

WEBVTT

1 "Rita Cooper" (400835072)  
00:00:01.110 --> 00:00:12.329

That for that introduction, and so again, welcome to everyone who is on the call this afternoon for our informational meeting for this month.

2 "Rita Cooper" (400835072)  
00:00:15.539 --> 00:00:27.504

Want to go through a quick agenda here. We'll do welcome which you already got, um, introduction some general reminders a little bit about our training and development area.

3 "Rita Cooper" (400835072)  
00:00:27.564 --> 00:00:39.024

Some information about the behavior support review committee. We'll have a quick overview of what coaching is and how we're working it in Tier 3.

4 "Rita Cooper" (400835072)  
00:00:39.414 --> 00:00:44.664

we're gonna open it up to question and answers and then we're gonna wrap things up.

5 "Rita Cooper" (400835072)  
00:00:47.880 --> 00:00:58.140

So, again, welcome, thanks very much for joining us this afternoon and we hope to share some information that will be helpful and supportive in your role.

6 "Rita Cooper" (400835072)  
00:00:59.340 --> 00:01:07.404

Uh, want to go through kind of introductions here and who's who? And who's with us this afternoon.

7 "Rita Cooper" (400835072)  
00:01:07.435 --> 00:01:22.135

So, our chief behavior analyst is now Dr Lucas Evans, uh, Lucas was able to secure his, um, PhD and had everything approved. So we now have a doctor Evans.

8 "Rita Cooper" (400835072)  
00:01:22.615 --> 00:01:27.565

Um, on the eastern side of the world, we have our, um, area behavior analysts.

9 "Rita Cooper" (400835072)  
00:01:29.340 --> 00:01:34.650

Who is not able to join us this afternoon, but we do have our intensive.

10 "Rita Cooper" (400835072)  
00:01:34.650 --> 00:01:40.530

Systems consultants Cindy, Henry so Cindy please say hi to everyone.

11 "Cindy Hanebrink" (2563294464)

00:01:41.940 --> 00:01:47.790  
Everyone and get afternoon. Welcome to our tier 3 informational meeting.

12 "Rita Cooper" (400835072)  
00:01:47.790 --> 00:01:53.610  
All right in the central region, we have our area behavior analyst.

13 "Rita Cooper" (400835072)  
00:01:53.610 --> 00:02:00.570  
Said McDonald, and I don't believe I see sin on this afternoon.

14 "Rita Cooper" (400835072)  
00:02:00.570 --> 00:02:05.460  
Um, but we do have our intensive systems consultant, Chad.

15 "Chad Reyes" (899459328)  
00:02:06.960 --> 00:02:12.090  
Go ahead chat. Good afternoon. Everybody pleasure to be here with you.  
All today.

16 "Rita Cooper" (400835072)  
00:02:13.405 --> 00:02:27.235  
All right, and on the western side of the world, it's myself, Rita Cooper  
as the western region area behavior, analyst, and our intensive systems  
consultant K handling and we're both in the office this afternoon. Hi.

17 "Rita Cooper" (400835072)  
00:02:27.355 --> 00:02:30.115  
Thanks for coming to our meeting today. And I hope you enjoy it.

18 "Rita Cooper" (400835072)  
00:02:33.630 --> 00:02:44.010  
So want to do some general reminders and, you know, we are moving towards  
a more than compliance orientation in what we do.

19 "Rita Cooper" (400835072)  
00:02:44.010 --> 00:02:58.410  
We want to make sure that we are moving to a level of building capacity  
for, um, the tier 3 folks and that includes providers and support  
coordinators and.

20 "Rita Cooper" (400835072)  
00:02:59.580 --> 00:03:06.870  
Behavior providers, um, who are supporting individuals with very intense  
and complex.

21 "Rita Cooper" (400835072)  
00:03:06.870 --> 00:03:16.380  
Presentation so we are moving towards building capacity just as our tier  
1 and tier 2 folks have.

22 "Rita Cooper" (400835072)  
00:03:16.380 --> 00:03:24.990

And we also want to extend to thanks for your patience as we grow to, um, for you and in support of, you.

23 "Rita Cooper" (400835072)  
00:03:26.340 --> 00:03:36.090

So, on our training and developing side, we've got a lot of trainings that are being pushed out in the month of April.

24 "Rita Cooper" (400835072)  
00:03:36.090 --> 00:03:43.105

We have an ethics for and assistant behavior analysts.

25 "Rita Cooper" (400835072)  
00:03:43.285 --> 00:03:52.885

Um, we're focusing on section 2 of the ethics code, and that will be provided on 41 from 10 until noon.

