Using TIPS to Enhance Data-Based Decision-Making for Multiple IDD Adult Residences

Presenters

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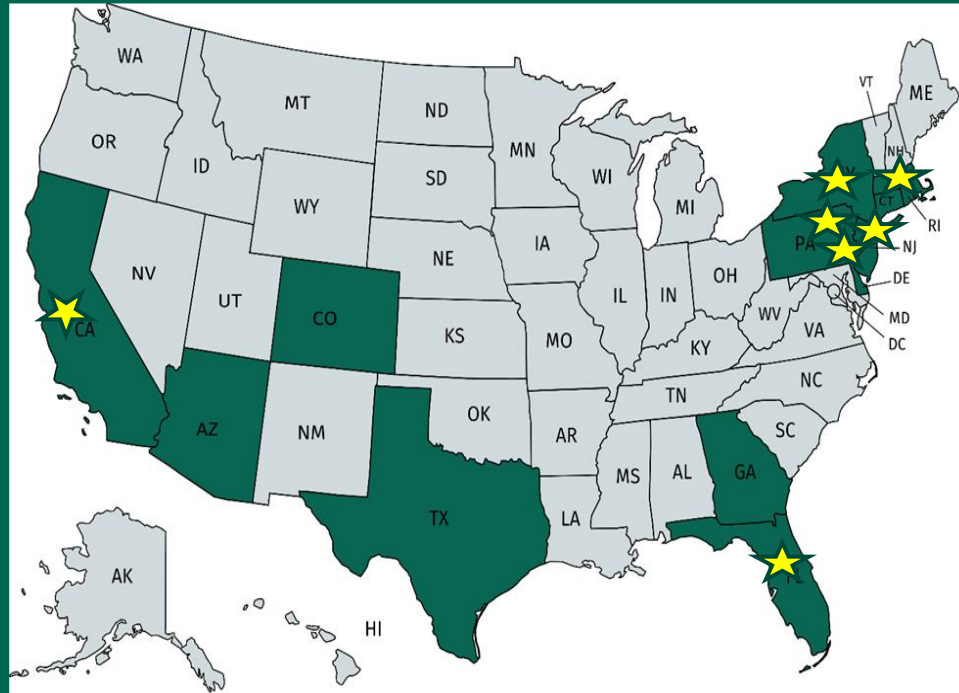Bethany Slickmeyer, B.S.
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Commitment to Serve

IDD Programs
California
Massachusetts
Florida

IDD Programs
New Jersey
New York
Pennsylvania (2)

Devereux
ADVANCED BEHAVIORAL HEALTH | POSITIVE BEHAVIORAL
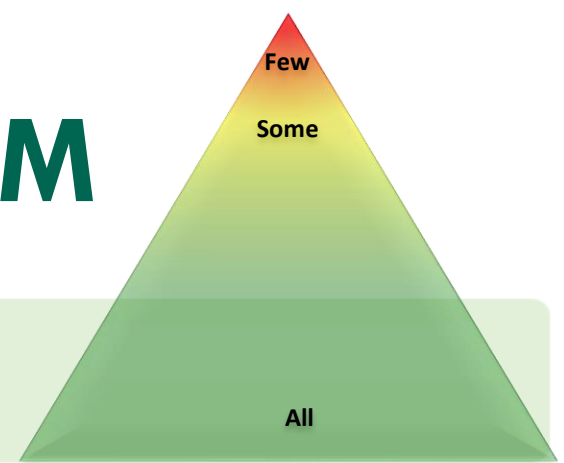INTERVENTIONS AND SUPPORTS

1000 Adults with IDD served

How do we create and ensure implementation integrity across all implementation sites ?

Through a <u>unified system</u> with related <u>evidence based practices</u>, and the collection and analysis of <u>key indicator data</u>.

UNIFIED PBIS SYSTEM

Few

Some

All

👤 PBIS Leadership team

✔ 3 Positively stated expectations

🖥 Procedures for teaching expectations   Teaching matrix
Lesson plans

🏅 Acknowledgement systems

⚠ Procedures for discouraging problem behavior

📊 Data-based decision making and TIPS

📊 DEFINING KEY INDICATOR DATA

Meaningful outcomes	Implementation fidelity
• Decreased challenging behaviors • Decreased emergency safety interventions • Increased satisfaction of individuals and staff • Increased satisfaction with program consultation	• Acknowledgments • Active engagement • Teaching integrity • Positive interactions • Corrective instruction • Compliance • Home spot check • TFI (Tiered Fidelity Inventory)

HOW WE TRACK DATA

Type of data	Frequency collected	Who collects	Input system	Output system
Challenging Behaviors	Every shift	Direct Care Staff	Profiler (EHR)	Power BI Dashboard
ESI's (Emergency Safety Interventions)	Every shift	Direct Care Staff	Radar	Power BI Dashboard
Individual Satisfaction	Quarterly	Direct Care Staff	Profiler (EHR)	Profiler Graph
Staff Satisfaction	Quarterly	Supervisor	Profiler (EHR)	Profiler Graph
Integrity measures	Weekly	Supervisor and Clinician	Profiler (EHR)	Profiler Graph

BEHAVIOR LABELS

Challenging Behaviors Tracked		
Physical Aggression	Ingesting Non-Edible Objects	Compulsive/ Perseverative Behavior
Property Aggression	Suicidal Behavior	Refusing Required Activities
Relational Aggression/ Bullying	Elopement On-Property (2)	Unsafe Vehicle (Highly Risky) Behavior
Contraband	Elopement Off-Property (2)	Physical Dysregulation
Fire Play	Sexual Behavior	Substance Use
Self-Injurious Behavior	Unauthorized Use of Fire Alarm/Extinguisher/ Calling 911	Risk-Taking Behavior
Threatening Behavior	Theft	Extreme Emotions

Behavior Label Data Tracking

Devereux ADVANCED BEHAVIORAL HEALTH | POSITIVE BEHAVIORAL INTERVENTIONS AND SUPPORTS

Staff: _____   Date: _____   Residence: _____   Shift Time: _____

Instructions: Fill in above banks. Circle the location where the behavior first occurred (only one setting can be selected). Put your initials under the time of the behavior in the "staff initials" column. Record the frequencies of episodes for each separate behavior in each corresponding box- if a behavior occurs, but then is not observed for more than five minutes, then the next time that same behavior occurs in that interval would be a new episode. If no behaviors occur, please place your staff initials in the box that aligns with "No Behaviors Observed."

