

A Sector Wide Partnership Approach To The Development Of A Positive Behaviour Framework



Context

- Western Australia
- People with a disability who sometimes exhibit challenging behaviour
- Immediate focus on the disability sector
- Future focus on other sectors
- Statewide approach



Background

- Sector Health Check 2007
- Sector recognition of need for consistency and coordinated approach
- Project to build on significant work already undertaken in this area



Background cont.

- Challenging behaviour is a human rights and quality of life issue for individuals, primary carers and families
- The impact of challenging behaviour is significant for both the person with a disability and for those in the person's environment



Positive Behaviour Framework Project

To make recommendations on the development of a sector wide strategy to respond to the needs of people with a disability who sometimes exhibit challenging behaviour



Project scope

- Challenging behaviours of concern
Emerson's definition "culturally abnormal behaviour(s) of such an intensity, frequency or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or behaviour which is likely to seriously limit use of, or result in the person being denied access to, ordinary community facilities" (2001)



Project scope cont.

- Focus on behaviours which seem to have the greatest impact on people with a disability and others in their environment
- Severe aggression and physical harm to others or objects, self harm, inappropriate sexualised behaviours, substance abuse, and behaviours which result in engagement with the Justice system or have the potential for harm and abuse for the person with a disability.



Project scope cont.

- The Framework is likely to be most applicable to people with an intellectual disability and ASD, although there may also be some relevance for people with other disability types such as acquired brain injury and sensory and physical disabilities



Project Aims

- Framework based on evidence
- Individualised approach to services
- Sector wide engagement
- Partnership approach to services



Project

- Information gathering
- Literature review
- Consultation with agencies in WA
- Consultation with agencies interstate and overseas
- Forums with Local Area Coordinators
- Consideration of available data



Evidence

- Positive Behaviour Support

The theoretical underpinnings for PBS have been firmly established with extensive support available in the literature for the PBS approach, eg. Carr et al (1999); Emerson (2001); McLean et al (2005); Snell, Voorhees and Chen (2005).



Consultation

- Early intervention and early identification
- Whole of family approach
- Systemic approaches
- Timely, flexible and realistic funding
- Staff training, recruitment and retention
- Consistent practice across sector
- Specialist support



Framework Principles

All services

- are based on human rights and subsequently focus on quality of life, citizenship and participation, reflecting Person and Family Centred Practice
- reflect an overarching model of PBS, with a focus on comprehensive functional assessment
- are coordinated across the State by a centralised approach



Framework Principles cont.

- are based on a continuum of support with a focus on early intervention
- are provided with consideration of the needs of Aboriginal and Torres Strait Islander people with a disability and their families and carers.
- are provided with consideration of the needs of individuals, families and carers from culturally and linguistically diverse backgrounds.
- seek to maintain the safety and dignity of all individuals and their family/carers and paid carers.
- employ the least restrictive approach.



Framework Strategies

1. The Commission takes the leadership role in the development of a framework of best practice, standards, organisational values and cultural training to support services for people with a disability who exhibit challenging behaviour, which engages the whole sector. The framework will be informed by ongoing monitoring and evaluation to ensure dynamic and contemporary evidence based practice.



Strategy 2

- A Behaviour Support Consultation Team is developed to support a centralised, coordinated approach to services. The focus will be on staff training and capacity building, clear practice guidelines, research and evaluation, and interagency collaboration which facilitates improved planning and coordination of services. The team is responsible for ensuring a whole of systems and community approach by maintaining and developing networks with other relevant government agencies, community supports and the tertiary education sector.



Strategy 3

- A streamlined continuum of services is developed which reinforces early intervention strategies and early identification of the likelihood of the development of challenging behaviour. The development of this continuum will involve universal, primary and tertiary approaches to services.



Strategy 4

- Specialist services are available to support this continuum of services, which are adequately funded.



Strategy 5

- Training and qualifications for staff providing specialist services is explored further in order to emphasise the specific needs of intervention for people who exhibit challenging behaviour, eg. an accredited post graduate certificate in Positive Behaviour Support across the sector.



Strategy 6

- A sector wide workforce planning and development, education and training program is developed which acknowledges the wealth of accredited training and in house training currently available in the sector and provides an interface of training options. The plan will need to reflect the range of needs in training for direct care staff, supervisors, professional staff and Managers in order to strength skills at all levels. In partnership with key stakeholders, an analysis of current training within the sector will be required. The intended outcome will be a suite of options, targeting the needs of all staff at all levels, provided by qualified 'educators'. The plan will be embedded in a systematic and ongoing competency based training approach.



Strategy 7

- Relevant training, information and education options for families, their direct care and informal support are investigated and developed, such as the 'Beyond Behaviour Management' booklet developed by the Autism Association of Western Australia.



Strategy 8

- Allocated funding is identified to enable flexible and timely responses to people who exhibit challenging behaviour. Funding options reflect individual need and the requirements of both initial and longer term supports.



Strategy 9

- Core service information is collated, collaboratively across the whole sector, in order to provide data to model future service design. It is essential that the sector is able to provide ongoing service information to the Commission to ensure that proactive planning occurs. This information will also inform funding and purchasing options for services.