26 "Rita Cooper" (400835072)  
00:03:52.885 --> 00:04:03.055

And, as you note, um, looking at your calendars, some of these dates are on Saturdays. Um, and we've gone to the, um. um

27 "Rita Cooper" (400835072)  
00:04:03.360 --> 00:04:12.780

Support of the presenter to have them identify when it meets their schedules um, another.

28 "Rita Cooper" (400835072)  
00:04:12.780 --> 00:04:23.880

Ethics course that we have for is ethics in addressing sexual behaviors and that's on the 14th from 10 until noon.

29 "Rita Cooper" (400835072)  
00:04:23.880 --> 00:04:27.119

We have something called the art of consulting.

30 "Rita Cooper" (400835072)  
00:04:27.119 --> 00:04:34.589

And that will be on the 15th and that will be from 1030 to 1230.

31 "Rita Cooper" (400835072)  
00:04:39.779 --> 00:04:46.314

We've got, like I said, we've got a lot of trainings that that tier 3 level in the month of April on the 19th,

32 "Rita Cooper" (400835072)  
00:04:46.314 --> 00:04:58.164

we're gonna take a look at behavioral diagnostics and that's translating critical variables into effective treatment that will be held between 230 and 430. and thirty and four thirty

33 "Rita Cooper" (400835072)  
00:04:58.529 --> 00:05:11.214

We've got a really interesting 1, um, health sports and fitness, the application of behavior analysis to promote wellness and athlete performance. That should be very interesting.

34 "Rita Cooper" (400835072)  
00:05:11.484 --> 00:05:14.244  
That's on the twentieth from 10 until noon.

35 "Rita Cooper" (400835072)  
00:05:14.549 --> 00:05:18.029  
We also have a model for supervision.

36 "Rita Cooper" (400835072)  
00:05:18.029 --> 00:05:31.164  
For interns, and, you know, 1 of the things that we are trying to promote and push forward is the nurturing of new behavior analysts to become behavior analyst.

37 "Rita Cooper" (400835072)  
00:05:31.494 --> 00:05:35.064  
And also that mentoring of supervision beyond.

38 "Rita Cooper" (400835072)  
00:05:35.339 --> 00:05:46.979  
Um, that initial certification 1 of the things in talking with newly minted behavior analyst is the reminder that we are all still growing.

39 "Rita Cooper" (400835072)  
00:05:46.979 --> 00:05:52.589  
And if you think you're done learning, then you've finished what you need to do.

40 "Rita Cooper" (400835072)  
00:05:52.589 --> 00:06:04.074  
Try again, because we're all learning and growing and developing. I'm not a subject matter expert in, um, a whole bunch of things, but I can dabble in a lot of things.

41 "Rita Cooper" (400835072)  
00:06:04.104 --> 00:06:10.254  
So we're gonna have that model for supervision on the 21st of April from 2 to 4. four

42 "Rita Cooper" (400835072)  
00:06:10.499 --> 00:06:24.779  
And then our last 1, I believe in April, and we may add more, it depends on the presenter Cape capacity and also, uh, their timing, but getting wise about.

43 "Rita Cooper" (400835072)  
00:06:24.779 --> 00:06:38.339  
Internet restrictions, uh, why the set limits and how to fade restrictions responsibly. Um, those are elements that are truly a challenge as everyone is connected to the Internet.

44 "Rita Cooper" (400835072)  
00:06:38.339 --> 00:06:42.209  
And how do we help the individuals that we support.

45 "Rita Cooper" (400835072)  
00:06:42.864 --> 00:06:57.264  
Truly use the Internet wisely and not put themselves or their housemates or others at risk. So we'll have that on the 22nd from 1030 to 1230. now. twelve thirty now

46 "Rita Cooper" (400835072)  
00:06:57.659 --> 00:07:09.119  
Our training and development is generally geared towards the behavior analyst, but if you see a topic that you might be interested in attending.

47 "Rita Cooper" (400835072)  
00:07:09.119 --> 00:07:17.999  
You can check with our subject matter expert, Melissa Witherspoon, about attending and whether.

48 "Rita Cooper" (400835072)  
00:07:17.999 --> 00:07:30.564  
It would be something that would be truly understandable. We had talked and getting wise about the Internet restrictions might be something that will be easily understood by everyone.

49 "Rita Cooper" (400835072)  
00:07:30.864 --> 00:07:33.684  
So, if you're interested in that, um, you can.

50 "Rita Cooper" (400835072)  
00:07:35.129 --> 00:07:49.979  
Email us, or you can, we can put information in the chat and we, you can ask her then. And of course, um, hopefully, you know, our emails because we shared them the last time.