Individual Name: _____

Time		7:00am-7:59am	8:00am-8:59am	9:00am-9:59am	10:00am-10:59am	11:00am-11:59am	12:00pm-12:59pm	1:00pm-1:59pm	2:00pm-2:59pm	3:00pm-3:59pm	4:00pm-4:59pm	5:00pm-5:59pm	6:00pm-6:59pm	7:00pm-7:59pm	8:00pm-8:59pm	9:00pm-9:59pm	10:00pm-10:59pm	11:00pm-11:59am
Select Location	Residential Community Vocational School	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S	R / C / V / S
Staff Initials																		
No Behaviors Observed																		
Physical Aggression																		
Relational Aggression/Bullying																		
Property Aggression																		
Ingesting non-edible objects																		
Self - Injurious Behavior																		
Suicidal Behavior																		
AWOP On Campus/ In LOS																		
AWOP On Campus/ Out of LOS																		
AWOP Off Campus/ In LOS																		
AWOP Off Campus/ Out of LOS																		
Threatening Behavior																		
Sexual Behavior																		
Risk-taking Behavior																		
Contraband																		
Refusing Required Activities																		
Substance Use																		
Theft																		
Fire Play																		
Unauthorized Use of Fire Alarm/Extinguisher/Call 911																		
Unsafe Vehicle Behavior																		
Extreme Emotions																		
Physical Dysregulation																		
Compulsive/perseverative Behavior																		

Integrity Measure Data Collection

Lesson Plans

*Directions: Fill in the name of the lesson plan, name of the staff leading the lesson plan, location where the lesson plan is being delivered, date, and your name. Observe the staff as they complete the lesson. Circle "Y" or "N" if the step was observed, or not observed. Calculate the percentage and complete the "Feedback for Staff" table. *Remember to start and end the feedback session with a positive!**

Name of Lesson Plan: _____ Date: _____

Name of staff being observed: _____ Consultant: _____

Circle observation location:	Home	Community	Transition	Work		
1. Staff introduces the skill.					Y	N
2. Staff stated the reason(s) why the skill is important.					Y	N
3. Staff asks individuals for examples of what they need to do, and *immediately* provides examples and then asks individual to repeat an example and praises the individuals correct response.					Y	N
4. Staff demonstrates some of the positive behaviors (at least 2 examples).					Y	N
5. Staff selects a few individuals at a time to demonstrate the behaviors via role play.					Y	N
6. Staff praises the individuals for demonstrating the appropriate behaviors during the role play.					Y	N
7. Staff gives individuals feedback on the instructional skill- summarizes the activity.					Y	N
8. Staff ends instructional session by praising the individuals and reminds them to use the skill.					Y	N

Percentage of Steps Completed

$$\boxed{} \div \boxed{8} = \boxed{} \qquad \boxed{} \times 100 = \boxed{\%}$$

Total Yes Number of Steps Total Total Percentage of Steps Completed

Feedback for Staff

Things that went well:

Areas for improvement:

Other Comments:

TEAM INITIATED PROBLEM SOLVING (TIPS)

- Team members have well defined roles and responsibilities.

- A TIPS agenda keeps the focus on the process.

- Problems are defined with precision before "solving" **them by data review before the meeting.**

- Implementation and outcome data are measured regularly to determine when goals are met.
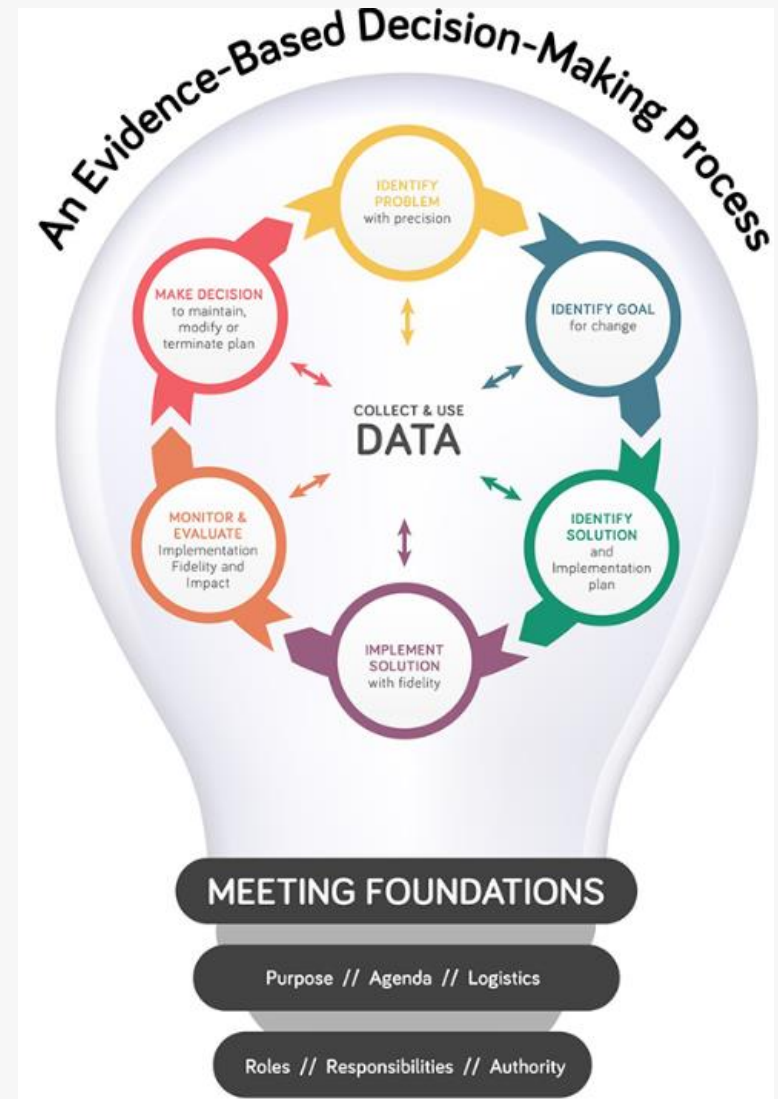
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D-PBIS TIPS Agenda Template

Adapted from Todd, A. W., et al. (2015).

	Date:	Time Duration:	Location:	Facilitator:	Minute Taker:	Data Analyst:	Timekeeper:	National Consultant:
Today's Mtg:								
Next Mtg:								

1. Attendance - Team Member Names (mark an X if present)

2. Celebrations / Acknowledgments
(Link to servant leadership when possible: Person of Character, Puts People First, Skilled Communicator, Compassionate Collaborator, Has Foresight, Systems Thinker, & Leads with Moral Authority)

3. Update on Action Plan Tasks
Status Key: H = Hold; N = Not Started; P = Partially Implemented; C = Completed

Tasks	Person Responsible	Deadline	Status

4. Program Development

5. Program Implementation

6. Training / Support Needs /Other Issues

[Center] D-PBIS Leadership Team Meeting Agenda/Minutes   Be Safe - Be Responsible - Be Respectful

- Defined roles

- Acknowledgments

- Action Plan updates

- Program development activities

- Program implementation activities

- Training and support needs

D-PBIS TIPS Agenda Template

[Center] D-PBIS Leadership Team Meeting Agenda/Minutes		*Be Safe - Be Responsible - Be Respectful*

7. Center Data

Monthly Integrity Review (refer to standardized data grid for data category)

Compliance Data

Outcome Data

8. Problem Solving *(if more than one goal copy/past this section for each goal)*

Date of Initial Meeting:

Problem Statement *(Who or What, Where, When, Why, How Often)*:	Solution Steps:

Goal Statement:

