



APBS 20th International Conference on Positive Behavior Support

Person Centered Planning: Tier 1, 2, and 3 Interventions

Paul Malette, Ph.D.
Jacksonville Florida, March 29-April 1
2023

Introduction to CBI Consultants

- 32nd year providing Positive Behaviour Support in British Columbia, Canada
- Supported more than 10,000 individuals, families, agency and school staff worldwide
- Team of 50+ passionate people currently supporting 500 individuals across the lifespan

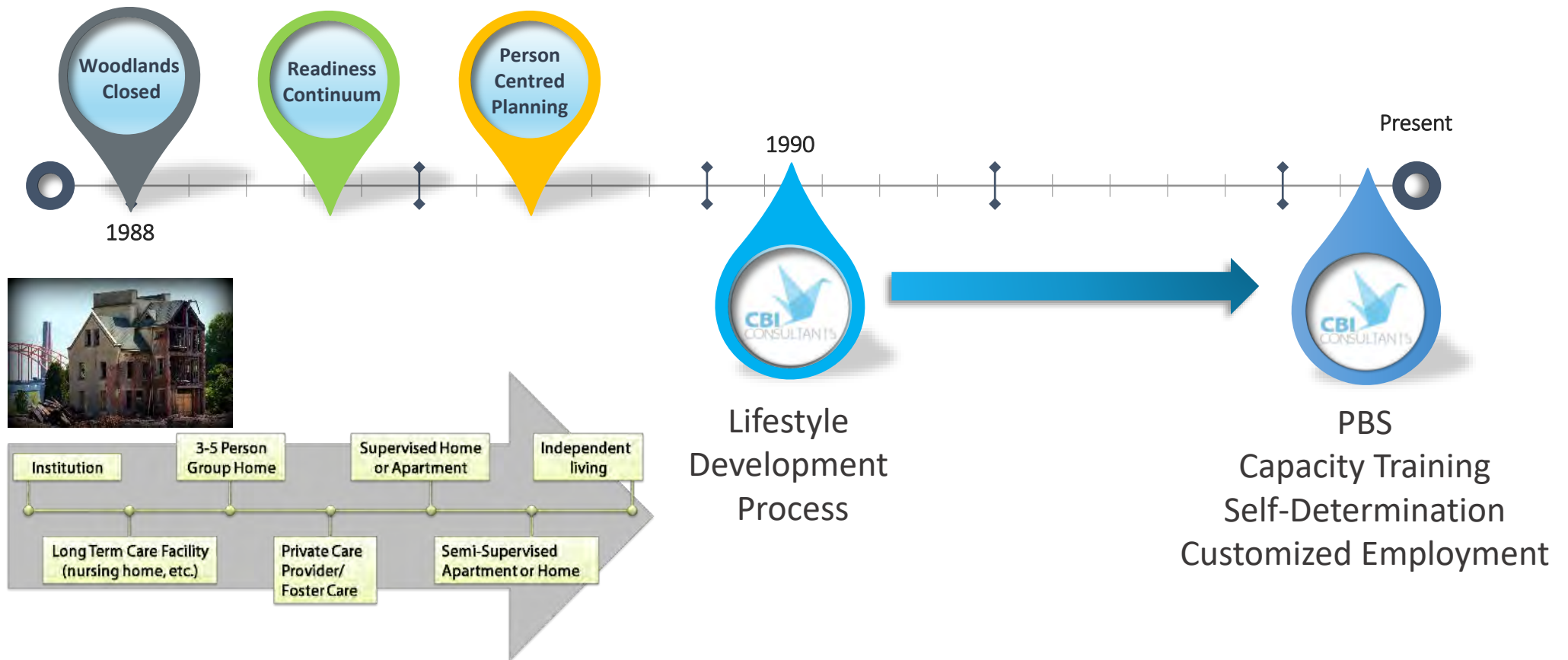


CBI Consultants



Intro to CBI Consultants

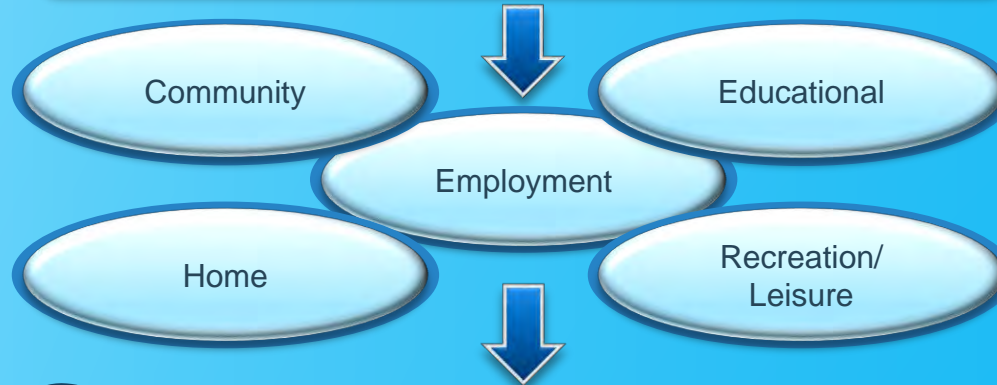
From Woodlands to Now



The Lifestyle Development Process

1 VISION PLANNING
Develop Personal Profile

2 ASSEMBLING INCLUSIVE ROUTINES AND
REVISING SCHEDULES (Day/Week Plan)



4 DEVELOPMENT OF INTERVENTION STRATEGIES



5 EVALUATING QUALITY OF LIFE

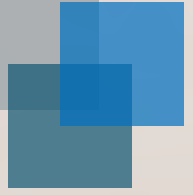
3

ASSESSING BARRIERS TO PARTICIPATION

- Knowledge
- Opportunity
- Attitudinal

Team Facilitation (Game Theory)

(Malette, P., Miranda, P., Kandborg, T., Jones, P., Bunz, T., Rogow, S., 1992)



