

**Positive Supports**  
**MINNESOTA**



# Positive Supports in Minnesota

Acute Care Transitions Advisory Council  
Meeting 4



# Positive Supports Defined

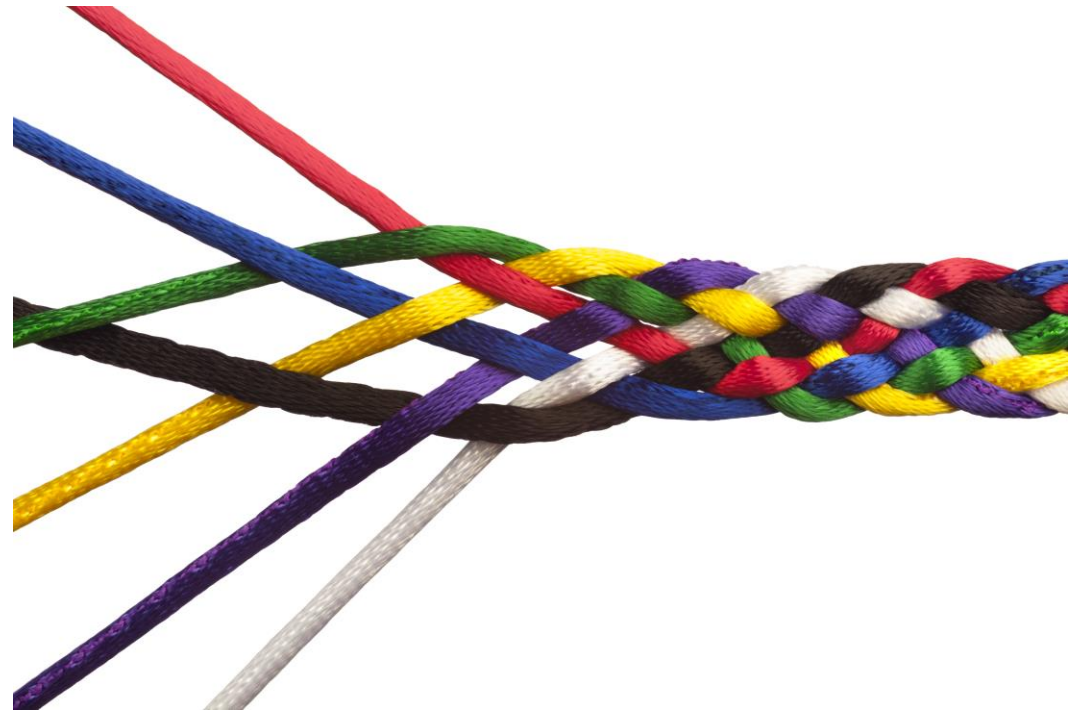
**Refers to all practices that include the following characteristics:**

- 1) Person-centered interventions that demonstrate cultural competence and respect for human dignity
- 2) Evidence-based and promising practices
- 3) Include strategies for ongoing assessment and monitoring at individual and organizational levels
- 4) Are often implemented in combination with more than one practice



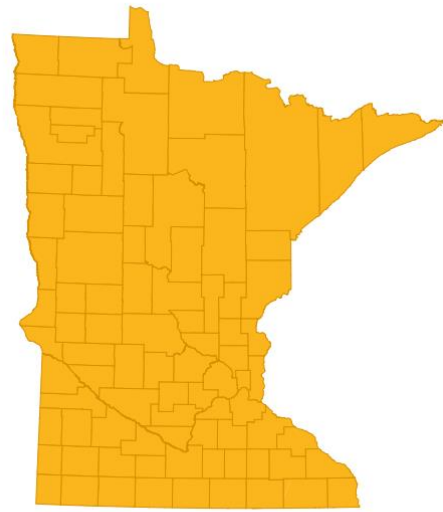
# Examples of Positive Support Strategies

- Person- centered thinking/ planning- foundational values
- Positive behavior support
- Applied behavior analysis
- Assertive community treatment
- Cognitive behavior therapy
- Dialectical behavior therapy
- Motivational interviewing
- Wraparound planning/ Systems of care
- Trauma informed practices
- School- linked mental health

