

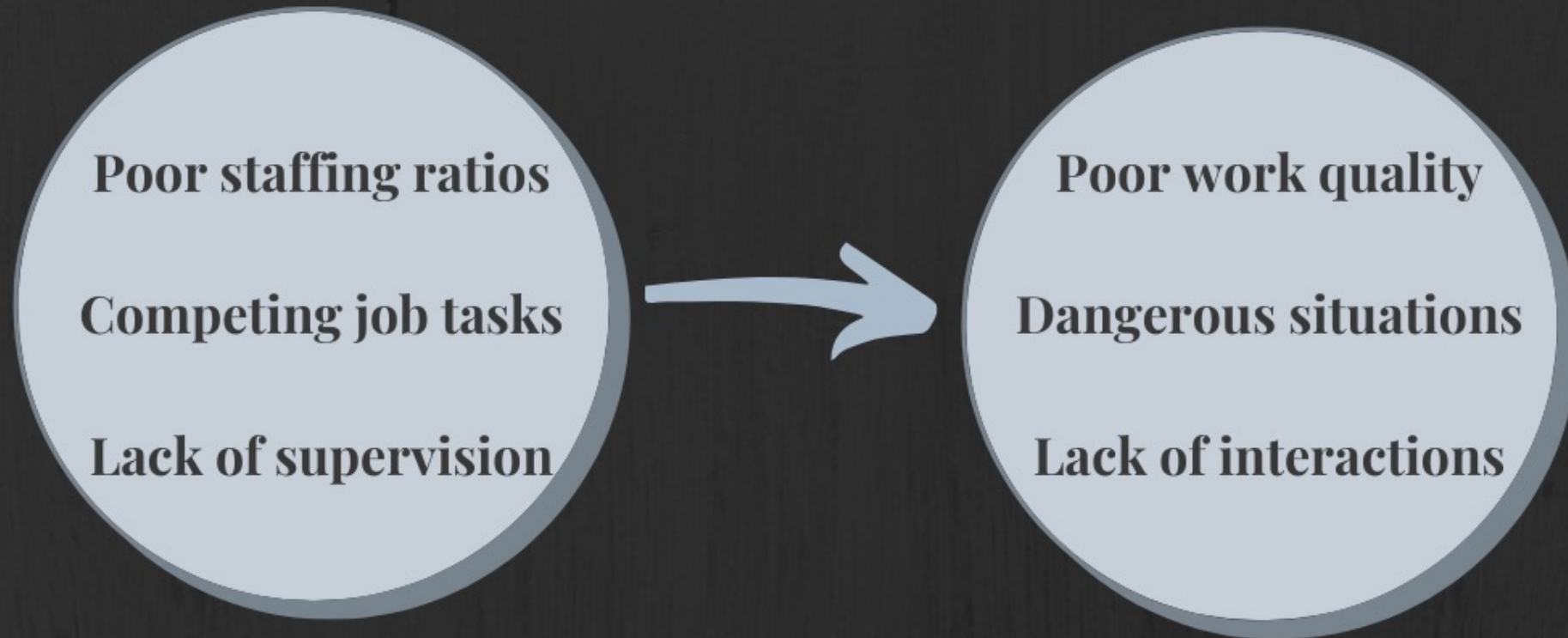
How to Sustain PBS Without Magic in Psychiatric Facilities & Community Settings

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What are common barriers to implementation in applied settings?



What were the PBS Basics?

**Meaningful Interactions
by DSPs**

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**Frequent Observation &
Feedback by Supervisors**

**Safer Environment
&
Better Quality of Life**

What about sustainability?

**HUGE struggle following
withdrawal of PBS Lead**



What did we do?

- **Make it easy**
- **Collect more data**
- **Make data meaningful**
- **Group contingencies for staff**
- **Positive consequences for staff**



That wasn't enough so we...

