Assessment of Positive Behavior Support Practices

This assessment is designed to assess the extent to which practices associated with positive behavior support are employed in programs or agencies offering behavioral intervention services.   By completing this assessment, agencies can identify features of their services that are and are not aligned with PBS principles, thereby facilitating action planning.

For the purpose of this assessment, we define **positive behavior support** as an assessment-based approach to supporting individuals with behavioral challenges in complex community settings that combines the science of applied behavior analysis with principles of other disciplines (e.g., positive, ecological, and community psychology) to improve not only behavior, but also quality of life. We use the term **support team** to include all family members, service providers, and other caregivers involved in day-to-day intervention.

Please respond to the survey based on your personal experience within this agency or program**.** In determining your ratings, it may be helpful to use the following anchors:

    never = does not happen
    rarely = up to 1/3 of the time
    sometimes = between 1/3 and 2/3 of the time
    usually = over 2/3 of the time
    always = every time

When you have completed the survey, simply click the submit button.

If you have any questions, comments, or concerns, please feel free to contact Meme Hieneman at meme@pbsapplications.us.

How would you describe your role and/or position? Check all that apply:

☐ Parent   ☐ Family member   ☐ Therapist   ☐ Administrator   ☐ Counselor   ☐ Teacher

☐ Policy maker   ☐ Consultant   ☐ Direct care   ☐ Student   ☐ Advocate   ☐ Professor

☐ Program director   ☐ Friend/peer   ☐ Other

If other, please describe role: _____

How would you identify your field or discipline? Check all that apply:

☐ Behavior analysis   ☐ Psychology   ☐ Special education   ☐ General education   ☐ College/university   ☐ Early childhood

☐ Rehabilitation   ☐ Social work   ☐ School psychology   ☐ Marriage/family   ☐ Mental health   ☐ Medicine

☐ Speech pathology   ☐ Not Applicable   ☐ Other

If other, please describe discipline: _____

What is the age range of the individuals you (or your program) serve or support? Check all that apply:

☐ Early childhood   ☐ School aged   ☐ Adults

What are the characteristics of the individuals you (or your program) serve or support? Check all that apply:

☐ Typically developing   ☐ Autism spectrum disorders   ☐ Developmental disabilities   ☐ Emotional behavioral disorders

☐ Other

If other, please describe: _____

How long have you been providing behavioral intervention services and supports?

☐ less than 1 year   ☐ 1-5 years   ☐ 5-10 years   ☐ 10-15 years   ☐ 15-20 years   ☐ over 20 years

Support Team Involvement: Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Support team is established to assist in the assessment/intervention process	O	O	O	O	O
Support team includes key stakeholders from all relevant settings (e.g., individual, teachers/ employers, parents, therapists, other service providers)	O	O	O	O	O
Support team is involved in identifying the goals and behaviors of concern	O	O	O	O	O
Support team participates in person-centered or group action planning	O	O	O	O	O
Consensus is obtained by support team members on the patterns affecting the behavior of the focus individual(s)	O	O	O	O	O
Support team is engaged in selecting strategies and designing behavior support plans	O	O	O	O	O
Support team is involved in collecting data to evaluate progress	O	O	O	O	O
Efforts are made to ensure that all family members and service providers involved in the individuals' lives are familiar with and committed to the behavior support plan	O	O	O	O	O
Training required to implement the plan is provided to the support team members	O	O	O	O	O
Support team communicates consistently to assess progress and make necessary changes to the behavior support plan	O	O	O	O	O

Overall, I would rate the quality of collaboration with support team members to provide behavioral intervention and supports as...

☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent

Assessment of Contexts and Functions: Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Functional behavioral assessments are conducted to identify variables affecting behavior	O	O	O	O	O
Assessments include interviews or other indirect assessments with support team members and other family members and professionals involved in the person's care	O	O	O	O	O
Assessments include direct observations of behavior across circumstances and environments (e.g., ABC recording)	O	O	O	O	O
Ecological, curricular, and other contextual assessments are conducted to determine broader variables in the social or physical environment affecting behavior	O	O	O	O	O
Assessments result in identification of probable functions of behavior	O	O	O	O	O
Assessments result in identification of contexts (e.g., situations, activities) that set the stage for positive behavior	O	O	O	O	O
Assessments result in identification of contexts (e.g., situations, activities) that set the stage for problem behavior	O	O	O	O	O
Patterns affecting behavior are summarized to guide behavior support plan development	O	O	O	O	O

Overall, I would rate the quality of the assessments to identify patterns affecting behavior in behavioral intervention services and supports as...

☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent

Behavior Support Plan Design: Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Interventions included in behavior support plans are clearly linked to the patterns identified in the functional (and ecological) assessments	O	O	O	O	O
Behavior support plans include a summary of the goals, behaviors of concern, and patterns identified in the assessment	O	O	O	O	O
Behavior support plans include modifications to the social or physical environment that may prevent problem behavior and/or increase the likelihood of desirable behavior	O	O	O	O	O
Behavior plans maximize opportunities for choice and personal control	O	O	O	O	O
Behavior support plans include specific skills to be taught and reinforced to replace (achieve the same function) the behaviors of concern	O	O	O	O	O
Behavior support plans include instruction in skills that allow individuals to function more effectively in their environments (e.g., participate in activities)	O	O	O	O	O
Behavior support plans include strategies for managing consequences to maximize reinforcement for positive behavior (and minimize it for undesirable behavior)	O	O	O	O	O
Behavior support plans do not include procedures that are painful, embarrassing, or otherwise dehumanizing	O	O	O	O	O
If necessary to ensure safety and rapid de-escalation of behavior, crisis management procedures are established	O	O	O	O	O
Behavior support plans are matched to the characteristics and preferences of the people involved and resources available	O	O	O	O	O

Overall, I would rate the quality of behavior support plans designed and implemented within behavioral services as supports as...

☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent

Data-Based Decision Making: Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Specific behaviors of concern are defined in observable and measurable terms (i,e., what individuals say or do)	O	O	O	O	O
Objective data (e.g., frequency, duration) are collected to monitor progress and evaluate outcomes related to behaviors of concern	O	O	O	O	O
Objective data (e.g., frequency, duration, percent correct) are collected to monitor progress and evaluate outcomes related to replacement and desired skills	O	O	O	O	O
Behavior support plan implementation is monitored to ensure that strategies are used correctly and consistently (i.e., with fidelity)	O	O	O	O	O
Data are synthesized and analyzed (e.g., using graphs) to evaluate progress and outcomes	O	O	O	O	O
Decisions about intervention are made on the basis of the data collected	O	O	O	O	O
Data are collective over time to assess the durability of intervention outcomes	O	O	O	O	O

Overall, I would rate the quality of data-based decision making to guide behavioral intervention services and supports as...

☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent

Focus on Lifestyle Change: Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Broad goals of intervention are established (e.g., improved peer relationships, greater participation in integrated activities)	O	O	O	O	O
Broad goals are meaningful to individuals, family members, and other caregivers	O	O	O	O	O
Behavior support plans include strategies geared specifically toward achieving broad goals	O	O	O	O	O
Intervention strategies in behavior support plans are designed to fit within natural routines	O	O	O	O	O
Intervention strategies in behavior support plans are designed to be implemented by typical caregivers (i.e., family members, teachers, therapists, and direct service and support providers)	O	O	O	O	O
If necessary, support team members advocate within systems to establish appropriate supports and services	O	O	O	O	O
Progress on broad goals is evaluated using meaningful and objective criteria	O	O	O	O	O
Effectiveness of the interventions is determined based on improvement in quality of life goals	O	O	O	O	O

Overall, I would rate the extent to which behavioral intervention services and supports result in improvements in quality of life as...

☐ Poor   ☐ Fair   ☐ Good   ☐ Excellent

Please rate the following statements about the degree to which the characteristics of positive behavior support (PBS) listed in the above questions are adopted in behavioral intervention services and supports in this agency.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
People supporting individuals with behavioral challenges are familiar with PBS	⭘	⭘	⭘	⭘	⭘
People supporting individuals with behavioral challenges are committed to PBS practices	⭘	⭘	⭘	⭘	⭘
People supporting individuals with behavioral challenges are competent in applying PBS principles	⭘	⭘	⭘	⭘	⭘

Please provide feedback on this instrument by responding to the following questions.

Do you feel this questionnaire adequately delineates the features of positive behavior support? ⭘ Yes   ⭘ No

If not, please explain:

What, if anything did you like about this instrument?

What, if anything, would you change?

This assessment tool was developed by Meme Hieneman (2014), with assistance and feedback from Florida's APBS Network members.