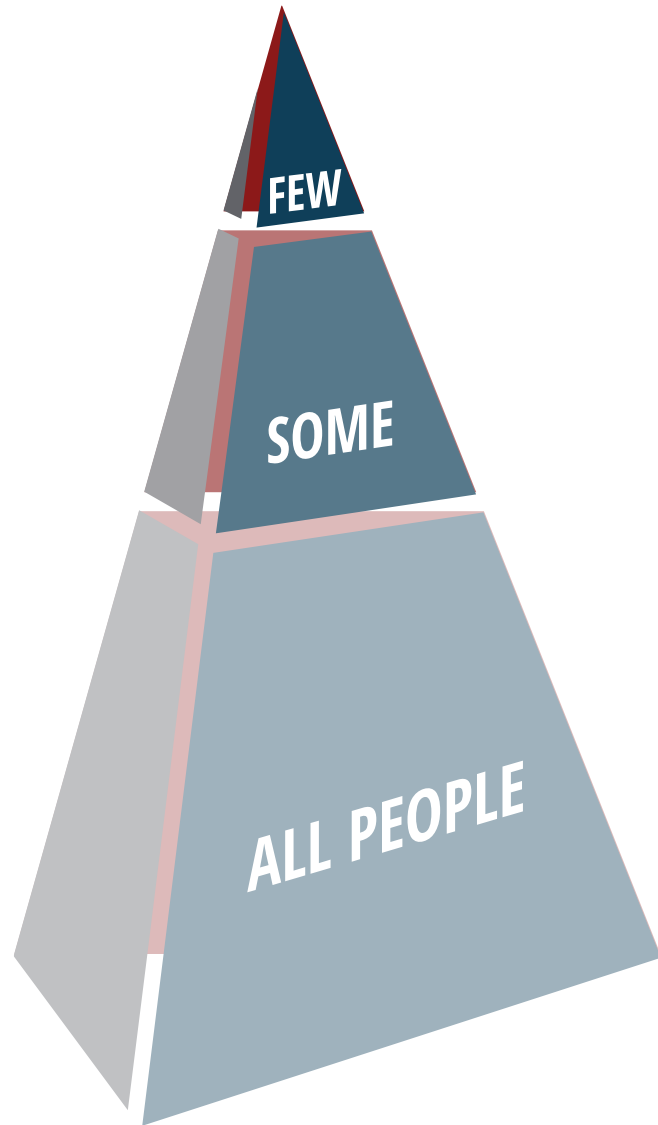


## Organization-Wide Positive Supports

Moving Away from the “Train and Hope” Approach to Training  
“Cohort Model”



# Implementing a Tiered Prevention Model

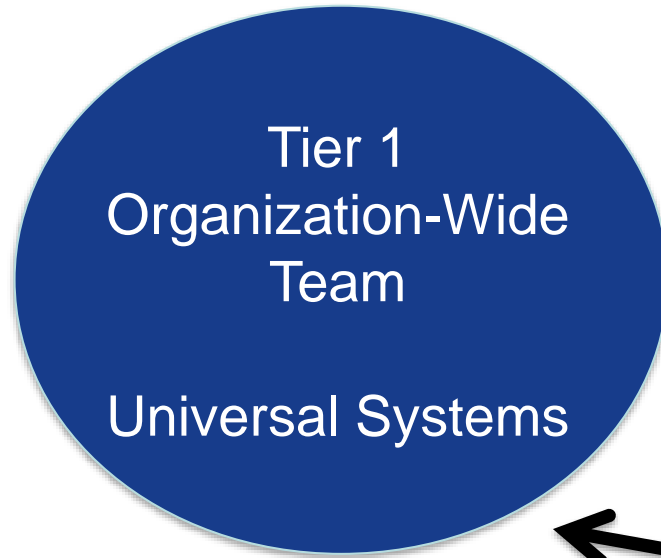


**Tier 3 - Individual Plan with Multiple Supports**

**Tier 2 – Group or Simple Problem Solving**

**Tier 1 – Home, Work, Community**

# Form Two Teams for Organizations With All 3 Tiers Oversight

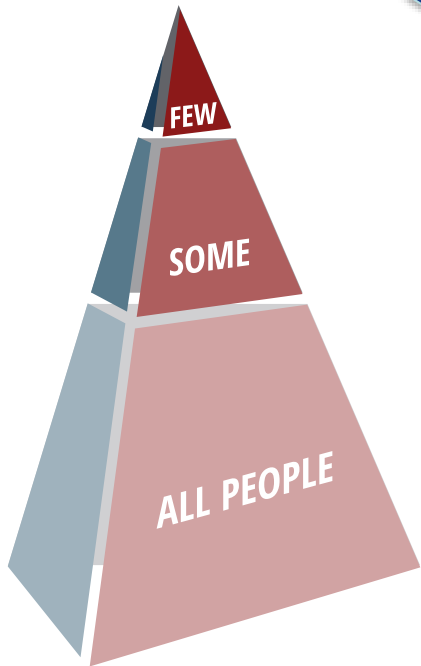


John's Team

Satish's Team

Akemi's Team

Alfonso's Team



# Positive Supports: Implementing and Introducing

## Commonly Implemented in MN

- Culture of Safety
- Person-centered Thinking
- LifeCourse for Families
- Multi-Methods in Person-centered planning
- Applied Behavior Analysis (ABA)
- Positive Behavior Support (PBS)
- Trauma-Informed Supports
- Motivational Interviewing

## Introductions to Positive supports Occurring This Year (New to Certain Systems)

- Cognitive Behavioral Therapy
- Systems of Care (in Disability Services)
- Wraparound Planning
- Mindfulness
- Acceptance and Commitment Therapy
- People Planning Together