51 "Rita Cooper" (400835072)  
00:07:51.809 --> 00:08:02.484  
So some reminders about behavior support, review committee, we meet the 2nd, Tuesday and the 3rd Thursday. Uh, this is the, um, Webex link.

52 "Rita Cooper" (400835072)  
00:08:02.514 --> 00:08:07.823  
We also have it on our tier 3 site that you can actually join.

53 "Rita Cooper" (400835072)  
00:08:08.489 --> 00:08:13.799  
We are also, as we mentioned the last time doing some 1 page.

54 "Rita Cooper" (400835072)  
00:08:14.034 --> 00:08:28.164

Reminders about behavior, support, review committee and we've got 3 we will also have 3 very short didactics that will go along with these kind of expanding upon the information presented.

55 "Rita Cooper" (400835072)  
00:08:28.554 --> 00:08:33.564

We have the basics of behavior support review committee. That's really the basics.

56 "Rita Cooper" (400835072)  
00:08:34.049 --> 00:08:38.729

What is it who attends? When do we meet?

57 "Rita Cooper" (400835072)  
00:08:38.729 --> 00:08:41.819

And how individuals are selected.

58 "Rita Cooper" (400835072)  
00:08:43.019 --> 00:08:53.519

We also have required attendance at behavior, support review committee as a team and what that looks like. So again we identify the factors.

59 "Rita Cooper" (400835072)  
00:08:53.519 --> 00:09:07.914

We, uh, outlined the attendance notification and the process we give a a short bullet of the meeting day and what to expect and then short bullets about what to expect after the meetings.

60 "Rita Cooper" (400835072)  
00:09:08.184 --> 00:09:19.254

These are great 1, pagers. Um, we are also, including these with our invitations, as we send the invitations out to the behavior support review committee.

61 "Rita Cooper" (400835072)  
00:09:19.529 --> 00:09:26.579

And then the last 1 is what to expect as a committee member with the behavior support review committee.

62 "Rita Cooper" (400835072)  
00:09:26.579 --> 00:09:33.779

And this is for the committee members and how that works. So who can be a committee member.

63 "Rita Cooper" (400835072)  
00:09:33.779 --> 00:09:44.279

Uh, what are the responsibilities in regards to preparing and then when does the committee meet again? So we have those reminders for everyone.

64 "Rita Cooper" (400835072)  
00:09:44.279 --> 00:09:48.179

So, I'm going to turn it over to my colleague.

65 "Rita Cooper" (400835072)

00:09:49.164 --> 00:09:57.984

Cindy Hannah brink and she's going to talk a little bit about our coaching and action planning. So, Cindy 1, you want the slides advanced.

66 "Rita Cooper" (400835072)

00:09:58.014 --> 00:10:04.854

Um, I can either give the controls to you or you can just tell me and I'll pull it up to you.

67 "Cindy Hanebrink" (2563294464)

00:10:05.544 --> 00:10:19.164

Thank you so much Rita I'll let, you know, when I'm ready for you to advance a slide. Okay, excellent. Thank you. Thank you again. Good afternoon. Everyone and welcome to our tier 3 informational meeting.

68 "Cindy Hanebrink" (2563294464)

00:10:19.644 --> 00:10:28.704

I just wanted to provide you with the little information about what our tier 3 provides in terms of coaching and action planning,

69 "Cindy Hanebrink" (2563294464)

00:10:30.384 --> 00:10:34.974

coaching the coaching that start out with after the behavior.

70 "Cindy Hanebrink" (2563294464)

00:10:35.154 --> 00:10:44.274

Report review committee has met with the team, whether it was for an individual experiencing significantly challenging behaviors,

71 "Cindy Hanebrink" (2563294464)

00:10:44.574 --> 00:10:54.534

or whether it was to discuss the prohibited practice that was discovered the tier 3 provides follow up coaching and action planning with those teams.

72 "Cindy Hanebrink" (2563294464)

00:10:54.599 --> 00:10:58.019

So, what is coaching.

73 "Cindy Hanebrink" (2563294464)

00:10:58.019 --> 00:11:06.024

Basically, it is a process that aims to improve performance and focuses on the quote here and now in quote,

74 "Cindy Hanebrink" (2563294464)

00:11:06.024 --> 00:11:16.374

with application to develop capacity for the system within the team such as the support coordinator provider, Guardian, et cetera.

75 "Cindy Hanebrink" (2563294464)

00:11:17.364 --> 00:11:27.504

Important to note here is that the coach is not the quote coach as an expert in quo, but rather a facilitator a process.

76 "Cindy Hanebrink" (2563294464)

00:11:28.464 --> 00:11:40.884

Coaching allows the team to jointly take a look at and reflect on your current practices that are going on. So this is a team effort. A team collaboration.

