

SUBJECT: BEHAVIOR SUPPORT PLAN

EFFECTIVE
DATE: 04-04-11 (replaces 02-09-06)

APPROVED BY:

Reviewed (no changes): _____

Executive Director

POLICY

It is the policy of McIntosh Trail CSB that a Behavioral Support Plan be developed with the consumer/family and the clinical interdisciplinary planning team for the purpose of providing a positive approach for the appropriate expression of target behaviors and/or alternative adaptive behaviors. The intent is to teach appropriate special behavior, acquisition of new skills, refinement of existing skills and reduce/prevent imminent harm to self/others or disruptive of the therapeutic milieu.

All behavior support plan procedures will be used solely for the purpose of providing effective treatment and will not be used as punishment nor for the convenience of the staff.

Corporal punishment, verbal abuse, diet, seclusion, and fear-eliciting procedures are prohibited.

Behavior Support Plans are reported and monitored quarterly by the DD Managers Team for review.

Clinical Criteria for implementation:

Before implementation of a formal Behavioral Support Plan, the Inter-disciplinary/Planning Team involved in the consumer's treatment/service will first consider the use of ecological interventions, also known as environmental adaptations, to overcome behavior obstacles. This approach recognizes that effective service delivery is provided by staff who are sensitive and knowledgeable of the consumer's past history, the consumer's strengths and weaknesses, current needs, and present goals. Methods of helping an individual realize success through meaningful experiences and achievements is critical to prevention or elimination of challenging behaviors. In using ecological interventions, efforts will be made to analyze the interactions of the consumer with various aspects of the environment such as social contacts, program activities, and physical settings components and to modify these in such a way that might prevent or reduce occurrence of the problem.

A behavior support plan goes beyond the consumer's ISP and is written in order to specify behavioral programming or behavior programming with ecological programming, to assign responsibilities, to ensure data gathering, and to ensure evaluation of outcomes.

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POLICY (Continued)

Circumstances requiring a written behavior plan include, but are not limited to:

- when the behavior is being managed differently in different environments;
- when the consumer has required more than 3 instances of emergency temporary therapeutic holds/non-restrictive intervention in the last six months;
- when a "maladaptive" behavior is increasing in frequency/duration/intensity;
- when an "adaptive" behavior is decreasing in frequency/duration;
- whenever items of consumers' rights (meals, access to property, attendance at activities) are an issue;
- whenever the consumer is being considered for termination from service due to the behavior(s); (Policy 2132 Guidelines for Refusal of Services to Consumers)
- whenever the Interdisciplinary/Planning Team recommends that a written plan be formulated.

PROCEDURES

1. Following an episode of aggression, self injury or property destruction, the Behavior Intervention Checklist will be sent home and completed by family/care giver, and documented before a Behavior Support Plan is initiated (Attachment No. 1).

After the Interdisciplinary/Planning Team reaches a decision for a Behavioral Support Plan, a written individual plan will be developed by a behavioral consultant, addressed in the ISP, and filed in the consumer's record with documentation of consent for a Behavioral Support Plan.

2. The Behavioral Support Plan will specify the following:
 - a. Based on a functional assessment, including the rule out of medical issues.
 - b. Progressive use of least restrictive alternatives to modify or replace the problem behavior.
 - c. Documentation of how less restrictive methods failed.
 - d. As appropriate and indicated, the active involvement, participation, and consent of the parent/guardian/advocate and/or consumer in developing and implementing the plan.
 - e. Behavioral information sources.
 - f. The objectives of the plan will be clear, concise, observable, and measurable and include how the consumer will be taught appropriate expression of the target behavior and/or alternative adaptive behaviors.

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PROCEDURE (Continued)

2. The Behavioral Supports Plan will specify the following: (Continued)

- g. A statement regarding the impact on the self-determination of the consumer, i.e. Do the consequences limit consumer's choice?
- h. The method(s) and the schedule for use of the method(s) to decrease a consumer's maladaptive behavior.
- i. The time frame for the plan.
- j. A review and revision period with at least monthly monitoring by MHP, DDP, or behavioral consultant.
- k. The person(s) responsible for implementing the plan.
- l. Specific constraints on the plan due to consumer health, behavior, or other related characteristics.
- m. All staff involved in the implementation of the plan have received specific instruction in all procedures of the plan.
- n. Data collection method(s) to assess progress towards the objective(s).
- o. Criteria justifying use is no longer present. Demonstrating appropriate, acceptable behavior.
- p. Interdisciplinary/Planning Team reviews progress and documentation and determines the continuation or discontinuation of the plan.

3. If injury occurs to staff or consumer:

- a. an Investigating Consumer Deaths and Critical Incidents Report is completed (reference Policy 1016).
- b. notification and documentation of communication to consumer's parent, guardian, support coordinator or representative as appropriate.

Attachment: Intervention Form