# Positive Support Implementation in Minnesota State-Supported Efforts



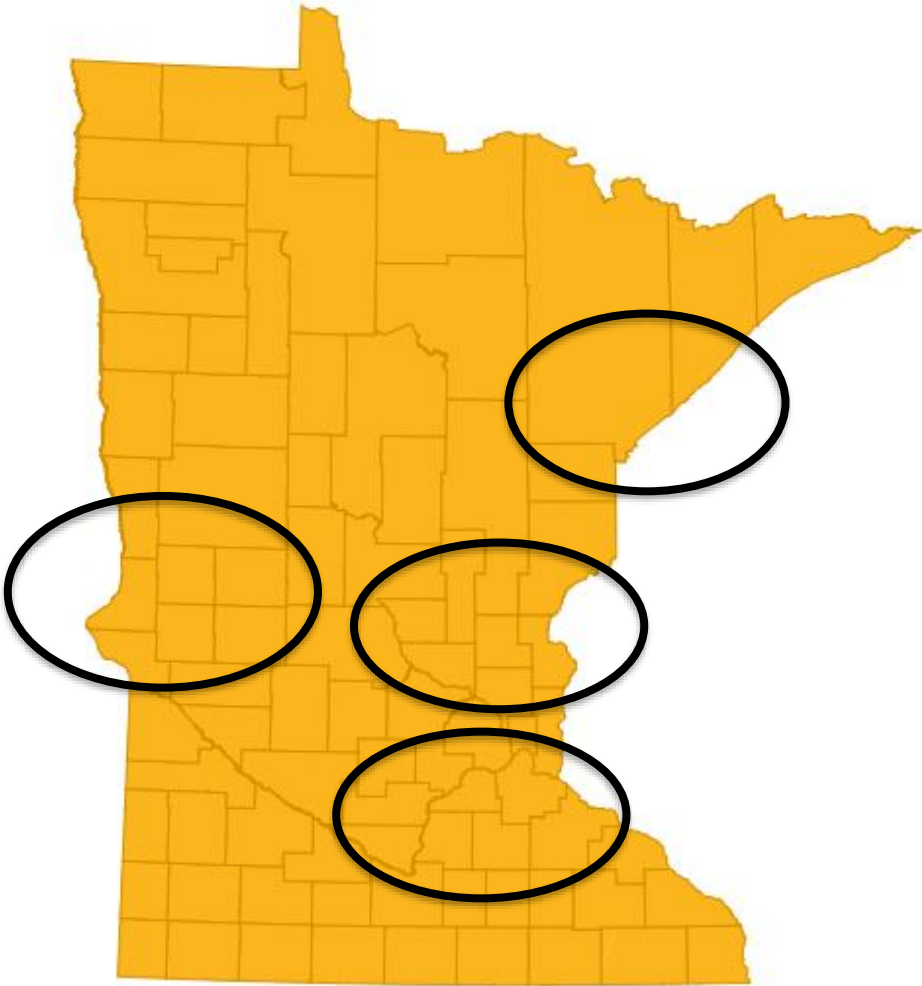


# Minnesota Statewide Organization-Wide Training Infrastructure

## Training Layers

- Team Training (T1)
- PCT Trainers/Coach Training (T1)
- Picture of a Life Planners/Trainers
- PBS Facilitators

Cohort 2B →



Cohort 1 & 2A



Cohort 1 & Cohort 4



Cohort 3 & 4

Teams Trained/In Training = 32  
Teams with TOET = 22  
Organizations = 10  
Counties = 11

# TOET Fidelity Includes Monitoring Data-Based Decision Making

## Evaluation Questions-Teams

## Efforts Taken

- Coaches, Key Contacts. PBS Facilitators
- Homes, Areas of Organization (parameters)

## Fidelity

- Self-Assessment
- Onsite Evaluation

## Outcomes

- Quality of Life
- Incident Reports
- Injuries, Sick Days
- Attrition/Retention, Workers Compensation

## Examples of Evaluation Measures

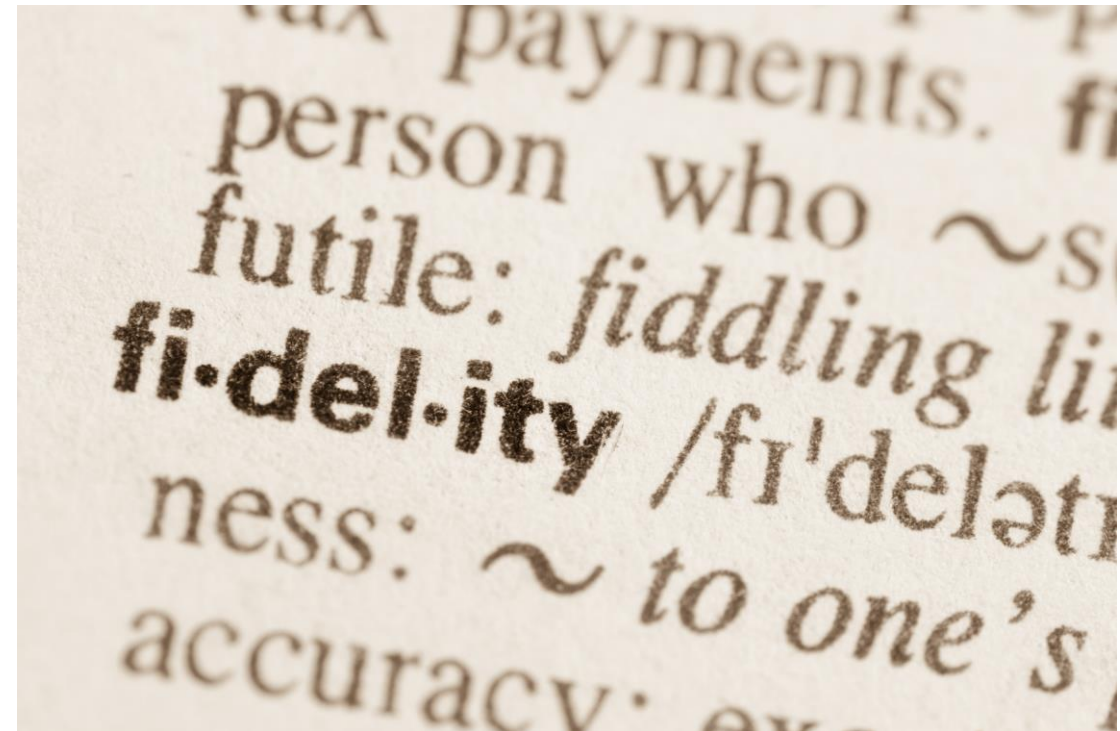
- # key contacts
- # of active coaches
- TOET (external evaluation)
- MN Team Checklist (self-assessment)
- Quality of life measures
  - Individual
  - Summary across organization
- Incident reports, injuries, restraint
- Sick leave, attrition/retention workers compensation
- Climate scales staff and people supported
- Surveys of cultural responsiveness