- Put written procedures into policy
- Increased participation from all stakeholders
- Made Feedback more meaningful



Supervisor's Check Sheet

For each MORNING, and AFTERNOON period, 1 15-minute period should be randomly observed to ensure that staff are engaging in meaningful interactions with clients. Initial in the box to the left. Record the staff member observed, whether that staff member required additional teaching to successfully complete procedure, and if supervisor delivered the training by modeling the correct action. Team Leader, Program Nurse Manager, FRSIII or ward RN are responsible for ensuring these checks are completed and the sheet is filled out in entirety. All Team Members are responsible for assisting with checks. Night periods will be added at a later phase once supervision is available.

Date	Morning 7a-1p				Afternoon 1p-7p			
	Supervisor Initial	Staff Observed	Time Observed	Required Teaching	Supervisor Initial	Staff Observed	Time Observed	Required Teaching
				Y / N				Y / N
				Y / N				Y / N

Supervisory Checks Public Posting

Completed Supervisory Checks

Date	4/1/2018	4/2/2018	4/3/2018	4/4/2018	4/5/2018	4/6/2018	4/7/2018	% of all Periods Completed	85.7%
Week 43	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday		
Morning 7a-1p	Fred		Fran	Fred	Frank	Fin	Fabio	Completed Most Checks	
Afternoon 1p-7p	Fran		Fin	Fred	Fred	Fran	Frankie	Fred	

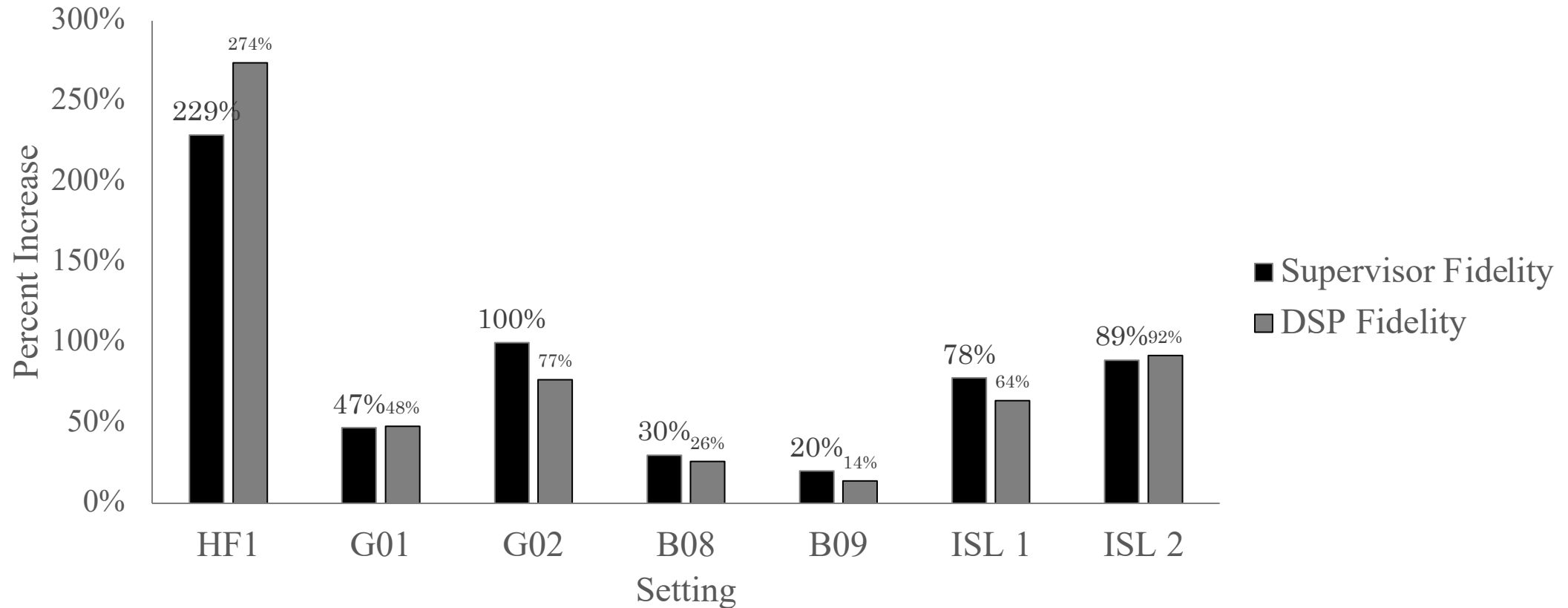
What happened?