Objective(s):

Expected Completion Date: 2/1/22

Person(s) Responsible for:
1. Implementation:
2. Data Collection (Fidelity / Outcome Data):

Goal Progress Review

Goal Progress
Date(s) of Review Meetings:

Did the solution work? Explain:	What data supported results? Explain:
Next Steps: ☐ Continue Current Plan ☐ Modify Plan (detail in notes below) ☐ Discontinue Plan (detail in notes below) ☐ Other (detail in notes below)	Comparison to Goal: ☐ Worse ☐ No Change ☐ Improved but goal not met ☐ Goal Met

Notes:

9. Review Tasks for Next Meeting

10. Evaluate Meeting (mark an X to identify answer)

		Yes	So-So	No
1)	Was today's meeting a *good use* of our time?	x		
2)	In general, did we do a good job of respecting and considering Diversity, Equity, and Inclusion in dialogue (e.g., avoid micro-aggressions), data review (e.g., examine disproportionality), and solutions (e.g., ensure culturally-sensitive)?	x		
3)	In general, did we do a good job of tracking whether we're completing the tasks we agreed on at previous meetings?	x		
4)	In general, have we done a good job of actually completing the tasks we agreed on at previous meetings?	x		
5)	In general, are the completed tasks having the desired effects on individuals in our care's behavior?	x		
6)	In general, are the completed tasks having the desired effects on staff's behavior?	x		

- Data review
  - Integrity
  - Compliance
  - Outcomes

- Problem-solving

- Goal progress review

- Task/Action Item review

- Meeting evaluation

Data Based Decision Making

- Data is reviewed at an *organizational level*, by *center*, by *program*, and by *individual* at monthly center and national leadership meetings
    - ✓ Individual behavior label data and incident report system
    - ✓ D-PBIS Integrity Data
    - ✓ D-PBIS Data Collection Compliance
    - ✓ Program Consultation Satisfaction
    - ✓ Staff and Individual Satisfaction
    - ✓ Outcomes

- It allows us to identify trends (positive and concerns) and drill down as needed

- Information from the drill down is used to formulate precise problem-solving statements for the DPBIS team which will answer the following questions:

Who?   Where?   Why?

What?   How Often?   When?

Data Collection – Individual Behavior Data
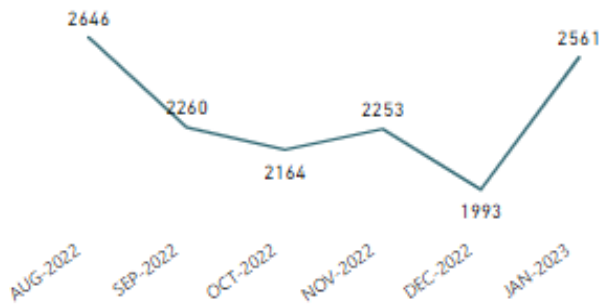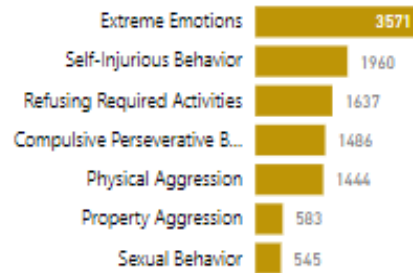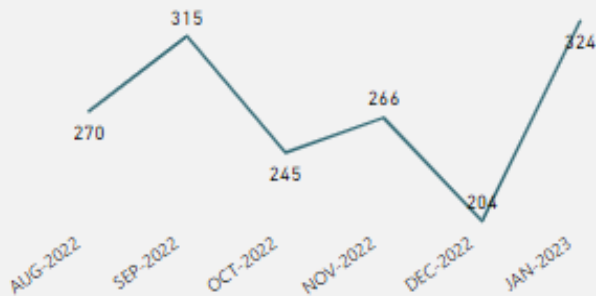
Data Collection – D-PBIS Acknowledgment Data