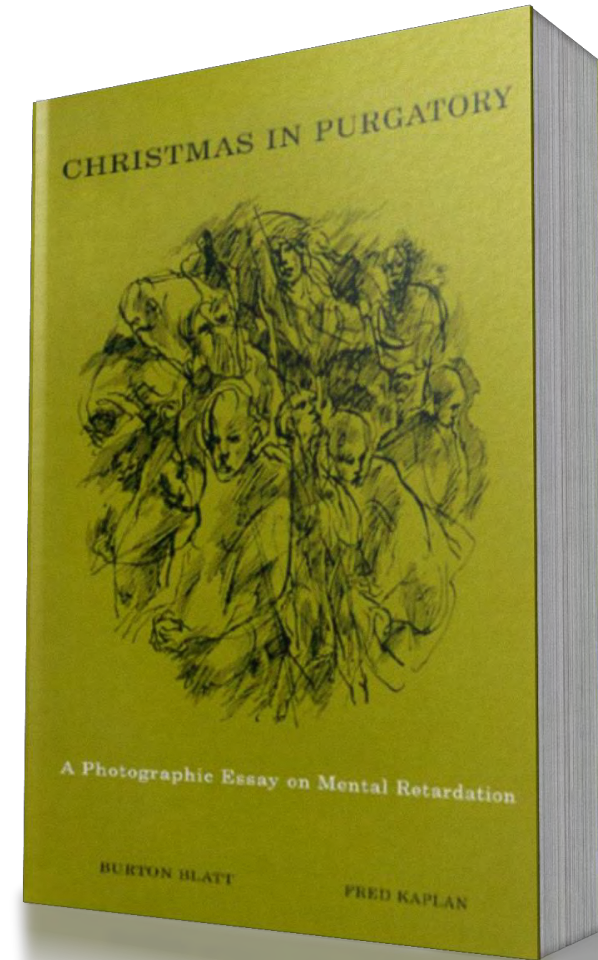
A look back at the last 60 years of support for people with disabilities in North America



Segregation and Institutions Predominant

1960's

- Burton Blatt and Fred Kaplan expose the neglect and abuse in public institutions for the “retarded.”



Neglect and Abused Exposed



Societal Attitudes



Christmas in Purgatory and the Civil Rights Movement were instrumental in creating the pressure point to close public institutions



However, societal attitudes and myths persisted that people with intellectual disabilities could not learn and were “uneducable.”



Another visionary, and educational pioneer, Marc Gold, proved this wrong.

1970's - The Least Restrictive Environment (LRE)

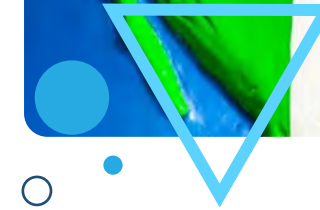
The public policy question throughout North America in the early 1970's was
“How do we integrate people from institutions to schools and community?”



The best thinking of the time was to follow a medical model of support and deficit profiles.



Matriculate from “specialized” segregated programs to inclusive classes and community life.



The Least Restrictive Environment was set in motion throughout North America.

Least Restrictive Environment (LRE): The Readiness Model

Least Restrictive ENVIRONMENT (LRE)-

1 GENERAL EDUCATION CLASSES

NO SUPPORTS

← GOAL!

2 INCLUSION

SPECIAL ED TEACHER SUPPORTS WITHIN THE GENERAL ED CLASSROOM

3 RESOURCE ROOM

STUDENTS ARE PULLED OUT OF THEIR REGULAR CLASSES TO MEET WITH RESOURCE TEACHER.

4 SELF-CONTAINED

STUDENTS ARE TAUGHT BY SPECIAL EDUCATION TEACHERS WITH OTHER SPECIAL EDUCATION STUDENTS ONLY.

