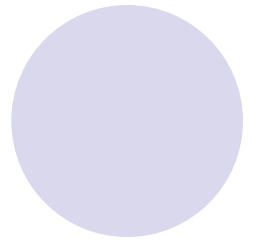
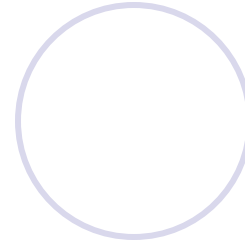
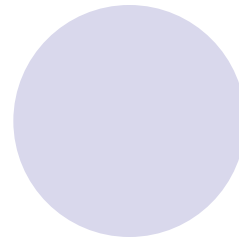
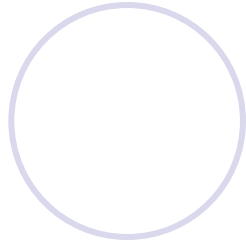
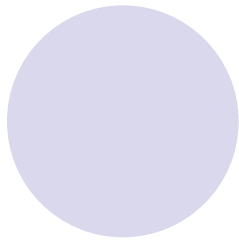


Behavior Support Plan Workbook

1/14/14





- Welcome to Behavior Support Plan (BSP) Workbook training
- This training is designed to give you a brief overview of the BSP Workbook and how it can be utilized
- Please see additional links on the web page for forms you may find helpful

What is a Behavior Support Plan (BSP)?

- A "*Behavior Support Plan*" (BSP) is a plan that assists a member in building *positive* behaviors to replace or reduce challenging/dangerous behavior.
- It should be shared and used by those working directly with your members.
- This plan may include techniques for supporting, improving communication, increasing relationships, and intervening in a variety of situations



When is a BSP needed?

- Ask several questions:
 - Is your member's behavior causing significant risk or danger?
Danger to self/others, risk of losing placement or supports?
 - Is the danger imminent? (Likely to happen very soon)
 - Do the behaviors require an intervention?
 - Our members are likely receiving specific support and interventions already
 - Environmental, medical, behavioral
 - Where is the behavior occurring?
 - Does the behavior occur in public?
 - Is it affecting others?
 - Are their social consequences for your member?
 - Is their behavior affected by those around them?
 - If you've answered yes.... we need a BSP for the member



How do I develop a BSP?

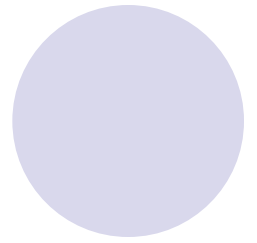
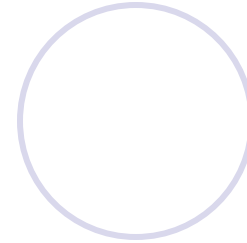
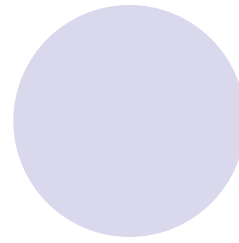
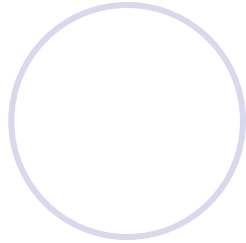
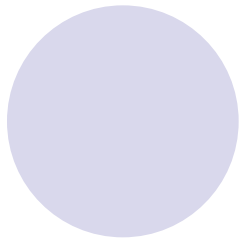
- Development of a BSP can and should start at anytime
- Don't wait for review time if the need arises
- Work collaboratively with the interdisciplinary team (IDT)
- Consult with medical, behavioral health and rehab specialists when needed

The BSP Workbook will help you to develop a BSP

- The BSP workbook is intended to provide Interdisciplinary Teams and providers with a set of questions that can be used to gather the necessary information to develop and review Behavior Support Plans for members who have challenging/dangerous behavior



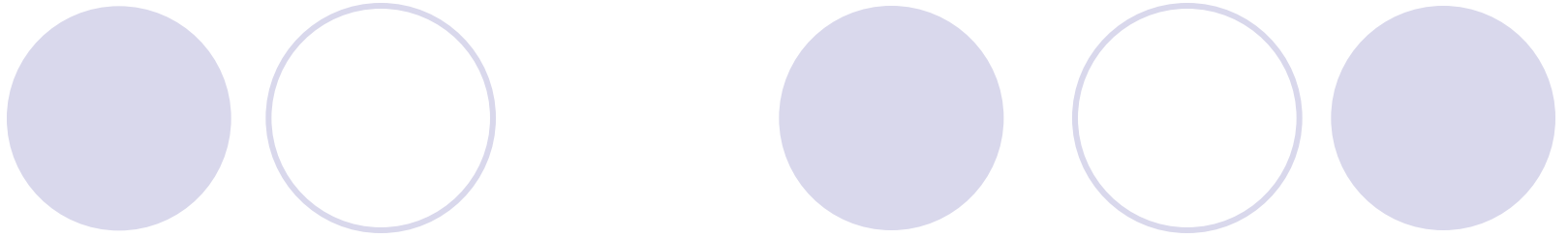
- Any question that cannot be answered may be a signal that more information and investigation is required to complete the plan
- The checklist format of this workbook is designed to assist with tracking the completeness of plans