# Assessing Progress in Organizations

## Tiered Onsite Evaluation Tool (TOET)

### Key Characteristics

- 2-4 Hours Onsite Visit to Organization
- Outside Evaluation of Implementation
- Review of Documentation
- Interviews
- Observations



# Examples of Changes Made Within Organizations

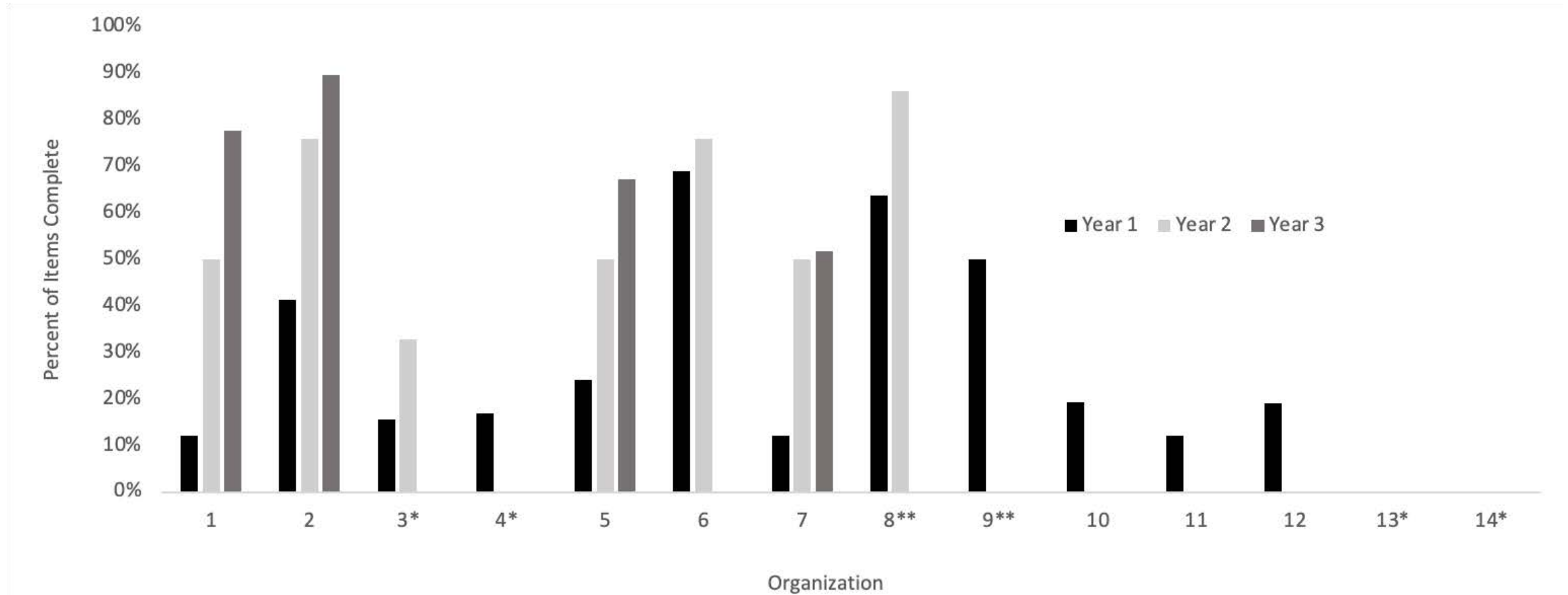
(Moving Away from the One-Shot Workshop)

- Changes in policies - person-centered prevention focused
- Prevention-focused interventions
- Culturally responsive strategies embedded into all efforts
- Integrate positive supports into trainings
  - » New staff
  - » Ongoing
  - » Coaching
  - » Expert level
- Using data to drive decision making
  - » Monitor quality of life and challenges
  - » Intervene early before problems escalate