5 SEPERATE SCHOOLS

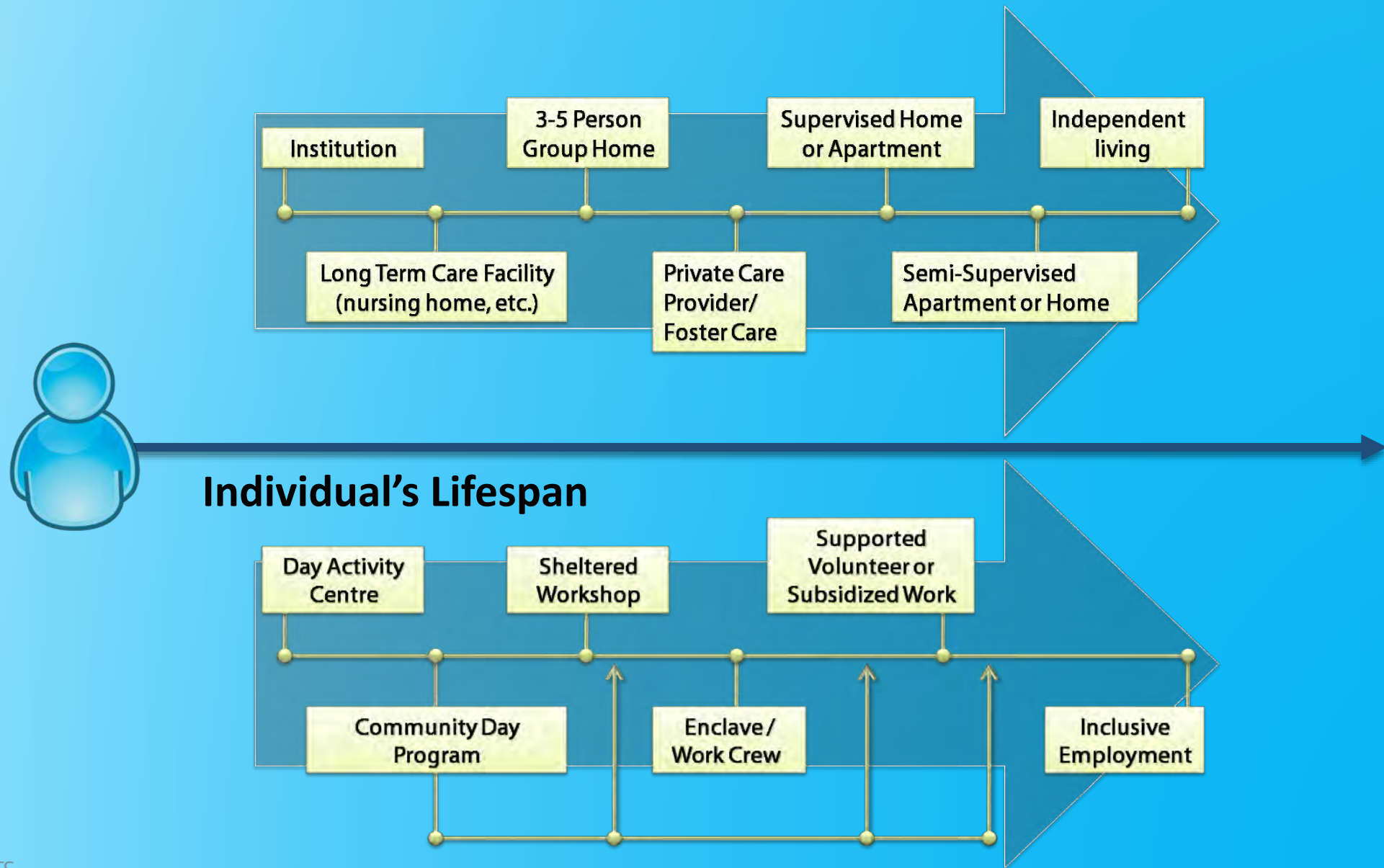
STUDENTS ATTEND SCHOOLS SPECIFICALLY FOR STUDENTS WITH DISABILITIES

6 RESIDENTIAL

STUDENTS PERMENANTLY RESIDE AT THEIR SCHOOL FOR SPECIAL NEEDS



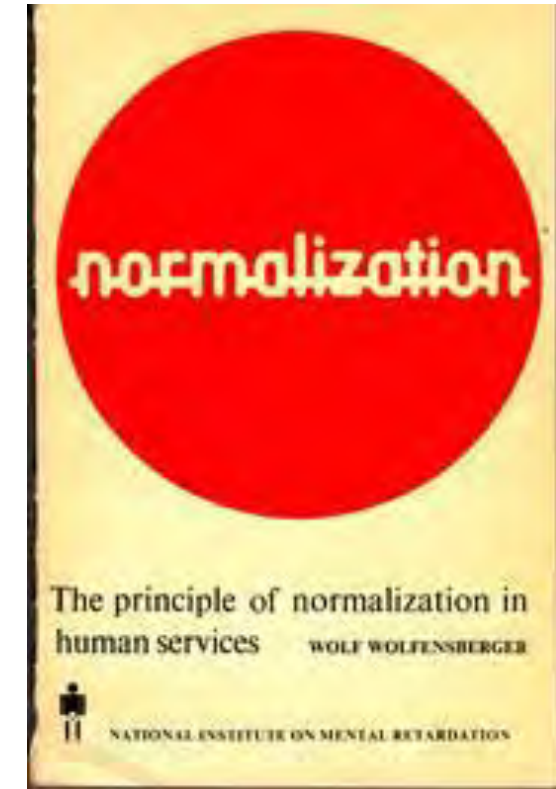
The Least Restrictive Environment



Principle of Normalization

Wolf Wolfensberger at Syracuse University introduced the practice of normalization to the United States in the 1970s.

Dr. Bengt Nirje developed the normalization principle in the 1960s. The principle reflects the regular rhythm of the day and the regular routine of life.



Matriculation Assumption Proved False

1980's

- By the late 1980's, the research was clear that the matriculation assumption proved false.
- People did not graduate to inclusive classrooms and inclusive paid work or college after high school.
- They remained trapped in segregated classes and segregated adult service programs. Thus, the term "The Readiness Trap" for the LRE



Group Exercise and Reflection

- Examination of LRE and Matriculation Assumption
- Contrast and Compare with Current State

Community of Practice Emerges



Paradigm Shift

From deficit profiles, primacy of professional decision making, aversives, and segregation

To strength based profiles, inclusion, person centered planning, and positive behavior support



Person Centered Planning



Supported Employment



Emergence of positive behavior support

Roots of Person Centered Planning



24 Hour Planning

- 1979-Karen Green-McGowan and Mary Kovaks-Canadian National Institute on Mental Retardation



Program Design Sessions

- 1980-Jack Yates Massachusetts



Personal Futures Planning

- 1980-Beth Mount Georgia



Wisconsin State Planning

- 1980's- Marci Brost and Terri Johnson Wisconsin county service boards

Person Centered Planning



Plan

A person centered plan can help those involved with the focus person see the total person, recognize his or her desires and interests, and discover completely new ways of thinking about the future of the person."

— Beth Mount & Kay Zwernik,
1988



Problem Solving

Ongoing strength based problem solving to assist person to plan for their future



Team

Comprised of family, friends and those that know the person best and care about the person.



Action

Team members take individual actions and responsibility to ensure life goals and strategies are implemented.

Purpose of Person Centered Planning



People First

Focus on person and personhood and not disability and labels



Assist

To assist the focus person in gaining control over their own life.



Strength Based

Search for gifts, capacities vs. deficits
To recognize individual desires, interests, and dreams.