Who was Acknowledged
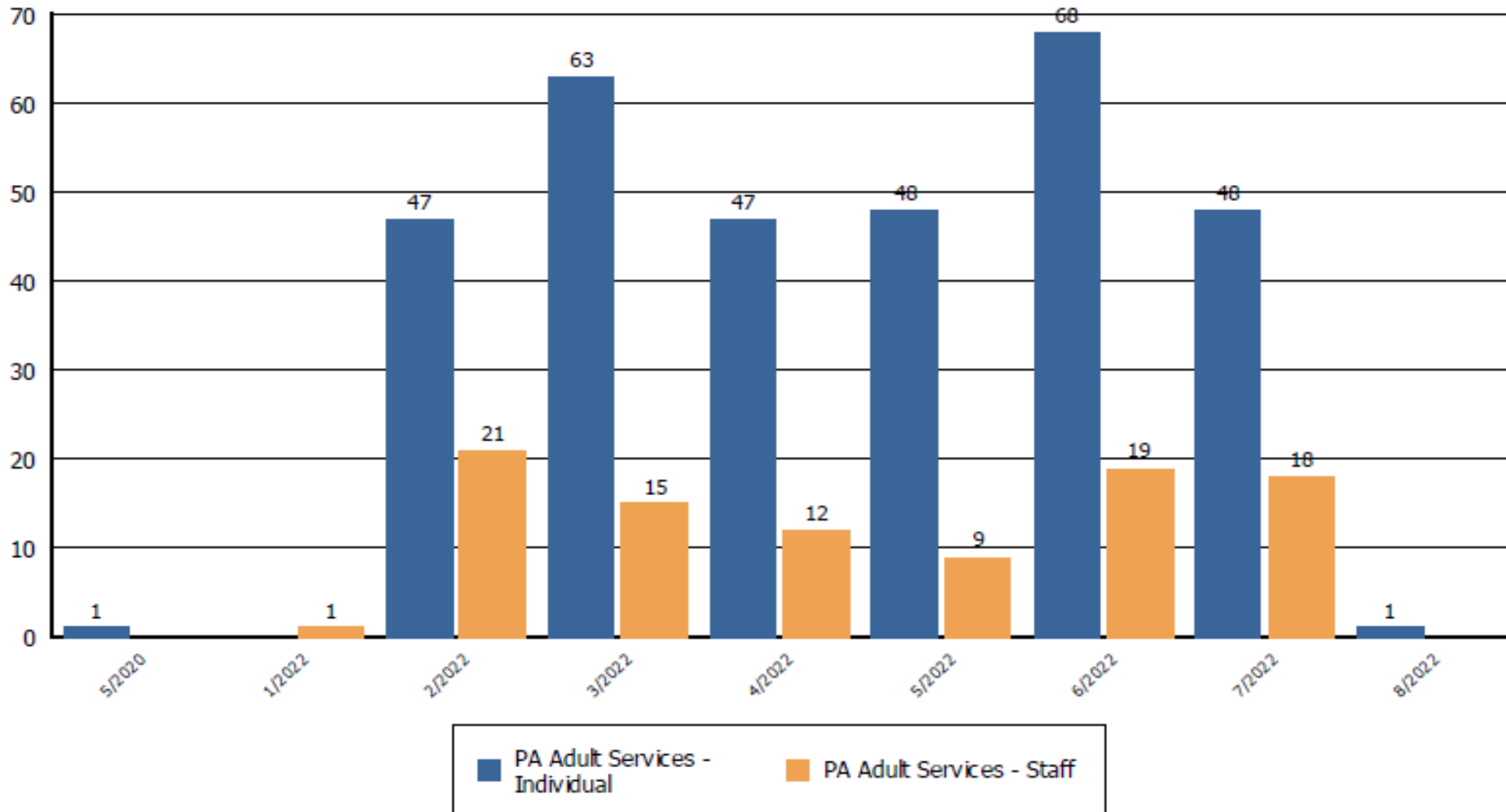
Data Collection – D-PBIS Integrity Data
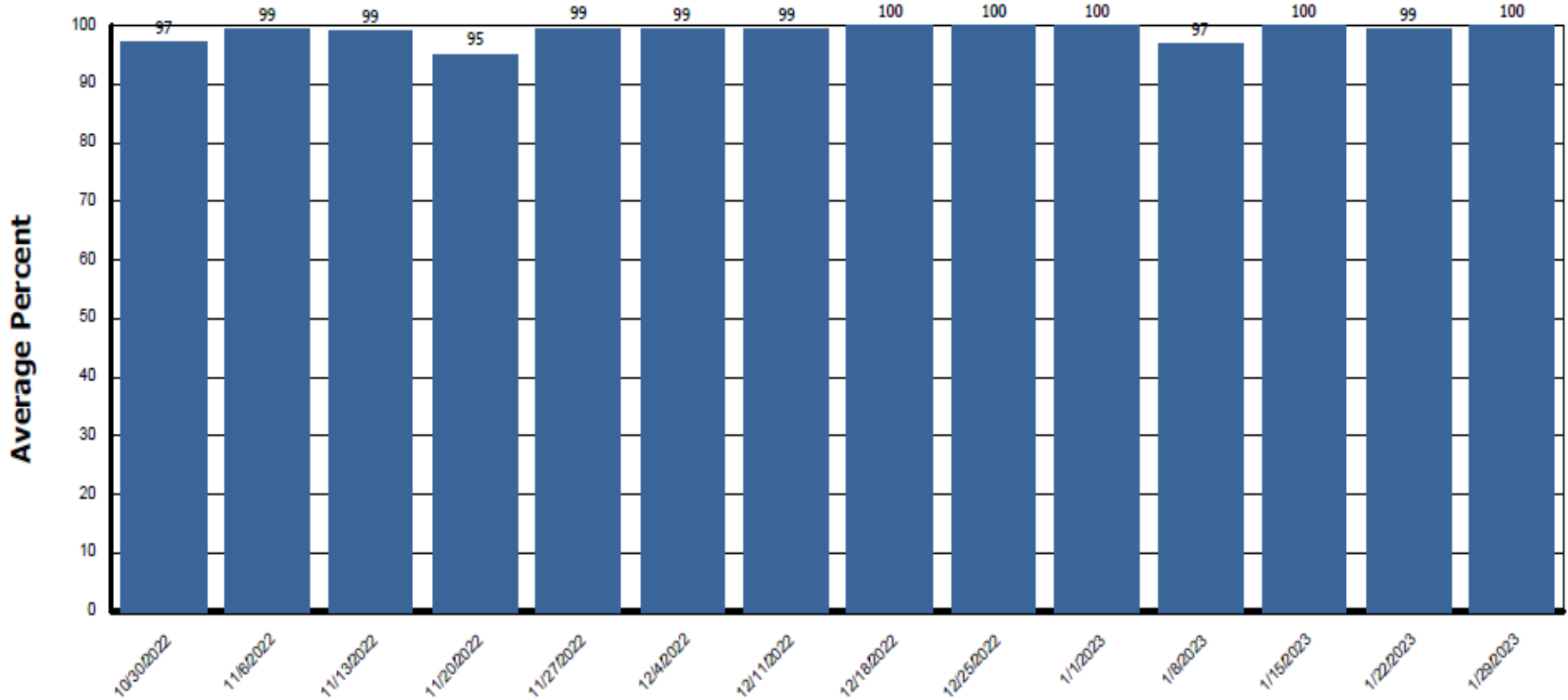