77 "Cindy Hanebrink" (2563294464)

00:11:41.184 --> 00:11:55.104

It's not us coming in and tell him the team what they have to do. We are just there to help the team attempt, identify what steps need to maybe be taken and to help identify any gaps.

78 "Cindy Hanebrink" (2563294464)

00:11:55.104 --> 00:11:57.924

There might be in obtaining their goals.

79 "Cindy Hanebrink" (2563294464)

00:11:58.379 --> 00:12:03.689

Coaching helps to apply new skills with fidelity.

80 "Cindy Hanebrink" (2563294464)

00:12:04.464 --> 00:12:12.354

Again, the overall goal is the coaches helping the team to improve their own performance, in other words,

81 "Cindy Hanebrink" (2563294464)

00:12:12.354 --> 00:12:26.454

helping them to develop better systems and specifically we do this by assisting the team to attain competency and to help them to be confident to engage in action self

82 "Cindy Hanebrink" (2563294464)

00:12:26.454 --> 00:12:33.684

reflection. Self correction and use of new skills and strategies and other situations.

83 "Cindy Hanebrink" (2563294464)

00:12:33.689 --> 00:12:35.549

As the appropriate.

84 "Cindy Hanebrink" (2563294464)

00:12:35.549 --> 00:12:41.909

And read it, you can go ahead in advance to the next slide. Thank you.

85 "Cindy Hanebrink" (2563294464)

00:12:43.554 --> 00:12:57.684

So, along with the coaching process, comes our action planning, this is something that the team will receive after they have received the behavior support review summary recommendations.

86 "Cindy Hanebrink" (2563294464)

00:12:57.899 --> 00:13:08.699

Basically, action planning is turning your vision into reality and it's basically a list of tasks that you need to complete an object.

87 "Cindy Hanebrink" (2563294464)  
00:13:08.699 --> 00:13:16.469

And a go, it's your best way to avoid challenges and problems during the journey.

88 "Cindy Hanebrink" (2563294464)  
00:13:16.469 --> 00:13:22.614

Can also think of an action plan, like a road map it helps us determine how to get. Exactly.

89 "Cindy Hanebrink" (2563294464)  
00:13:22.614 --> 00:13:32.934

From point a, to point B, an action plan can help a team to stay on track and keeps the team moving in the right direction.

90 "Cindy Hanebrink" (2563294464)  
00:13:33.954 --> 00:13:39.594

And action plan can also be used as an agenda, or for minutes to guide meetings.

91 "Cindy Hanebrink" (2563294464)  
00:13:40.434 --> 00:13:54.444

So, an action plan generally will include a description of a goal to be achieved and we want to remember when determining goes we want to use the smart term.

92 "Cindy Hanebrink" (2563294464)  
00:13:54.749 --> 00:13:59.879

Method being specific at 1st, for the a\*.

93 "Cindy Hanebrink" (2563294464)  
00:13:59.879 --> 00:14:12.359

We want to state the goal and easy to do language and very specific to the achievement. Your team are trying to accomplish. We want to make sure it's measurable.

94 "Cindy Hanebrink" (2563294464)  
00:14:12.359 --> 00:14:21.989

That we can collect data on it, we want to make sure it's achievable. We want to make sure it's relevant.

95 "Cindy Hanebrink" (2563294464)  
00:14:21.989 --> 00:14:34.619

Teachable and then we want to evaluate, you know, to see if it's working or not working and then revise if it's not working, we need to.

96 "Cindy Hanebrink" (2563294464)  
00:14:34.619 --> 00:14:39.239

Action steps that need to be carried out to reach the goals.

97 "Cindy Hanebrink" (2563294464)  
00:14:39.239 --> 00:14:45.419

Who will be doing what? Or in charge of carrying out what task.

98 "Cindy Hanebrink" (2563294464)  
00:14:45.419 --> 00:14:51.209  
When it will be completed such as the deadline and milestones.

99 "Cindy Hanebrink" (2563294464)  
00:14:51.209 --> 00:14:55.139  
Resources that are needed to complete the task.

100 "Cindy Hanebrink" (2563294464)  
00:14:55.139 --> 00:15:06.629  
And measures again to evaluate progress, is it working or not working?  
What do we need to go back and change to make things different?

101 "Cindy Hanebrink" (2563294464)  
00:15:06.629 --> 00:15:10.859  
You can go ahead and advance the next slide.