Opportunity

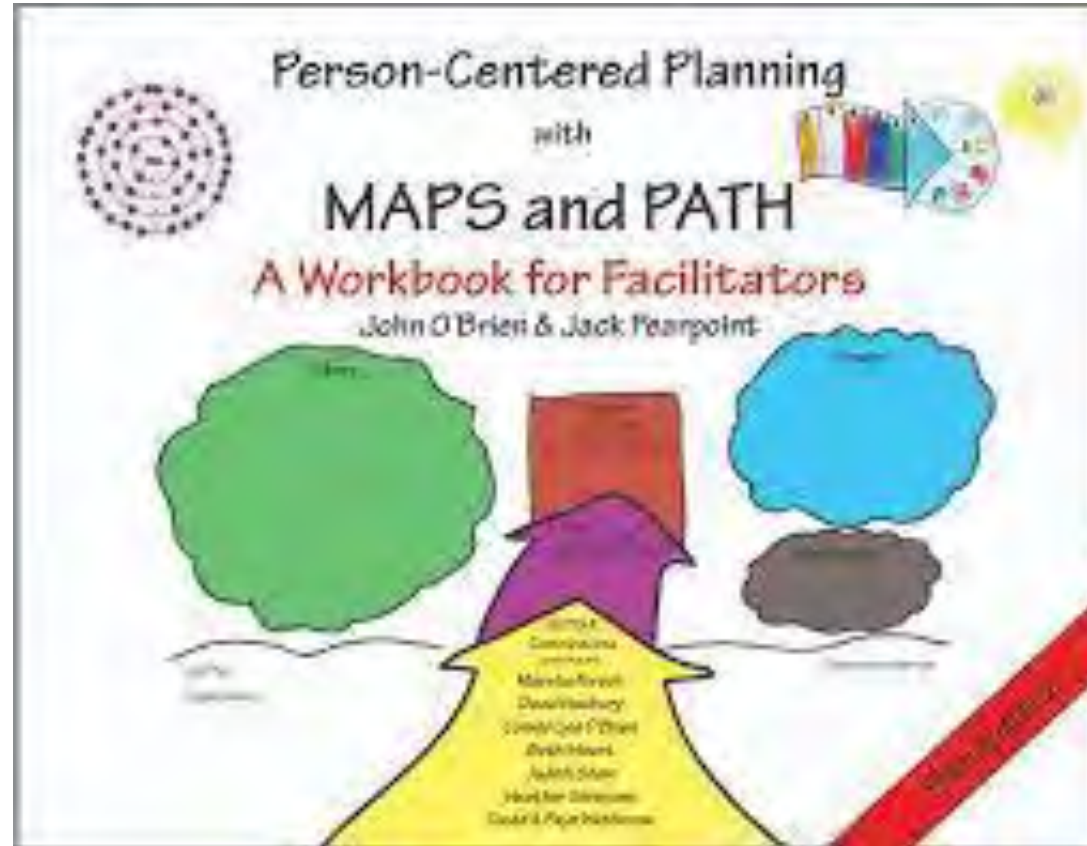
increase opportunities for participation and inclusion in the community.