Individuals Receiving Interactions

Weekly
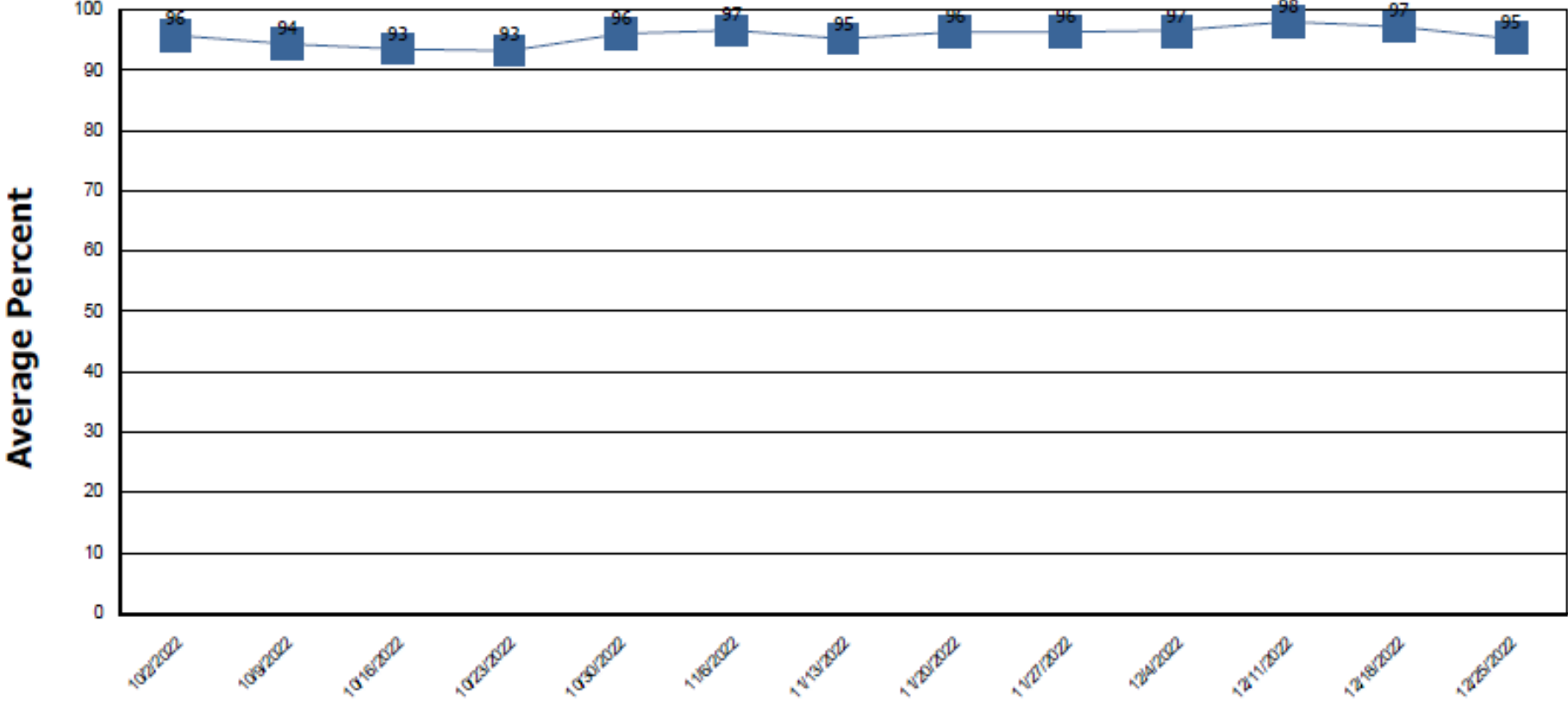
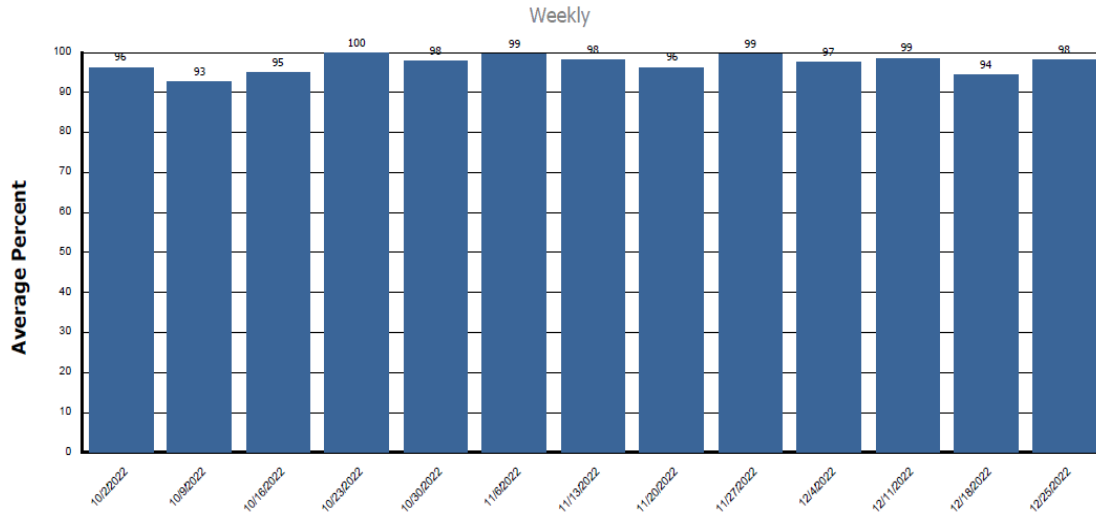# Data Collection – D-PBIS Profiler Compliance

D-PBIS Profiler Compliance

For PA Adult Services - 2
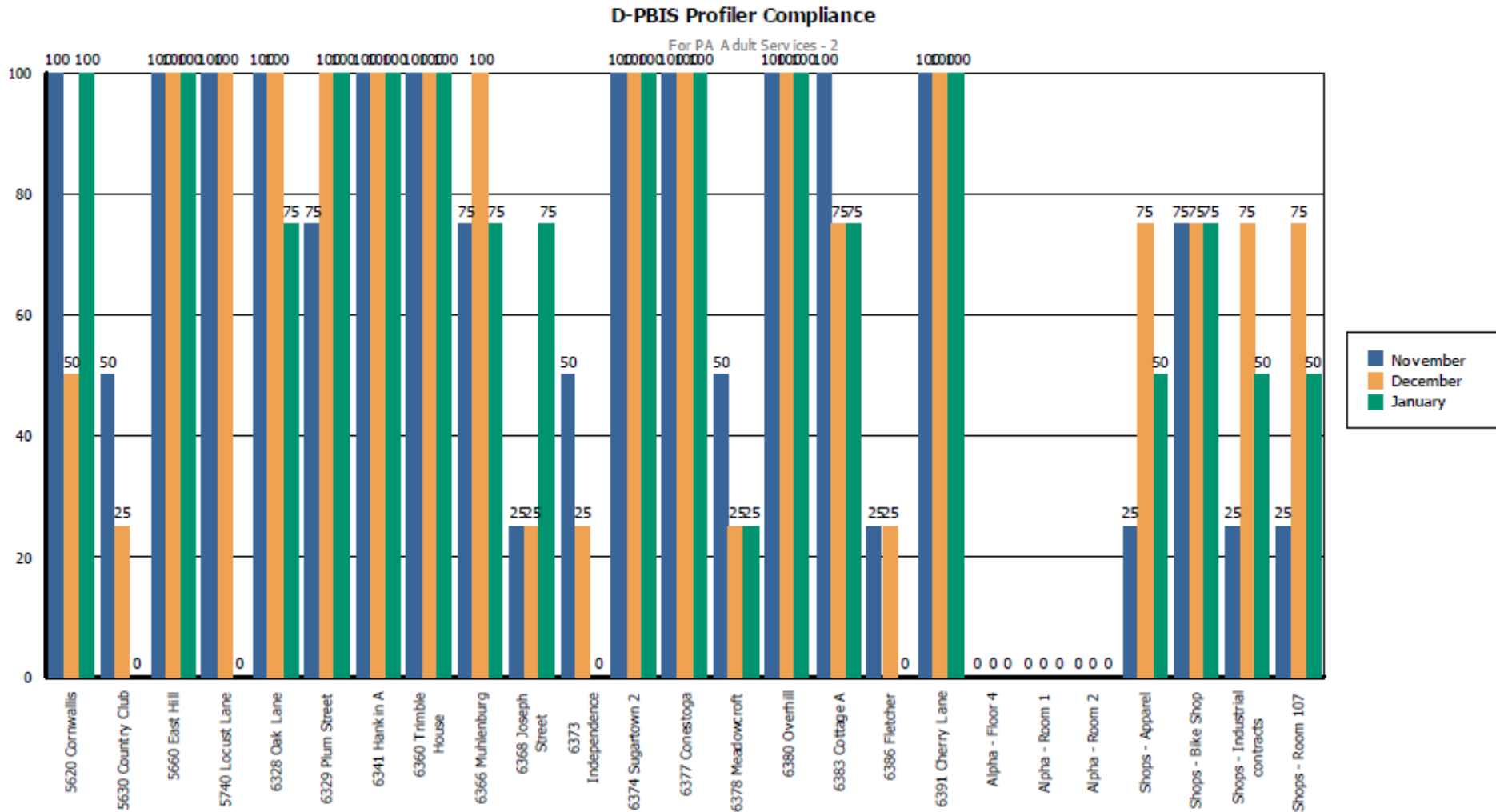
Data Collection – Program Consultation