102 "Cindy Hanebrink" (2563294464)  
00:15:12.294 --> 00:15:22.764  
Thank you, so our coaching and our action planning occurs at various  
levels, and in various ways,

103 "Cindy Hanebrink" (2563294464)  
00:15:22.764 --> 00:15:28.764  
within our multi tiered systems of support team coaching in action plan,

104 "Cindy Hanebrink" (2563294464)  
00:15:28.764 --> 00:15:38.364  
specifically related to the tier 3 team may occur for these areas as I  
mentioned earlier the behavior support review committee.

105 "Cindy Hanebrink" (2563294464)  
00:15:38.639 --> 00:15:52.859  
Prohibited procedures things related to specific workshops, for example,  
safety crisis, plan, workshops, and then other related.

106 "Cindy Hanebrink" (2563294464)  
00:15:52.859 --> 00:15:57.449  
Items to that are related to specific process.

107 "Cindy Hanebrink" (2563294464)  
00:15:57.449 --> 00:16:02.219  
And I'm going to hand it back over to, you.

108 "Rita Cooper" (400835072)  
00:16:03.719 --> 00:16:08.519  
All right, I actually think the next slide is case so.

109 "Rita Cooper" (400835072)  
00:16:08.519 --> 00:16:19.374  
So, again, we'd like to let, you know, about some upcoming events. Of  
course, we have our behavior support review committee twice a month. It  
is on April 11th in the morning, April, 20th in the afternoon.

110 "Rita Cooper" (400835072)  
00:16:19.374 --> 00:16:29.364

And if you're invited to 1 of those, the link is provided to you within the invitation, it's also provided to you within the letter that we send out to, you. to you

111 "Rita Cooper" (400835072)  
00:16:30.114 --> 00:16:44.124

There is a safety crisis plan training workshop that we are presenting along with tier 2 and that will be on April 4th and April 18th and There'll be 2 cohorts so that we don't have such a huge group at either 1.

112 "Rita Cooper" (400835072)  
00:16:44.124 --> 00:16:47.034

so There'll be divided up. divided up

113 "Rita Cooper" (400835072)  
00:16:47.339 --> 00:16:55.109

There will be a prohibited practice Webex and workshop coming in April, or may we're not quite sure yet which 1.

114 "Rita Cooper" (400835072)  
00:16:55.109 --> 00:17:03.899

Then there are the clinical conceptualization workshops, which are listed there for may as well as 1 in June.

115 "Rita Cooper" (400835072)  
00:17:03.899 --> 00:17:18.659

If you have questions on the clinical conceptualization workshops again, our specialists in that area is in Atlanta weatherspoon if you need any other information about the other trainings or committees, please let 1 of us know.

116 "Rita Cooper" (400835072)  
00:17:23.339 --> 00:17:35.609

So, now we'll take any questions and, um, if anybody has any just go ahead and you can either unmute or type it into the chat box and we'll go ahead and answer those for you.

117 "Rita Cooper" (400835072)  
00:17:53.789 --> 00:18:02.249

All right, we had a question in the chat um, how is the action plan communicated to the team? Is it emailed after the meeting?

118 "Rita Cooper" (400835072)  
00:18:02.249 --> 00:18:12.059

Gina, yes, we do. What we do is we, um, for specifically the behavior support review committee, we.

119 "Rita Cooper" (400835072)  
00:18:12.059 --> 00:18:21.659

Issue the meeting summary, which outlines the recommendations, but then our intensive systems consultants give you a.

120 "Rita Cooper" (400835072)  
00:18:21.659 --> 00:18:28.589

Action Plan format, template that you can use and is the initiation of that.

121 "Rita Cooper" (400835072)  
00:18:28.944 --> 00:18:37.674

Formalized or more formalized planning process so you might get that at the same time, you get the summary, um,

122 "Rita Cooper" (400835072)  
00:18:37.704 --> 00:18:45.294

or you might get it a day or 2 afterwards also with an invitation from the intensive systems consultant to say.

123 "Rita Cooper" (400835072)  
00:18:45.869 --> 00:18:51.479

But, you know, we, um, we would love to help support you in your action planning.

124 "Rita Cooper" (400835072)  
00:18:51.479 --> 00:19:04.109

Let us know when we can meet, or here are a couple of dates that we are offering for you to help support you in developing that action plan.

125 "Rita Cooper" (400835072)  
00:19:09.629 --> 00:19:17.969

Okay, we have a, uh, a question that the individual had a, um.

126 "Rita Cooper" (400835072)  
00:19:19.019 --> 00:19:24.269

Review by the behavior support review committee prior to them transferring.

127 "Rita Cooper" (400835072)  
00:19:24.269 --> 00:19:28.109

How can we follow up and.