- The BSP Workbook is:
 - Designed to meet Agency policies, guidelines, and requirements set forth by the State
 - A comprehensive overview of the process of developing BSP documents
 - A reference and resource for teams and providers



- The BSP Workbook is:
 - A tool to use as you develop BSPs
 - A checklist to use when reviewing and modifying BSPs



The BSP Workbook is NOT:

- The only way to develop a Plan
 - There are other ways to create or organize plans, but the content should remain the same
- Designed to replace consultation
- A one time use document
- All inclusive
 - This is the basic guide and it will evolve over time, just like your BSPs

There are several versions of the BSP Workbook

- BSP only- the version most teams will need
- Abridged version- contains BSP, BIP, and Restrictive Measures (RM) information
- Full version- all of the information mentioned above plus appendices
 - A glossary
 - Sample BSP/BIP
 - Sample RM Application
 - Pictures of RM

Review of Sections



- Answer the questions posed in these sections. As you review plans that have been started, use this as a checklist to determine if you have all the needed information
- Setting up the plan
- The Description of Behaviors
- Situations where behaviors are likely to occur
- Behavior Signs and Signals
- How staff and others can support and encourage appropriate behavior
- How staff should respond

Next in the Workbook- If the BSP is not successful

- When a Behavior Support Plan is not effective in reducing a challenging/dangerous behavior, a *Behavior Intervention Plan* (BIP) using restrictive measures may be needed and added to the Behavior Support Plan
- The Workbook outlines components of the BIP and the Application for Restrictive Measures (restraints, isolation, etc.)

BSP Development is a Process

- Remember, the BSP must change as the member, behavior, provider, and/or circumstances change
- It must be member specific
- A BSP can never be too specific and will be critiqued by reviewers
- Ongoing review of the BSP is required to ensure effectiveness and to track changes that have been made over time
- A tracking tool is provided in the Workbook and must be maintained

What everyone wants to know: Who is responsible for developing a BSP?

- The Interdisciplinary Team (IDT) is!!
- The IDT forms a team to develop the BSP including the member, guardian, provider, Care management Team, natural supports, and major stakeholders
- A facilitator or point person gathers information from the team & writes the plan
- Many times residential providers will be the logical facilitator- they will carry out the plan
- The IDT and consultants support and assist

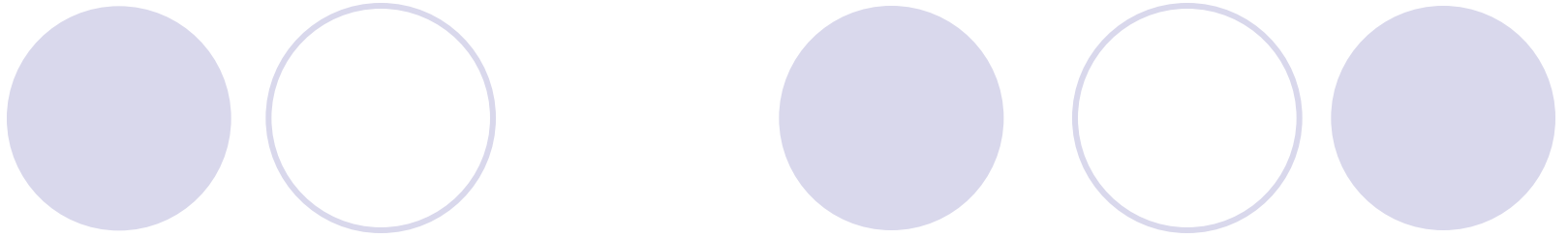
Who's responsible (cont)



- Providers can use the BSP Workbook as they continue to develop plans for their members
- Separate forms are available to use for entering information

Remember to use all resources

- Consult with Behavioral Health for ongoing direction, support, and review of plans
- Community Care Inc. has a Coordinator for Member Rights Preservation and Restrictive Measures Lead to assist you
- Community Care Inc. tracks and monitors use of BSPs/BIPs and restrictive measures use so be sure to notify the IDT when they are needed/used



- Think positive supports first!
- Use resources available to you to develop BSPs/BIPs
- Our goal is to support our members in the least restrictive manner possible and improve quality of life for all

Thank you and keep up the good work!