Data Collection – Satisfaction

Staff Satisfaction
Weekly

Individual Satisfaction
Weekly
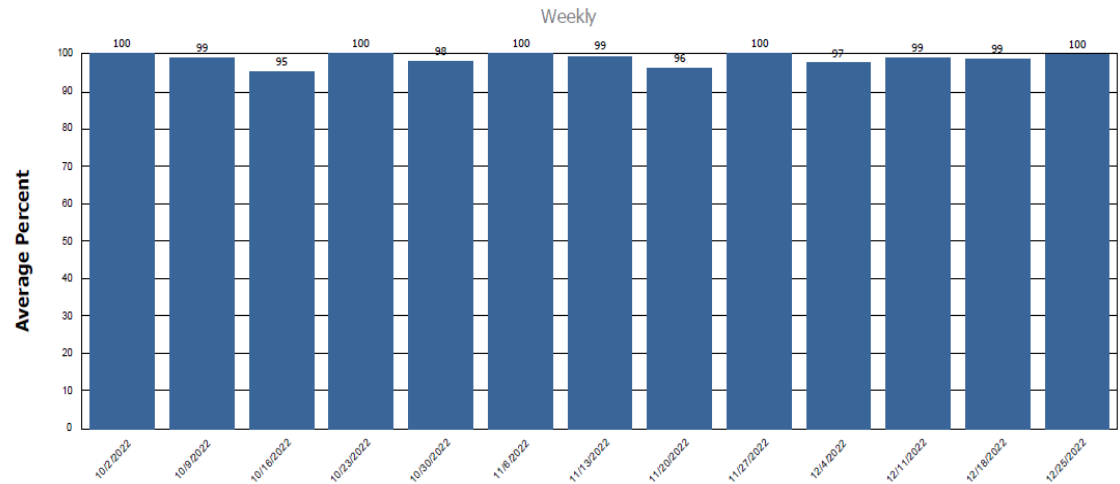
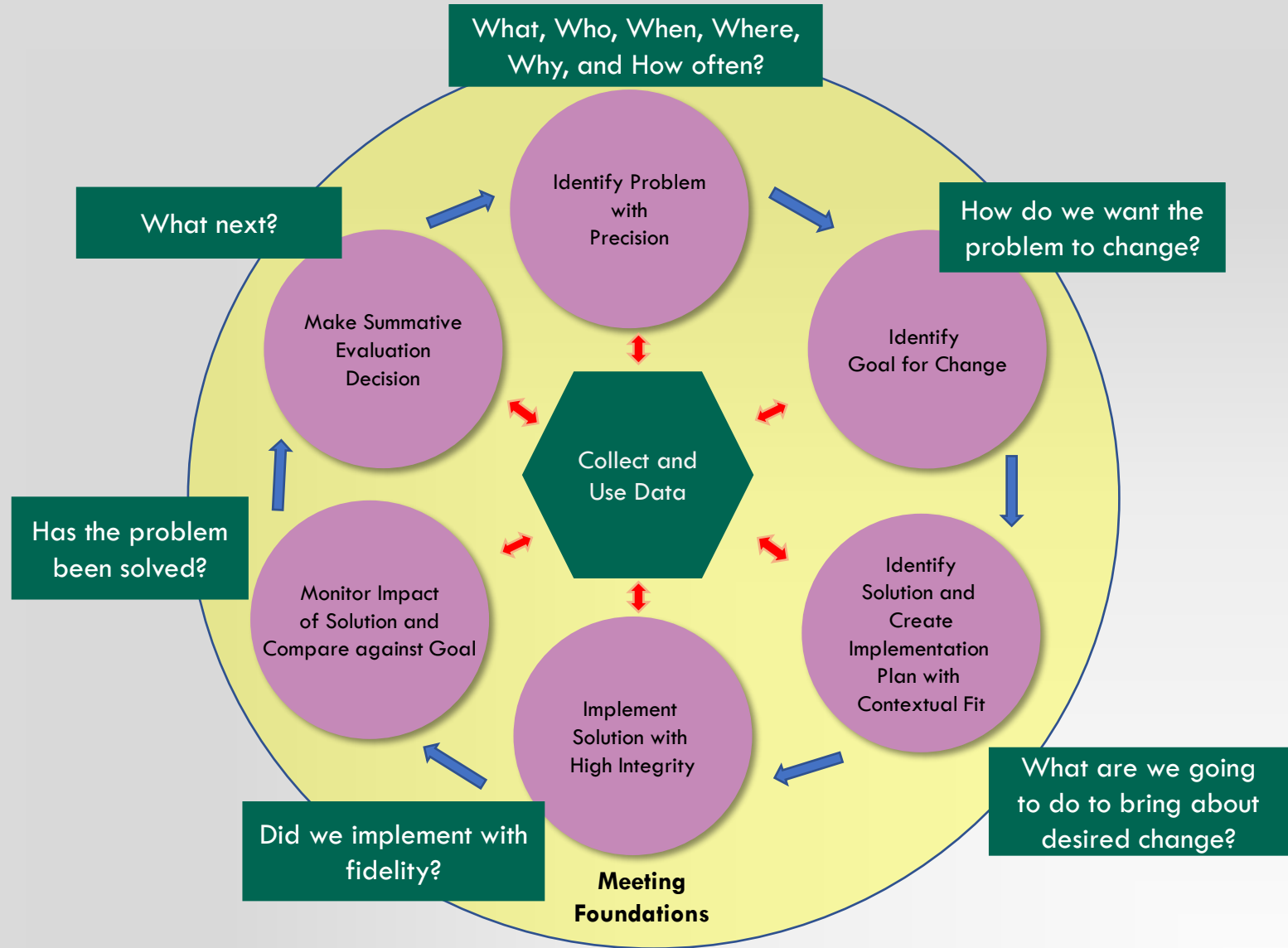# Data Collection – Center Outcomes

PEI Reduction with D-PBIS Roll-out
Devereux PAAS

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
PEI	59	71	69	50	33	28	25	21	30	26	19	6