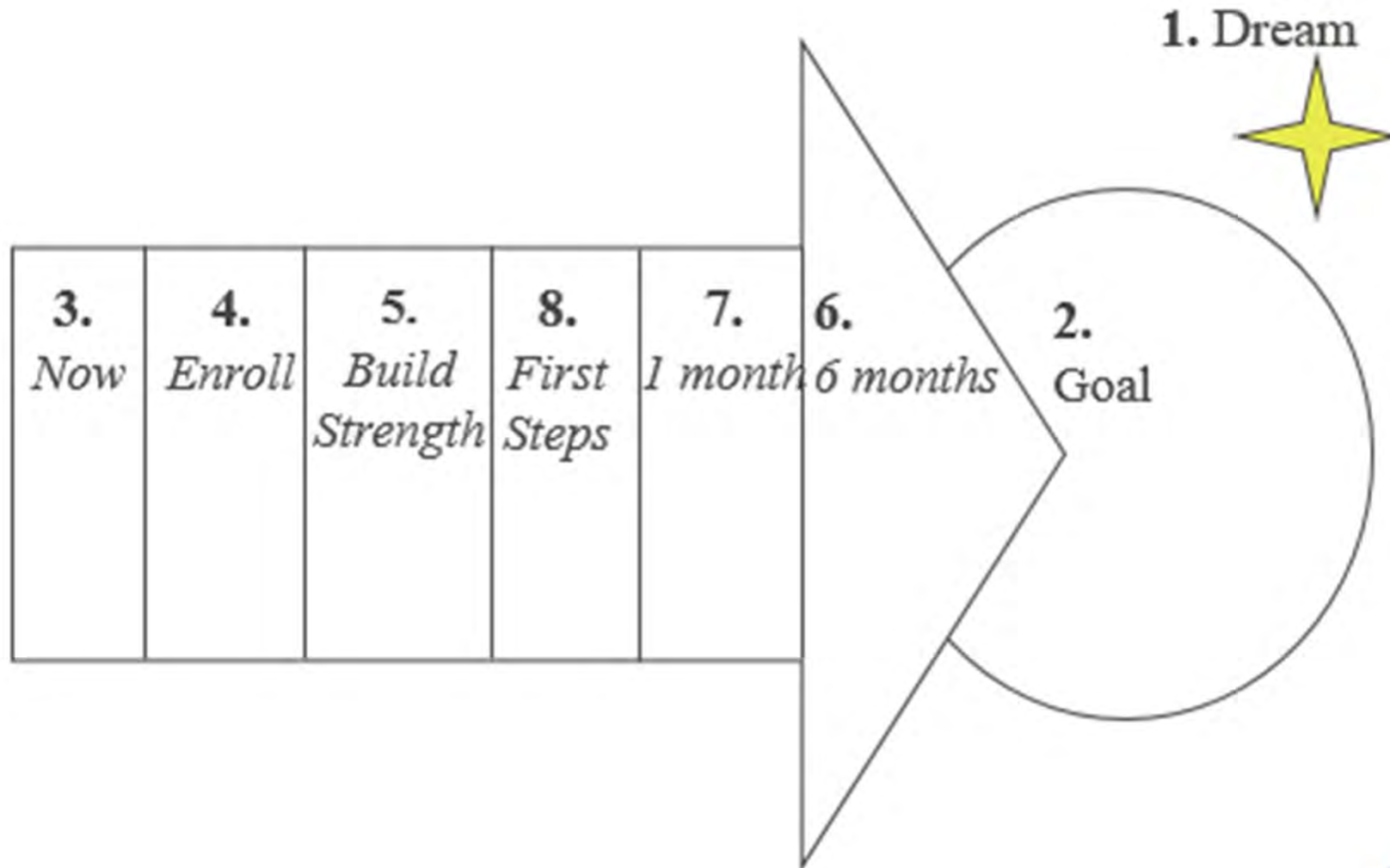
Lifestyle Outcomes

Through team effort, develop a plan to turn dreams into reality

Example: Person Centered Plan-MAPS and Path



PATH template



PATH Example



Person Centered Planning Group Exercise

- Alexander Example
- Using PCP and Personal Profile for High School Transition.

Revolution: Supported Employment

- Place and Train vs. Train and Place
- Place in inclusive work settings and train for success versus train in segregated settings and hope for inclusive employment

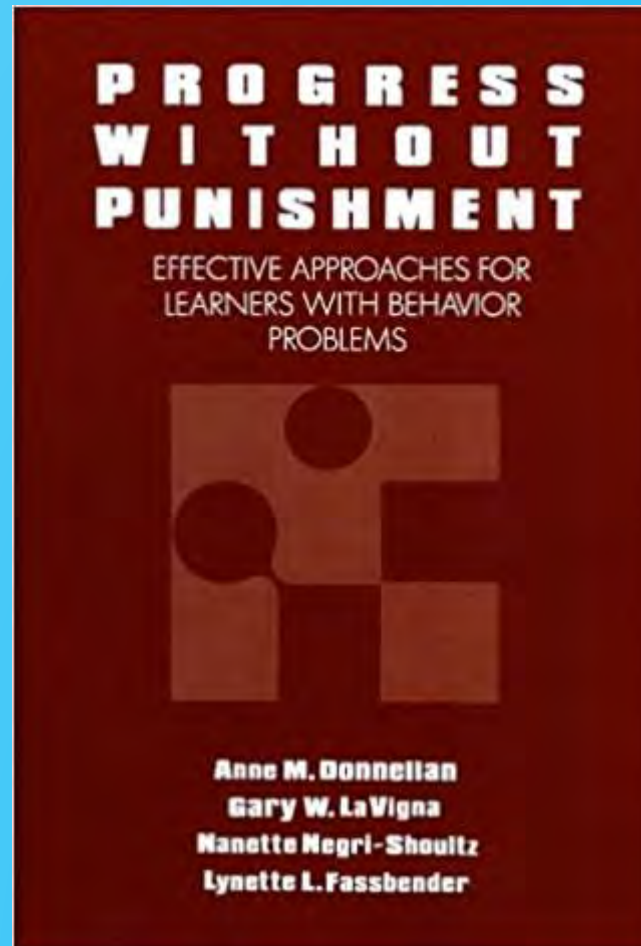


Similarly, PBS and Technology of Non-Aversive Support

- PCP, Supported Employment, and Positive Behavior Support emerging and creating a new paradigm of support
- PBS-Inclusion, quality of life, positive educative practices employment



Alternatives to Punishment



Oregon Community Support-

- Neighborhood Living Project (Bellamy, Newton, LeBaron & Horner 1990)
- Conceptual Breakthrough
 - Model program based on PCP and quality of life tracking
 - High quality life could be achieved mostly by life arrangements
- This was the inspiration for CBI's Lifestyle Development Process



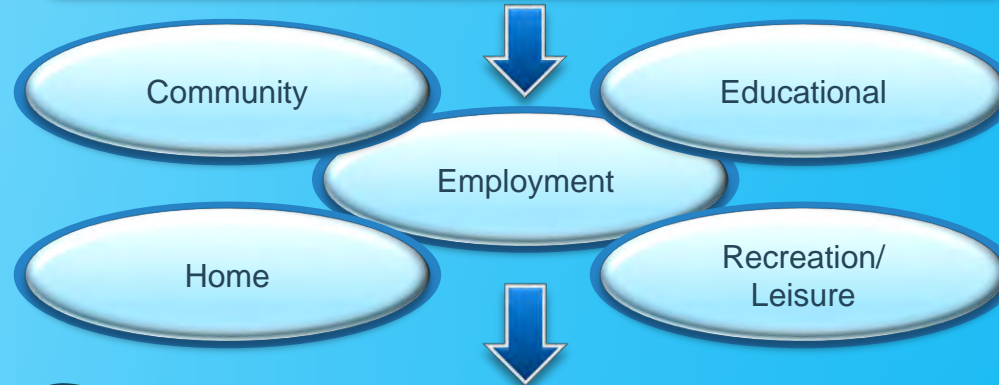
Group Exercise and Reflection

- Reflect on Lifestyle Arrangement and PCP emerging in the late 80's and early 90's
- Reflect on application today

The Lifestyle Development Process

1 VISION PLANNING
Develop Personal Profile

2 ASSEMBLING INCLUSIVE ROUTINES AND
REVISING SCHEDULES (Day/Week Plan)



4 DEVELOPMENT OF INTERVENTION STRATEGIES



5 EVALUATING QUALITY OF LIFE

3

ASSESSING BARRIERS TO PARTICIPATION

- Knowledge
- Opportunity
- Attitudinal

Team Facilitation (Game Theory)

(Malette, P., Mirenda, P., Kandborg, T., Jones, P., Bunz, T., Rogow, S., 1992)