128 "Rita Cooper" (400835072)  
00:19:28.109 --> 00:19:37.379

That's, uh, it depends on how long ago what we may do sometimes is if all the action steps were completed.

129 "Rita Cooper" (400835072)  
00:19:37.379 --> 00:19:44.969

Then that closes out things for the behavior support review committee if they weren't then.

130 "Rita Cooper" (400835072)  
00:19:46.259 --> 00:19:52.079

There would be an ongoing action plan and, um, if you can email me.

131 "Rita Cooper" (400835072)  
00:19:52.079 --> 00:20:03.869  
The or email the behavior support review committee, email with the person's name, then we can do some follow up and connect with you. Okay.

132 "Rita Cooper" (400835072)  
00:20:06.659 --> 00:20:13.379  
And we'd love to make sure that we've got all those action steps done and taken in place.

133 "Rita Cooper" (400835072)  
00:20:18.719 --> 00:20:27.779  
Great questions everyone, I, we greatly appreciate it, you know, 1 of the things that and I'll do some dialogue here.

134 "Rita Cooper" (400835072)  
00:20:27.779 --> 00:20:32.789  
1 of the things that we have happening is, of course.

135 "Rita Cooper" (400835072)  
00:20:32.789 --> 00:20:39.839  
Uh, the review of prohibited procedures and the prohibited procedures are.

136 "Rita Cooper" (400835072)  
00:20:39.839 --> 00:20:49.109  
Outlined in the 945 3.090 and if I could.

137 "Rita Cooper" (400835072)  
00:20:49.109 --> 00:20:53.369  
Talk is or type as fast as I talk.

138 "Rita Cooper" (400835072)  
00:20:53.369 --> 00:20:58.109  
Um, I'll put it in the chat, but it's also as a.

139 "Rita Cooper" (400835072)  
00:20:58.109 --> 00:21:03.809  
Process of our home and community based service waiver that these.

140 "Rita Cooper" (400835072)  
00:21:03.809 --> 00:21:07.139  
Prohibited procedures are outlined, so.

141 "Rita Cooper" (400835072)  
00:21:07.139 --> 00:21:11.279  
You know, this is not something that we make up.

142 "Rita Cooper" (400835072)  
00:21:11.279 --> 00:21:16.709  
Um, I'm not that bright. We couldn't make anything up this complex. Um.

143 "Rita Cooper" (400835072)

00:21:16.709 --> 00:21:22.439  
But it is something we are required to do.

144 "Rita Cooper" (400835072)  
00:21:24.809 --> 00:21:28.619  
And I can't type and talk apparently either. Um.

145 "Rita Cooper" (400835072)  
00:21:30.119 --> 00:21:38.039  
But, uh, 1 of the things we need to take a look at is how do we help teams? And our goal is not just to.

146 "Rita Cooper" (400835072)  
00:21:39.209 --> 00:21:46.289  
Make you change things right away or get rid of things I think, as we've, you've all heard us.

147 "Rita Cooper" (400835072)  
00:21:46.289 --> 00:21:55.919  
Comment is that we're there to walk alongside you in the process of fading these prohibited procedures.

148 "Rita Cooper" (400835072)  
00:21:55.919 --> 00:22:04.079  
So that everyone is safe, not only the individual, but also the staff and the community.

149 "Rita Cooper" (400835072)  
00:22:04.079 --> 00:22:10.019  
And so, you know, there is that part of it in addition to that.

150 "Rita Cooper" (400835072)  
00:22:10.019 --> 00:22:15.569  
The guideline also calls out that.

151 "Rita Cooper" (400835072)  
00:22:16.709 --> 00:22:26.249  
Prohibited procedures have to be reviewed by the behavior support review committee. So there might be 2 separate action plans.

152 "Rita Cooper" (400835072)  
00:22:26.249 --> 00:22:32.009  
There might be an action plan associated with fading the prohibitive procedure.

153 "Rita Cooper" (400835072)  
00:22:32.009 --> 00:22:39.089  
And there would be an action plan associated with the behavior support review committee review.

154 "Rita Cooper" (400835072)  
00:22:39.089 --> 00:22:48.779  
Along with the summary of the meeting so, you know, you get a double whammy on those prohibited procedures. Not only do you get the.

155 "Rita Cooper" (400835072)  
00:22:48.779 --> 00:22:52.379  
Trading, uh, action plan template.

156 "Rita Cooper" (400835072)  
00:22:52.379 --> 00:22:59.219  
And you also get, you know, the requirement that there needs to be some interface.

157 "Rita Cooper" (400835072)  
00:22:59.219 --> 00:23:03.479  
On a monthly basis, and that may be by a meeting.