Rollout and Implementation Years
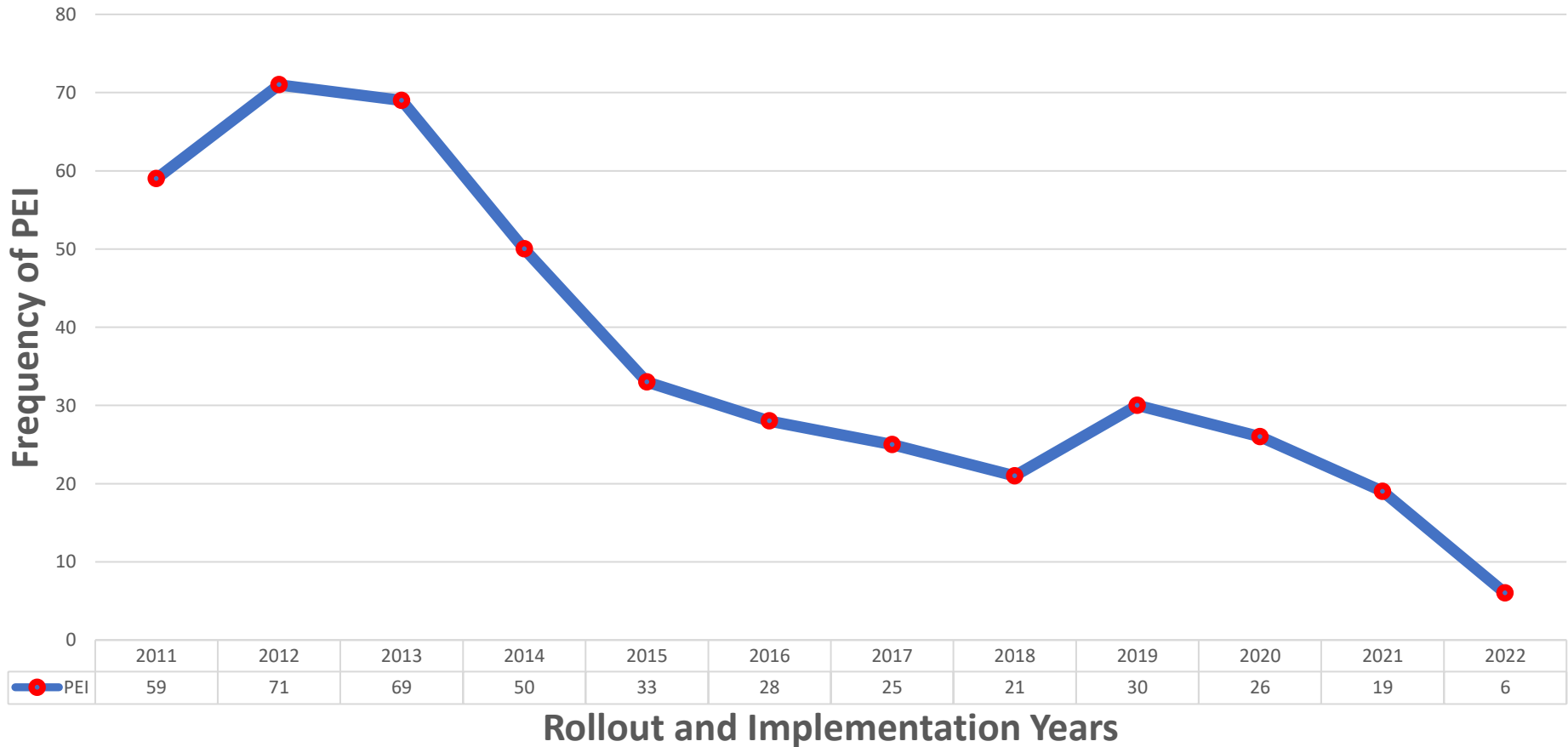
Team-Initiated Problem Solving (TIPS) Model

Todd, et al. (2013)

Problem Solving using TIPS

- We use the TIPS agenda and multiple data sources to *identify* and *problem solve* the issues identified through the data

- We use the TIPS agenda and multiple data sources to *celebrate the successes* from using the problem solving section of the TIPS agenda

8. Problem Solving *(if more than one goal copy/past this section for each goal)*

Date of Initial Meeting:

Problem Statement:	**Solution Steps:**

Goal Statement:

Objective(s):

Timeline:

Person(s) Responsible for:

1. Implementation:

2. Data Collection (Fidelity / Outcome Data):

| Goal Progress Review	
Goal: Increase acknowledgements **Date(s) of Review Meeting(s):**	
Did the solution work? Explain:	**What data supported results? Explain:**
Next Steps: ☐ Continue Current Plan ☐ Modify Plan (detail in notes below) ☐ Discontinue Plan (detail in notes below) ☐ Other (detail in notes below)	**Comparison to Goal:** ☐ Worse ☐ No Change ☐ Improved but goal not met ☐ Goal Met
Notes	