Current State: PCP as Core Tier 1, 2, and 3 Interventions-Case Examples



PCP Early Childcare

Teaching Pyramid examples



PCP Schools

Three Tiered PBIS



PCP Family Settings

Prevent-Teach-Reinforce and Three-Tiered person and family centered support

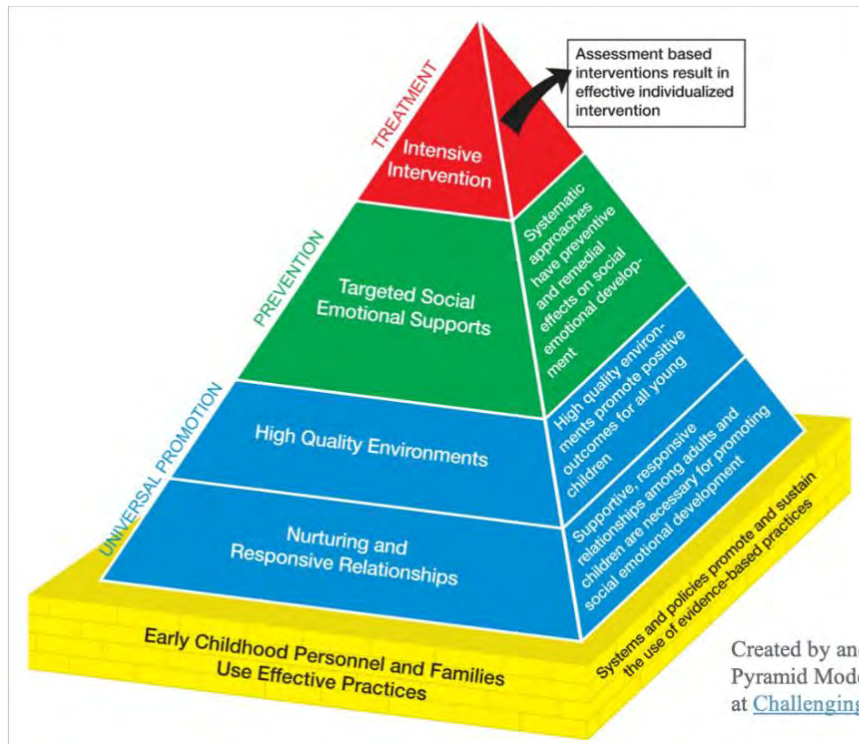


Community Agencies

Three-Tiered PBIS and PCP.

Case Studies and Examples PCP-Teaching Pyramid

The Teaching Pyramid Young Children



Created by and available from the National Center for Pyramid Model Innovations (NCPMI) at ChallengingBehavior.org



Group Exercise and Reflection

- PCP and Teaching Pyramid Young Children

Three Tiered Support in Families



Universal Prevention

Lifestyle planning, predictable schedule of routines, 4-1 ratio of positive statements to corrections



Secondary Prevention

Social skills instruction, self-regulation



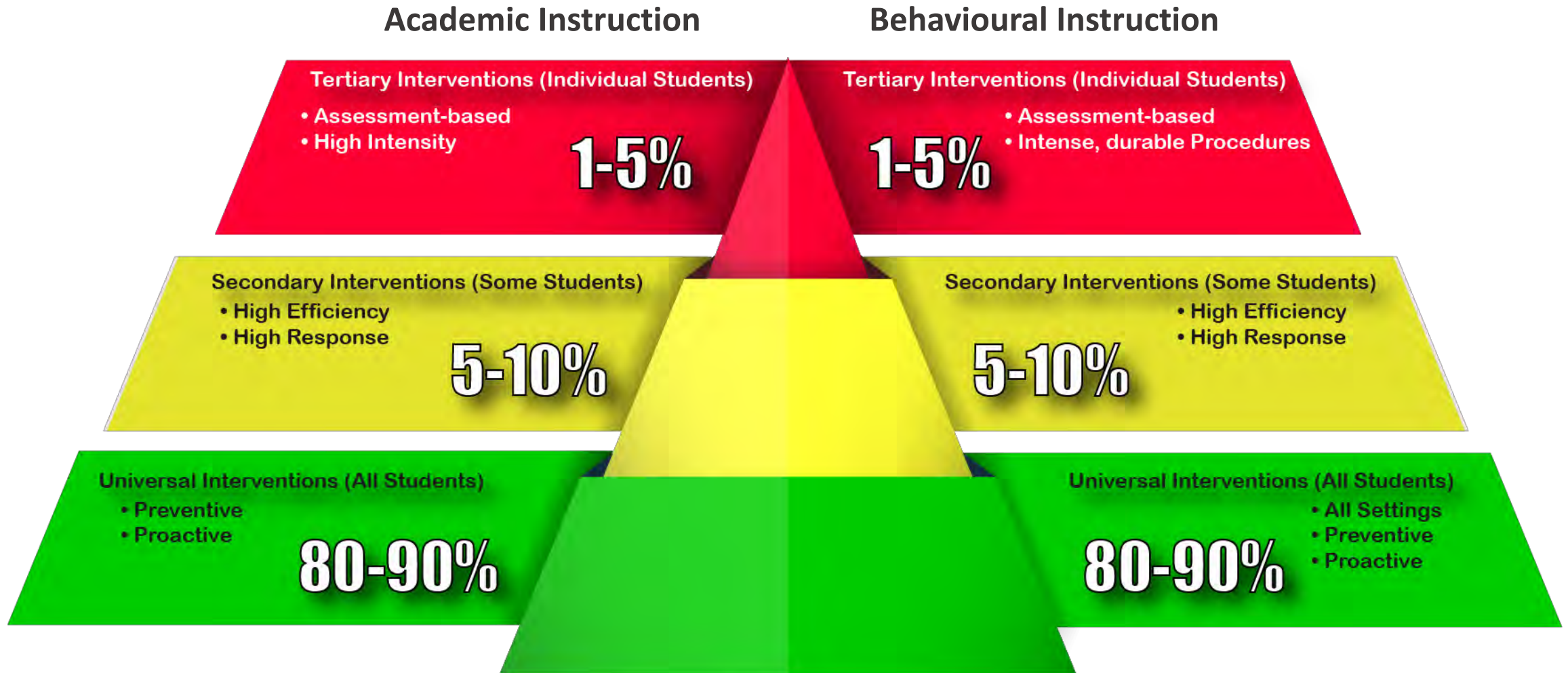
Tertiary Prevention

FBA and Prevent-Teach-Reinforce

Group Exercise and Reflection

- PCP as universal prevention, Tier 2, and Tier 3 core practices in person and family centered PBS and Prevent-Teach-Reinforce