- **Treatment integrity went up**
- **Staff satisfaction went up**
- **Challenging behavior decreased**



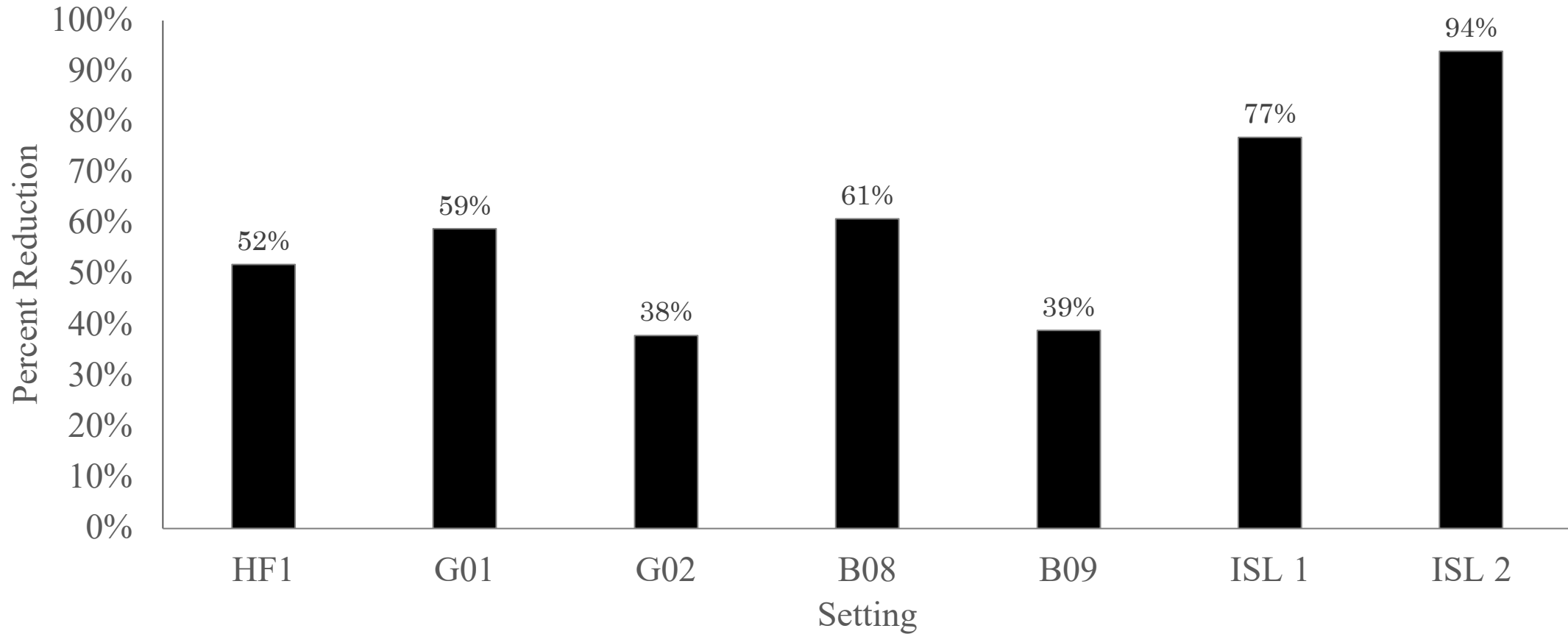
Data

Percent Increase of Implementation Fidelity Following Systems Intervention



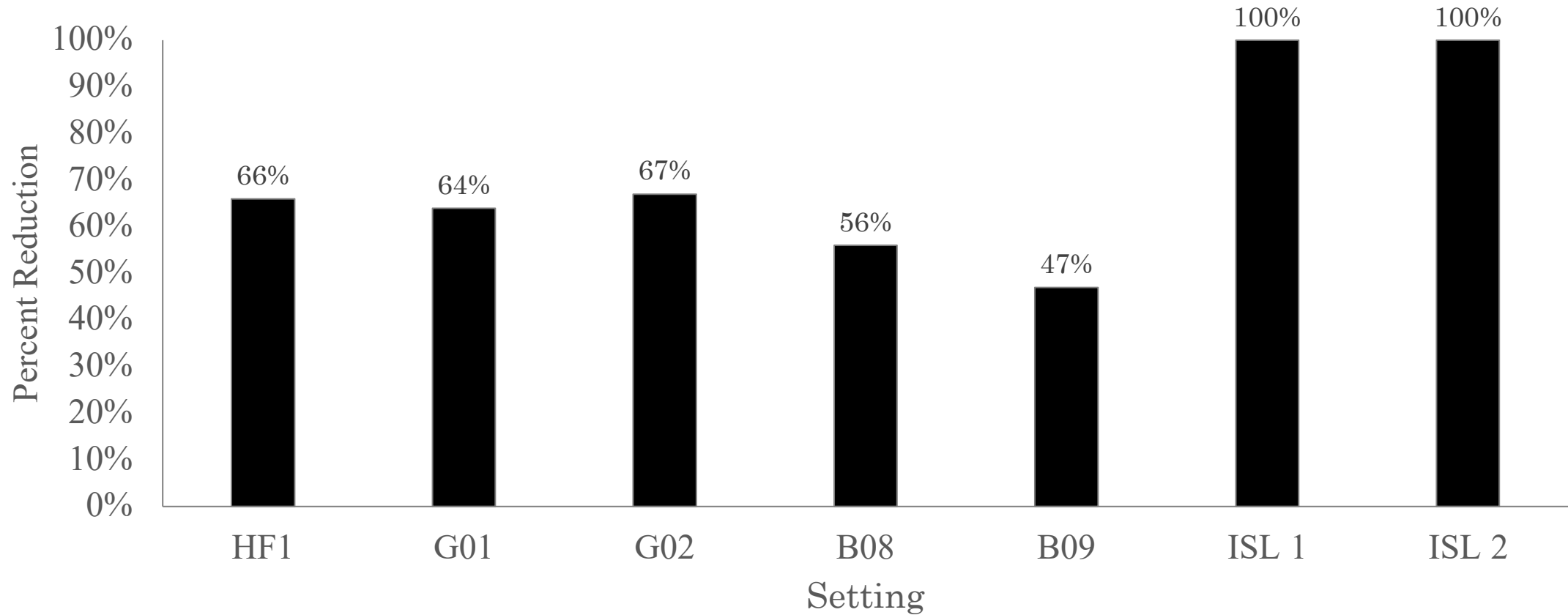
Data

Percent Reduction of Behavioral Incidents Across Settings



Data

Percent Reduction of Physical Altercations with Staff Across Settings



What did staff from the forensic setting say?

Supervisors said DSP relationship improved; but, the program was difficult due to time constraints

DSPs said supervisors were more competent, understanding, & approachable; and, the program was easy to do



What did staff from the community setting say?

Supervisors said their relationship with DSPs was stronger & the program was easy to do

DSPs said supervisors were more competent, understanding, & approachable; and, the program was easy to do



Next steps

- Utilize technology for observations & feedback
- Virtual check ins with admin & lead for rural areas

Questions/Comments?