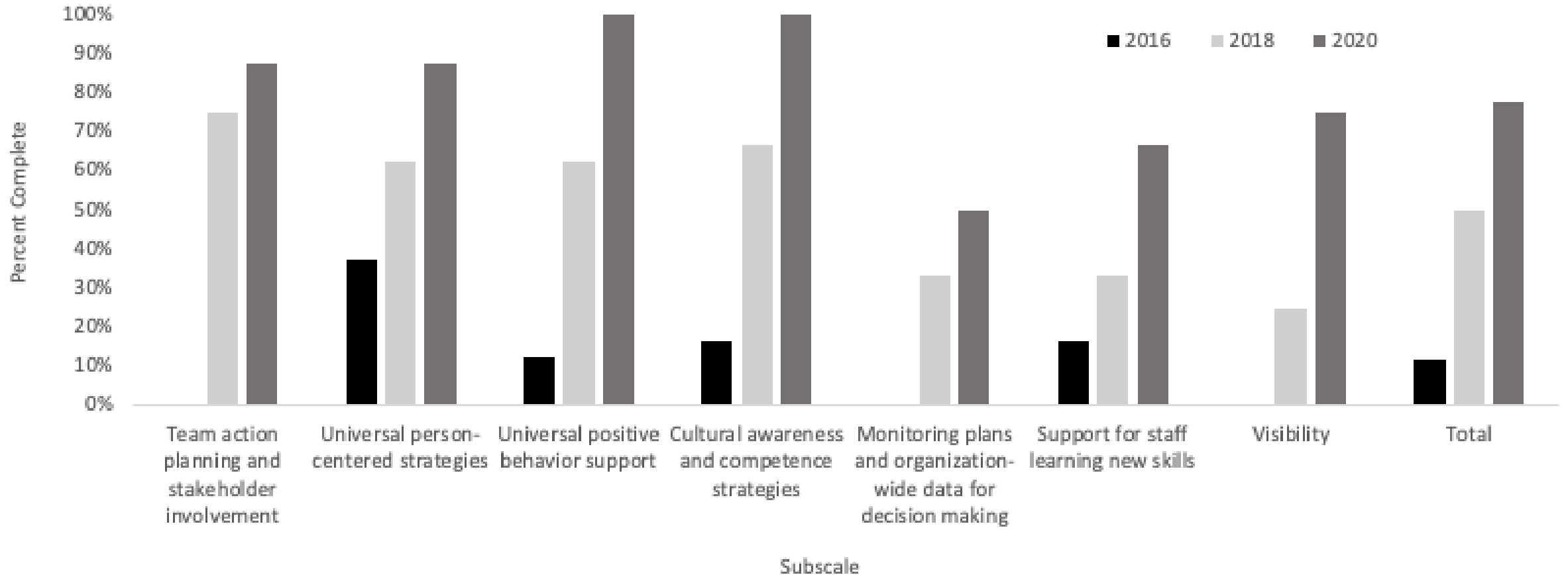
# TOET Scores Across All Provider Organizations

## Six+ Years of Implementation



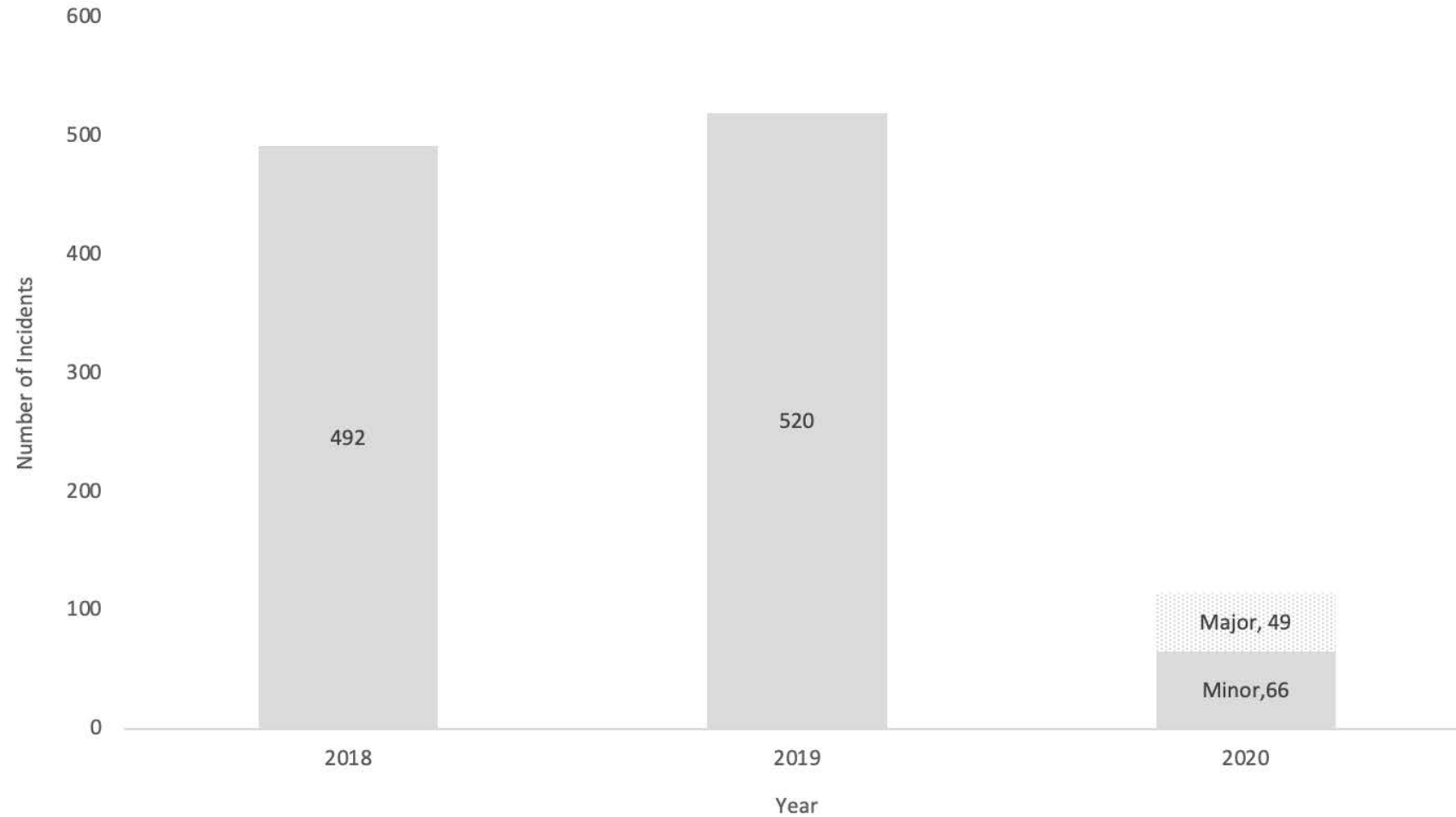
Notes: TOET scores across participating organizations reflecting over six years of participation in TA. Organization 1 is the Case Study example. \*Organizations participating that attrited. \*\*Organizations that were part any earlier PC training funded by the state but became actively involved in the cohort model.