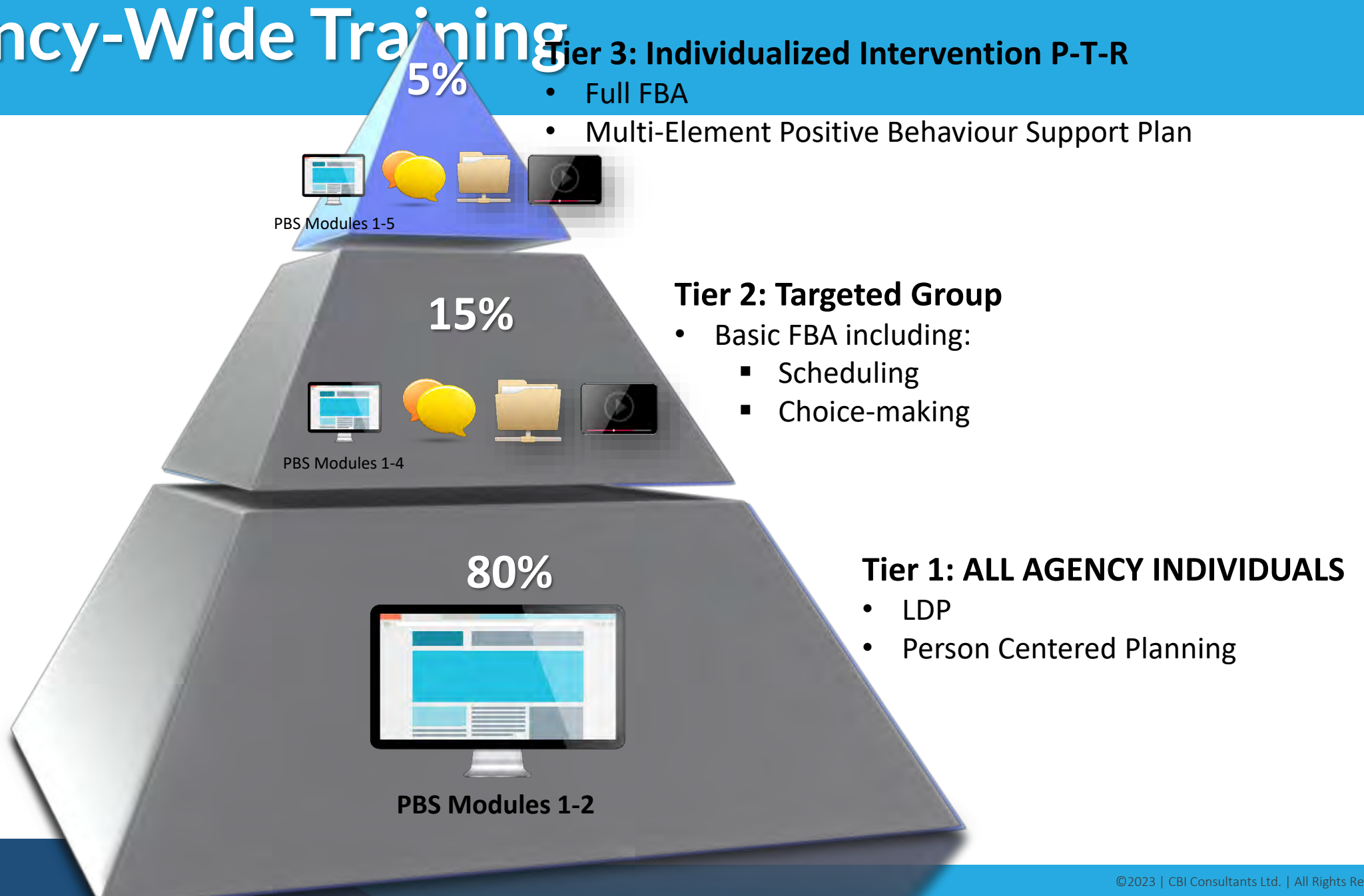
Case Examples-PCP and Three Tiered PBIS



Group Exercise and Reflection

- PCP as universal prevention, Tier 2, and Tier 3 core practices in School Wide PBIS

Agency-Wide Training



Group Exercise and Reflection

- PCP as universal prevention, Tier 2, and Tier 3 core practices in agency wide PBIS

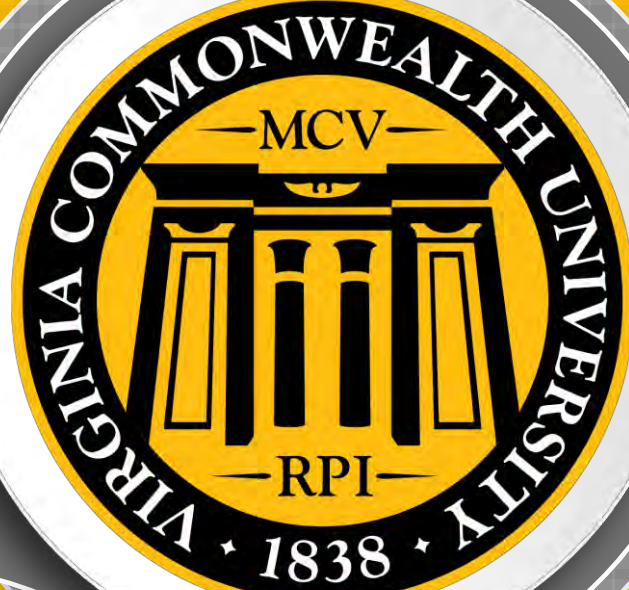


Dr. Paul Wehman Commonwealth University mentored the CBI employment team in the development and implementation of inclusive Person-Centered employment practices.



