wraparound and national definitions of service coordination
  - State professional
  - Family member perspectives
  - Educational teams

For Data Collection Summaries for KIPBS and SWPBS

Please visit [www.kipbs.org](http://www.kipbs.org)
What’s New (on the home page)
To View the Tools from PBS-Kansas…

Please visit www.pbskansas.org
What's New (on the home page)