# TOET Data From 2016 – 2020 for the Case Study Example



Freeman, R., Simacek, J., Jeffrey-Pearsall, J., Lee, S., Khalif, M., & Oteman, Q. (2022). *Development of the Tiered Onsite Evaluation Tool (TOET) for organization-wide person-centered positive behavior support*. Accepted with revisions. *Journal of Positive Behavior Interventions*.

# Annual Incident Report Data 2018-2020



Freeman, R., Simacek, J., Jeffrey-Pearsall, J., Lee, S., Khalif, M., & Oteman, Q. (2022). *Development of the Tiered Onsite Evaluation Tool (TOET) for organization-wide person-centered positive behavior support*. Accepted with revisions. *Journal of Positive Behavior Interventions*.

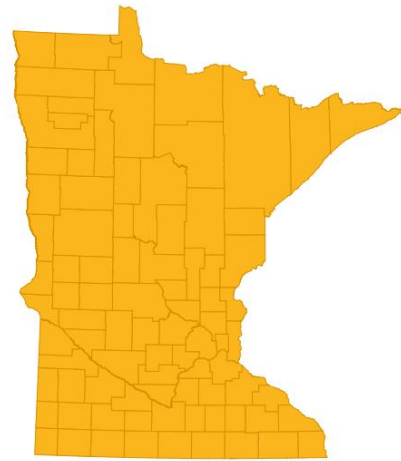
# Positive Support Projects and Programs Under Way

- **Maintaining and Expanding Cohorts and Regions**
- **Increasing the Number Positive Supports to choose from**
  - » Training teams to integrate more than one positive support
  - » Teaching organization-wide teams to assess how well practice is implemented
- **Continue Positive Behavior Support Intensive Training**
  - » Awareness and Introductory
  - » Annual training free to public
  - » 6 full days online
- **Expand to Competency-based Training**
  - » Bring PBS champions across the state
  - » 3 meetings to discuss key issues related to intensive training
  - » Recommendations for competency-based trainings
- **Regional Team Building**
  - » 4 regional teams
  - » Focus on expanding use of positive supports
  - » Link to acute care via prevention and early actions taken when challenges occur