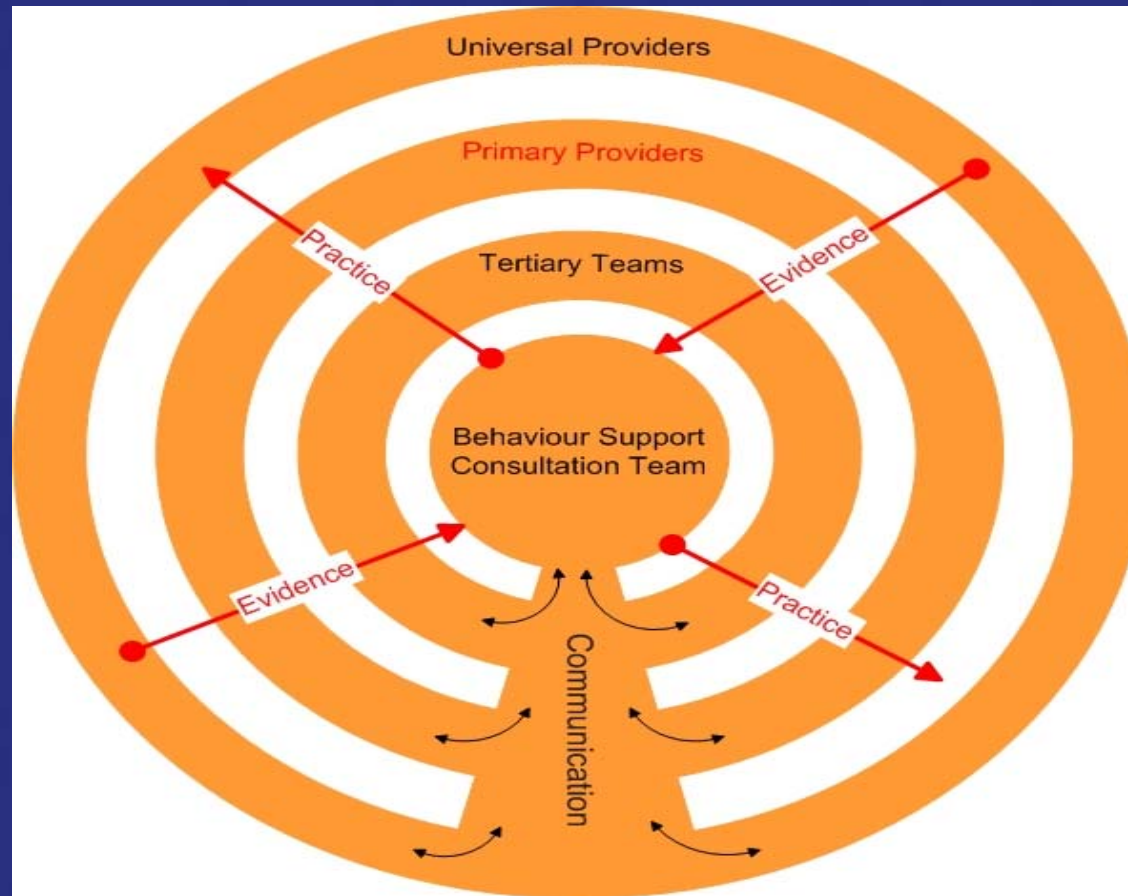


Strategy 10

- Sector to engage in policy development and monitoring of restrictive practice in the context of a Positive Behaviour Support approach in order to minimise or eliminate the use of restrictive practice.



Framework Structure



Behaviour Support Consultation Team

Functions

- Management
- Practice Development
- Research and Policy Coordination
- Training
- Restrictive Practice Coordination



Tertiary teams

- A number of tertiary support teams, such as the current Positive Behaviour Team and Behaviour Support and Therapy Team within the Disability Services Commission. Future expansion of the tertiary model will be across the whole of the disability sector (focussing on non-government providers), with the development of further tertiary teams.



Primary service providers

- Behaviour support in agencies across sector, eg practice leadership, direct care staff.



Universal service providers

- Proactive, preventative parenting services and early intervention, eg. Triple P, Stepping Stones, Clinic Nurses, Child Development Centres, Department of Health, Department of Education.



Progress

- A Framework does not provide the answers
- A Framework provides a context for questions
- A Framework provides the starting point for a vision



Progress

- Forum
- Action/Reference Group
- Research
- Recruitment
- Action plan



Forum

- Information sharing with the whole sector
- Development of partnerships
- Exploration of innovative pilot projects



Action/Reference Group

- Representation across the disability services sector
- Identification of pilot projects
- Feedback for research task



Research

- Partnership with National Disability Services
- Involvement of sector organisations
- Action /Reference Group involvement



Research Preliminary Findings

- Impact on individuals
- Issues for families
- Complexity related to multiple issues and/or diagnosis
- Disability Services Infrastructure
- Restrictive Practices
- Collaboration and coordination across systems
- Regional and remote issues



Recruitment

- Behaviour Support Consultation Team recruitment underway
- Secondment to the team underway
- Dependent on research outcomes



Action Plan

- Disability Services Sector Strategic Plan
- Operational Plan
- Universal Services Plan
- Evaluation



Comments and Questions

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www.disability.wa.gov.au