Problem Solving using TIPS

PBIS Integrity Acknowledgement

Monthly by Agency

11/1/2022 - 1/31/2023

Who was Acknowledged
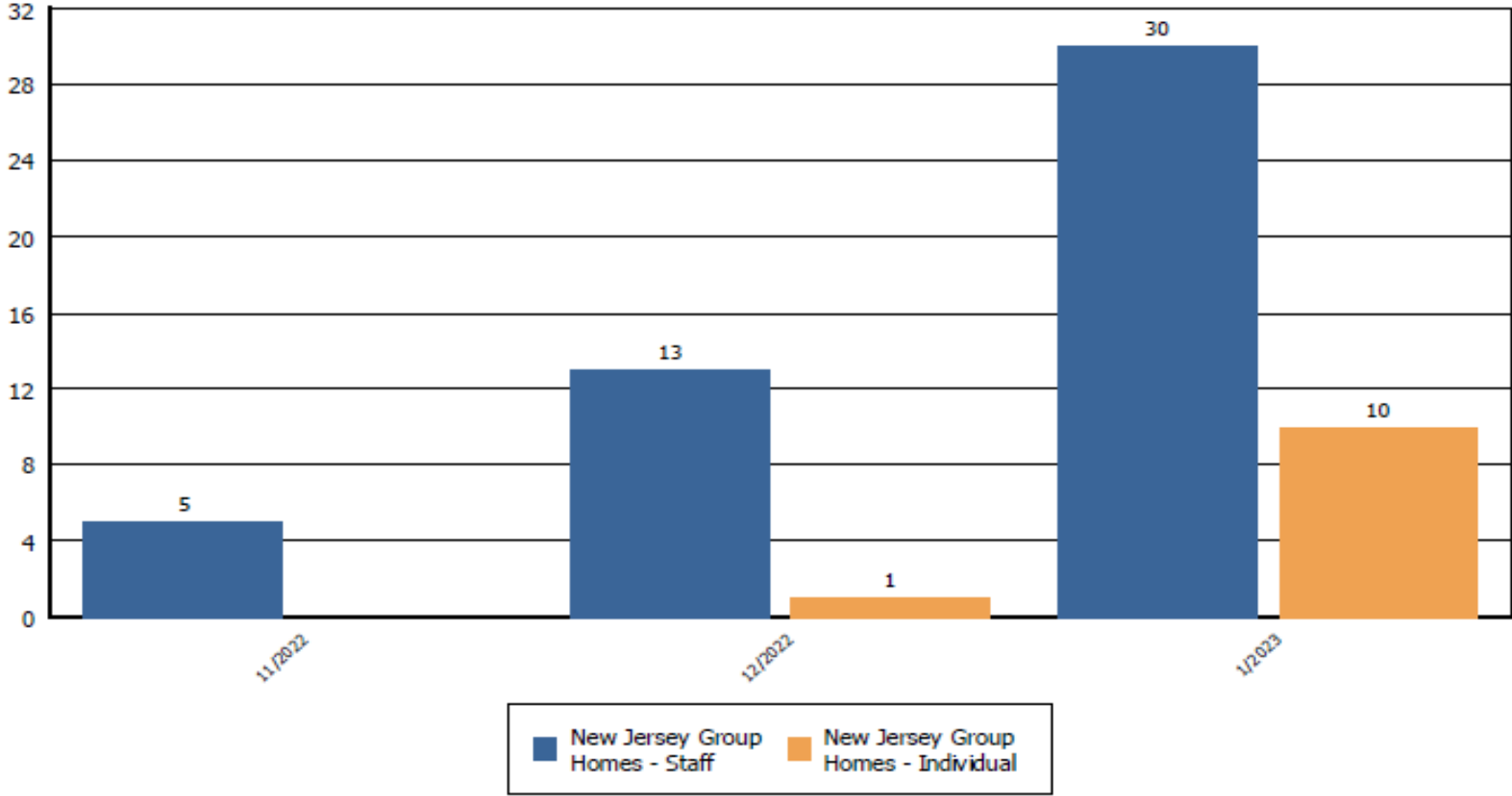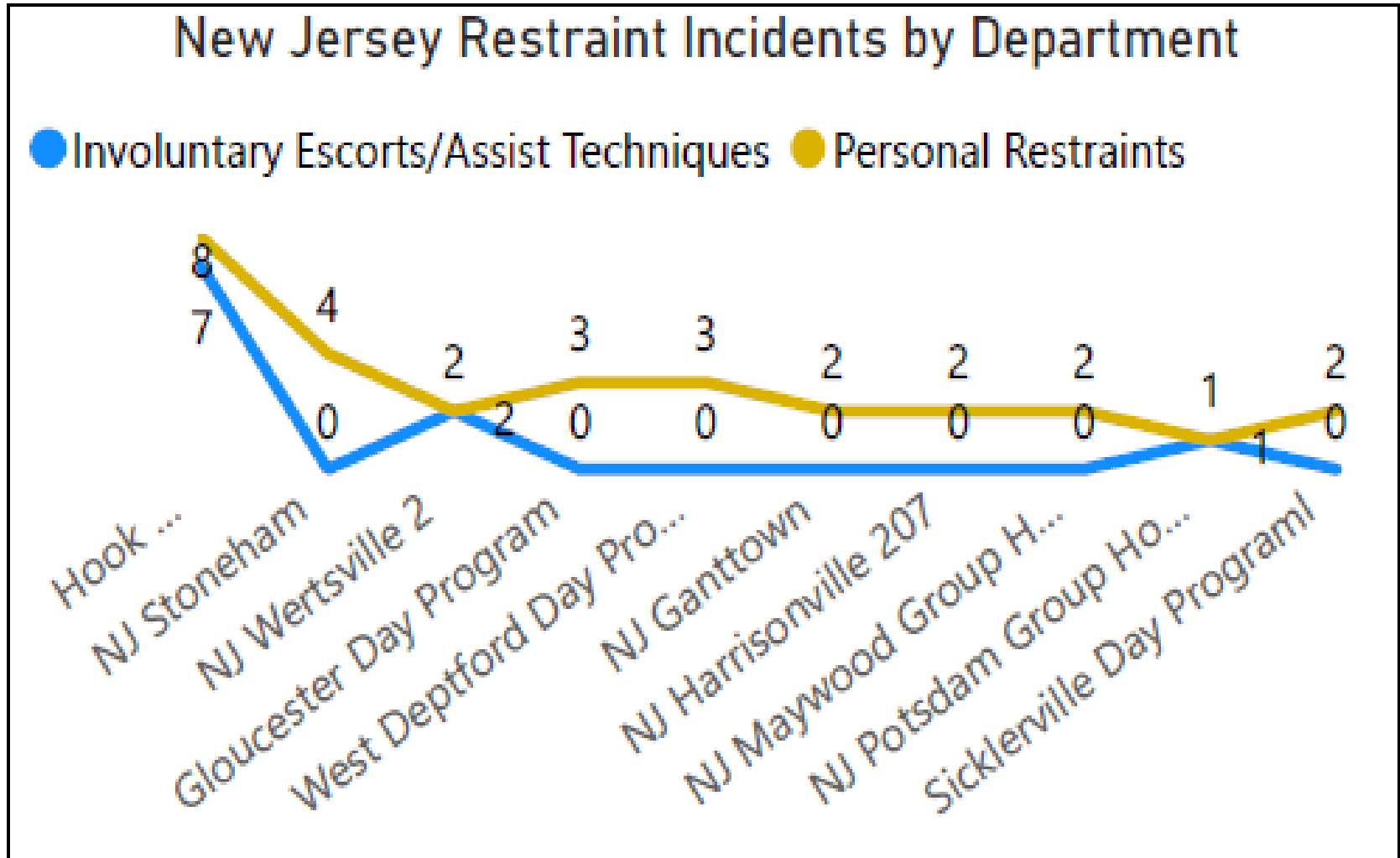
Problem Solving using TIPS

- Because our D-PBIS meetings are interdisciplinary it allows various teams members to weigh in an inquire with their teams to identify and problem solve issues

- We use the task list to keep track of identified needs, the person(s) responsible, dead line and status

3. Task List
Status Key: H = Hold; N = Not Started; P = Partially Implemented; C = Completed

Task	Person Responsible	Deadline	Status

Problem Solving using TIPS

New Jersey Restraint Incidents by Department

Summary and Conclusions

- We have found TIPS (Team Initiated Problem-Solving) model to be an efficient and effective way to build on successes and solve challenges. The TIPS agenda structures the meeting and provides progress review and action planning.

- Key to productive meetings is data-based decision-making and team member accountability.

- Of course, first you have to have good data to make good decisions
  - ➢Define your outcomes and fidelity data.
  - ➢Determine how your data will be collected, where it will live, and how it will be displayed. You don't need a power BI dashboard to have good data!
  - ➢Monitor for data collection and entry compliance.
  - ➢Analyze your data frequently to find problems and to see if interventions are working.

References

Educational Community Supports, University of Oregon. (2022). *TIPS evidence-based*

    decision-making process. [Infographic]. Youtube.

    https://www.youtube.com/watch?v=FsNVrncokCw

Todd, A. W., Newton, J. S., Algozzine, K., Horner, R. H., Algozzine, B., Cusumano, D. L., &

    Preston, A. I. (2013). *Team initiated problem-solving (TIPS II) model.*

    [Infographic]. In *The team initiated problem-solving (TIPS) training manual.*

    University of Oregon, Educational and Community Supports.

    https://www.uoecs.org

Todd, A. W., Newton, J. S., Horner, R., Algozzine, & B., Algozzine, K. M. (2015, October 6). *TIPS 2*

    meeting minutes form. [Document]. University of Oregon, Educational and Community

    Supports. https://www.pbis.org/resource/tips-meeting-minutes-template

For more information about this presentation or Devereux Services, please contact Carol Anne McNellis, Psy.D., BCBA at:

cmcnelli@devereux.org

At Devereux, we believe a strong commitment to diversity, equity, inclusion and belonging (DEIB) is fundamental to providing the highest quality healthcare services. Through open dialogue and the creation of brave spaces, we will engage in anti-discriminatory work that promotes an equitable and inclusive organization for employees, community partners and those we serve.