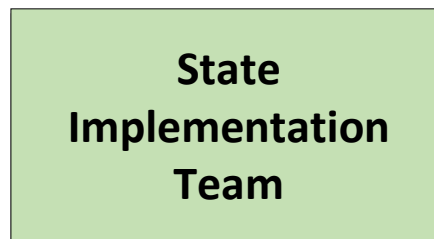
# Building Regional Capacity

## Tailoring Planning to the Unique Needs of Each Region



# Establishing Communication & Measurement Systems for Positive Supports

Summarized Data for Regions



State Leadership

Summarized Data –More than One Organization



Summarized Data for Each Organization



Local Level Advocate Leadership

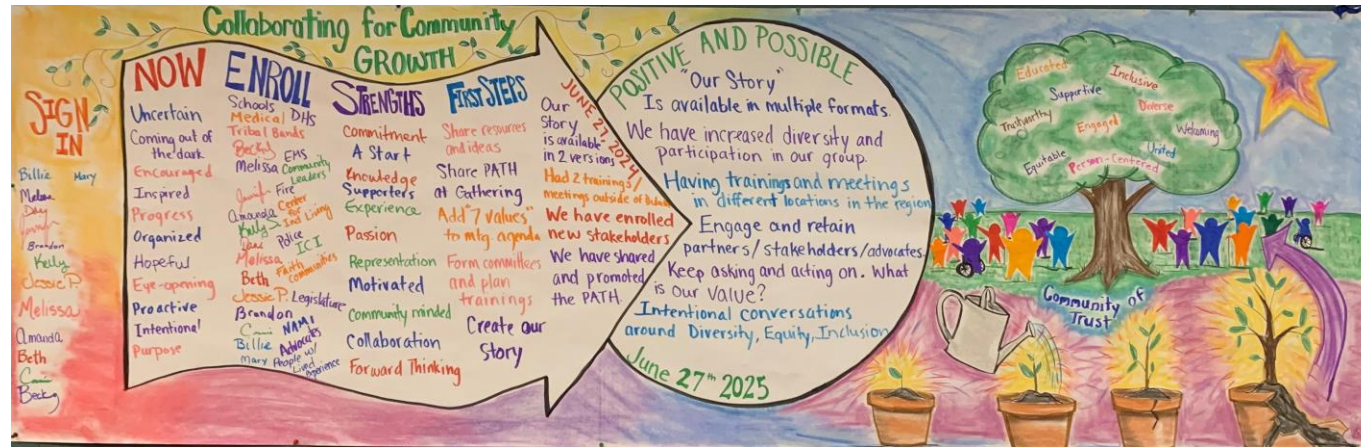
Workforce and Organizational Fidelity & Outcome Measures

- Quality of life
- Incidents/restraint/injury
- Staff attrition/retention
- Climate surveys
- Fidelity of implementation



Improvement Cycles

# Regional Level Examples



Collaborating for Community Growth  
 June 27th, 2023



# Thank you for your time!

## Contact Information

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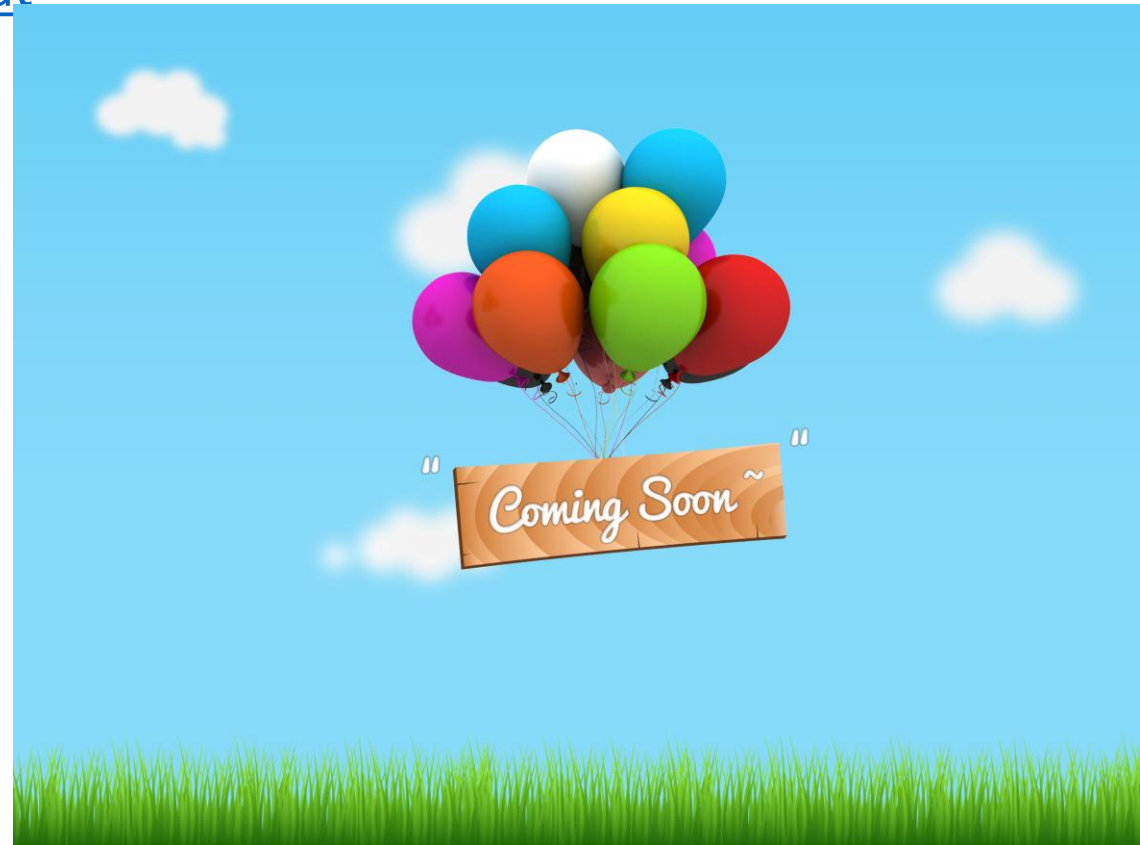
UNIVERSITY OF MINNESOTA