CBI
CONSULTANTS

Customized
Employment
Service to LDP





PHASES OF CUSTOMIZED EMPLOYMENT



TIME

DISCOVERY



With the job seeker, we learn about their strengths, skills, talents and abilities. We support them to develop and recognize their Ideal Conditions of Employment.

JOB DEVELOPMENT



CBI supports the job seeker to match their Ideal Conditions of Employment with suitable jobs in the community. We meet with potential employers, discuss potential job duties and support the job seeker in the interview process.

JOB COACHING



We provide highly skilled job coaches to support the employer and employee to ensure success on the job. Our support continues as long as needed.

FADING



With the employer's assistance, we will develop a transition plan to effectively fade support. CBI will still be involved as needed.

MONITORING



We will continue to monitor the employee's progress through surveys, calls, emails and site visits for as long as necessary to ensure any changes or problems are addressed.

CRISIS SUPPORT

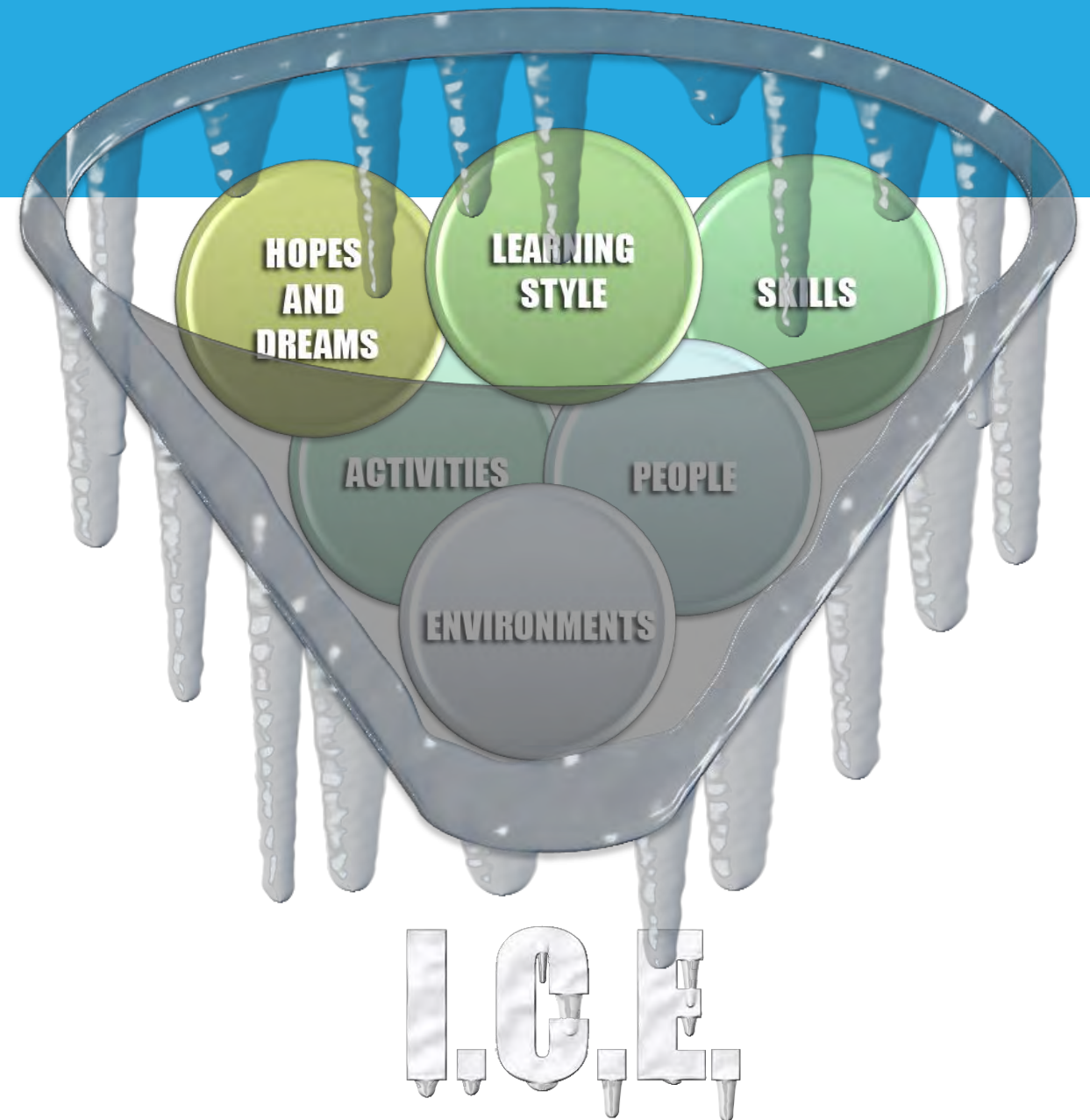


If a change in job duties, management, or any challenges occur, CBI is there to support the employee and employer.

Putting the Person Centred Puzzle Together

The goal of strength based, person centered planning is to identify the key or ideal conditions for successful employment.

You are funneling the key information down to come up with I.C.E.



Ideal Conditions for Employment

Group Exercise and Reflection

- Person Centered Planning and Customized Employment as a PBS intervention

Component Elements of Self-Determined Behaviour and Person Centered Planning



Group Exercise and Reflection

- The evolution of Person-Centered Planning, PBS, Inclusive Employment and Self-Determination Instruction
- Current applications and take aways for early childhood settings, families, schools and agencies.

Contact Us



#204 – 3970 Hastings Street
Burnaby, British Columbia, Canada, V5C 6C1



(604) 320-1960



info@cbiconsultants.com



www.cbiconsultants.com