158 "Rita Cooper" (400835072)  
00:23:03.479 --> 00:23:08.519  
Or, by, um, follow up emails or a combination.

159 "Rita Cooper" (400835072)  
00:23:08.519 --> 00:23:13.799  
Or you may alternate, um, we've done a lot of very creative things to help.

160 "Rita Cooper" (400835072)  
00:23:13.799 --> 00:23:19.829  
Identify good management of everyone's time and so.

161 "Rita Cooper" (400835072)  
00:23:19.829 --> 00:23:26.519  
You know, we take a look at what works for the team and what works for the situation.

162 "Rita Cooper" (400835072)  
00:23:47.999 --> 00:23:55.769  
Right. We've got another question that came in to the chat and it was.

163 "Rita Cooper" (400835072)  
00:23:55.769 --> 00:24:05.279  
Whether a behavior support plan, replaces a safety crisis plan wants a BSP is in place and the answer may be yes.

164 "Rita Cooper" (400835072)  
00:24:05.279 --> 00:24:14.159  
What behavior support plan should include the functional elements of a safety crisis plan.

165 "Rita Cooper" (400835072)  
00:24:14.159 --> 00:24:27.329  
And so, in all cases, you know, that should be incorporated. Also, the behavior support plan should really hone in the elements that.

166 "Rita Cooper" (400835072)  
00:24:27.329 --> 00:24:35.549

Make a good safety crisis plan. So those antecedent strategies, the, what? You're teaching.

167 "Rita Cooper" (400835072)  
00:24:35.549 --> 00:24:44.339

And then what to do in a crisis so, yes, in all in for all intents and purposes the.

168 "Rita Cooper" (400835072)  
00:24:44.339 --> 00:24:50.189

Bsp should embody all elements of an effective safety crisis plan.

169 "Rita Cooper" (400835072)  
00:24:51.084 --> 00:25:05.574

Thanks for the question the other thing is, is that, you know,

170 "Rita Cooper" (400835072)  
00:25:05.814 --> 00:25:18.774

it's really important to the because the safety crisis plan was probably created before you maybe had those behavior services and I think.

171 "Rita Cooper" (400835072)  
00:25:19.139 --> 00:25:24.929

You know, when the behavior analyst comes in, that should be something that they review.

172 "Rita Cooper" (400835072)  
00:25:24.929 --> 00:25:28.349  
It's really important for.

173 "Rita Cooper" (400835072)  
00:25:28.349 --> 00:25:40.049

Continuity of support and care that we take the good elements of all the effort and work that the team put into the development of that.

174 "Rita Cooper" (400835072)  
00:25:40.049 --> 00:25:44.939

Safety crisis plan and incorporated into the behavior support plan.

175 "Rita Cooper" (400835072)  
00:25:45.234 --> 00:25:51.504

Um, because again, that was based on a lot of good experience,

176 "Rita Cooper" (400835072)  
00:25:51.504 --> 00:26:03.324

hopefully of the direct support professionals and those working with the individual of what they saw worked and didn't work and also of the, uh,

177 "Rita Cooper" (400835072)  
00:26:03.354 --> 00:26:13.344

Guardian potentially and the support coordinator for sure. Of all the things that have been incorporated in the past, so that corporate history.

178 "Rita Cooper" (400835072)  
00:26:13.739 --> 00:26:22.739  
Is really embodied in that safety crisis plan and should translate and be part of that behavior support plan.

179 "Rita Cooper" (400835072)  
00:26:24.389 --> 00:26:30.269  
So, great question and hopefully, that helps to kind of add some clarity to things.

180 "Rita Cooper" (400835072)  
00:26:36.809 --> 00:26:41.849  
And also want to let everyone know, um, no question is.

181 "Rita Cooper" (400835072)  
00:26:44.244 --> 00:26:57.024  
Unnecessary or off topic question questions are always there to help clarity and what you do and, uh, the necessary elements that you feel are important in doing your job effectively.

182 "Rita Cooper" (400835072)  
00:27:08.429 --> 00:27:11.489  
All right love these questions.

183 "Rita Cooper" (400835072)  
00:27:14.009 --> 00:27:27.899  
Okay, it says if you're seeing multiple rights restrictions in place, do the undesired behavior, should you recommend to refer the planning team to tier 3? In some way?

184 "Rita Cooper" (400835072)  
00:27:27.899 --> 00:27:36.509  
You know, our goal is not necessarily to do that individual consult.

185 "Rita Cooper" (400835072)  
00:27:36.509 --> 00:27:42.599  
Um, but, uh, you know, our goal is to ultimately build capacity.