**Driven to Discover<sup>SM</sup>**

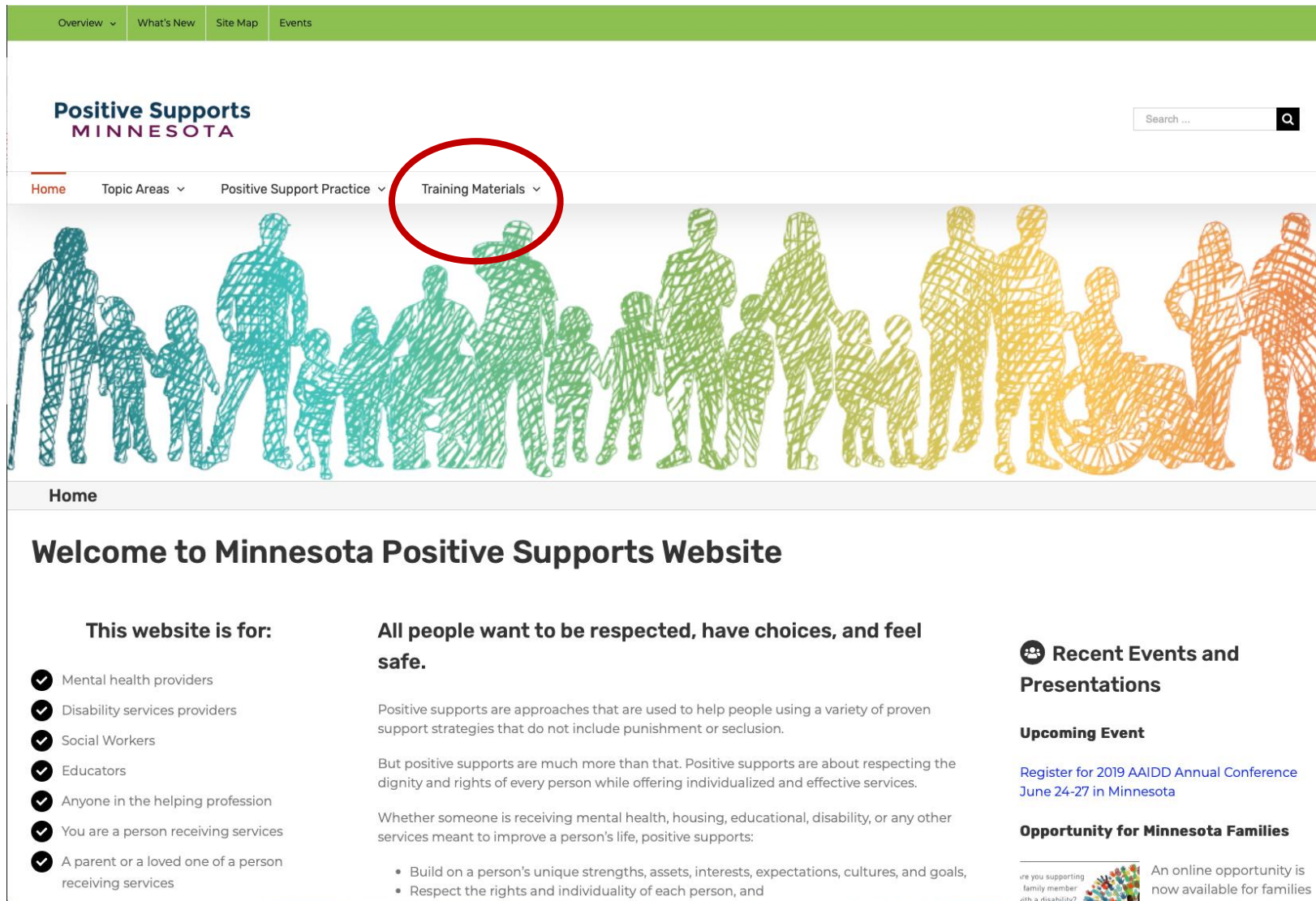
# Free Positive Support Training Series

[Integrating PBS with Cognitive Behavioral Therapy to Treat Anxiety in Youth and Adults with IDD: May 1 & 10, 2024 via Zoom](#)

- Dr. Lauren Moskowitz  
Motivational Interviewing
  - » April 26, 2024
  - » 217 attendees
- Trauma Informed Care at Tiers 2 & 3
- Wraparound Planning
- System of Care



# MNPSP.ORG Website Training Materials Page




Overview ▾ What's New Site Map Events

**Positive Supports**  
MINNESOTA

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## Welcome to Minnesota Positive Supports Website

**This website is for:**

- ✓ Mental health providers
- ✓ Disability services providers
- ✓ Social Workers
- ✓ Educators
- ✓ Anyone in the helping profession
- ✓ You are a person receiving services
- ✓ A parent or a loved one of a person receiving services

**All people want to be respected, have choices, and feel safe.**

Positive supports are approaches that are used to help people using a variety of proven support strategies that do not include punishment or seclusion.

But positive supports are much more than that. Positive supports are about respecting the dignity and rights of every person while offering individualized and effective services.

Whether someone is receiving mental health, housing, educational, disability, or any other services meant to improve a person's life, positive supports:

- Build on a person's unique strengths, assets, interests, expectations, cultures, and goals,
- Respect the rights and individuality of each person, and

**Recent Events and Presentations**

**Upcoming Event**

[Register for 2019 AAIDD Annual Conference June 24-27 in Minnesota](#)

**Opportunity for Minnesota Families**

Are you supporting family member with a disability?  An online opportunity is now available for families

Select Training Materials

Then Implementation Resources



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# Creating a Common Language

Minnesota's Standards of Practice: Positive Behavior

Support Across the Lifespan

[Visit the Standards of Practice](#)