186 "Rita Cooper" (400835072)  
00:27:42.599 --> 00:27:46.859  
So, if there are multiple rights restriction.

187 "Rita Cooper" (400835072)  
00:27:46.859 --> 00:27:50.789  
That would tell me that we're looking at.

188 "Rita Cooper" (400835072)  
00:27:50.789 --> 00:27:59.279  
Uh, you know, somebody who is potentially meeting the reactive strategy threshold where you have.

189 "Rita Cooper" (400835072)  
00:28:01.109 --> 00:28:04.859  
You know, a reactive strategy that is restrictive.

190 "Rita Cooper" (400835072)  
00:28:04.859 --> 00:28:10.139  
And having multiple ones of those at a time.

191 "Rita Cooper" (400835072)  
00:28:10.139 --> 00:28:17.939  
Would ultimately lead to potentially the review by the behavior support review committee.

192 "Rita Cooper" (400835072)  
00:28:17.939 --> 00:28:23.039  
Now, if you see that, maybe a provider.

193 "Rita Cooper" (400835072)  
00:28:23.039 --> 00:28:30.839  
Has people who have multiple restrictions in place due to.

194 "Rita Cooper" (400835072)  
00:28:30.839 --> 00:28:34.289  
Undesired behavior.

195 "Rita Cooper" (400835072)  
00:28:34.289 --> 00:28:39.209  
Then it might be to the benefit to.

196 "Rita Cooper" (400835072)  
00:28:39.209 --> 00:28:42.419  
Refer the provider.

197 "Rita Cooper" (400835072)  
00:28:42.419 --> 00:28:49.649  
Or refer to us that provider so that we can potentially reach out and.

198 "Rita Cooper" (400835072)  
00:28:49.649 --> 00:28:55.499  
See, what might be needed to help that provider be more effective.

199 "Rita Cooper" (400835072)  
00:28:55.499 --> 00:29:03.269  
In addressing those very complex behaviors so, you know, do they.

200 "Rita Cooper" (400835072)  
00:29:03.269 --> 00:29:09.029  
That need to potentially connect with, uh, behavior provider.

201 "Rita Cooper" (400835072)  
00:29:09.029 --> 00:29:18.599  
Are they a provider that may be overextending their scope and capacity of capability?

202 "Rita Cooper" (400835072)  
00:29:19.889 --> 00:29:27.449

You know, it, it's, it's 1 thing to take complex people. It's another to have the skill and.

203 "Rita Cooper" (400835072)  
00:29:27.449 --> 00:29:31.829  
Capacity to be able to address those needs and.

204 "Rita Cooper" (400835072)  
00:29:31.829 --> 00:29:39.629  
I'm just making a generalization, but, you know, if we've got multiple people with multiple restrictions.

205 "Rita Cooper" (400835072)  
00:29:39.629 --> 00:29:43.559  
It would lead me to believe that perhaps.

206 "Rita Cooper" (400835072)  
00:29:43.559 --> 00:29:49.229  
The skill set of the provider might be lacking if that's the only.

207 "Rita Cooper" (400835072)  
00:29:49.229 --> 00:29:54.299  
Solution that is perceived at.

208 "Rita Cooper" (400835072)  
00:29:54.299 --> 00:30:06.479  
Addressing those areas, but you can definitely, you know, reach out. We may be able to do a little short consult to.

209 "Rita Cooper" (400835072)  
00:30:06.479 --> 00:30:12.509  
Give some clinical recommendations, but our goal is not to do that constant.

210 "Rita Cooper" (400835072)  
00:30:12.509 --> 00:30:19.019  
Individual consultation, but to meet the needs and maybe we find that.

211 "Rita Cooper" (400835072)  
00:30:19.019 --> 00:30:24.749  
Um, there are some trends with that particular provider or that particular area.

212 "Rita Cooper" (400835072)  
00:30:24.749 --> 00:30:29.519  
I would hope that, you know, if there are undesired behaviors that.

213 "Rita Cooper" (400835072)  
00:30:29.519 --> 00:30:38.489  
Behavior services are also being recommended for the individual and that there is a safety crisis plan.

214 "Rita Cooper" (400835072)  
00:30:56.789 --> 00:31:00.869

We got another couple minutes. I'm sure there are some great. Oh, my goodness.

215 "Rita Cooper" (400835072)  
00:31:02.159 --> 00:31:16.739  
There are some additional questions there. Alright.

216 "Rita Cooper" (400835072)  
00:31:16.739 --> 00:31:22.049  
Glad we were able to provide some clarity to that, uh, question. Great.

217 "Rita Cooper" (400835072)  
00:31:50.519 --> 00:31:56.309  
Okay, we've got another question there. What happens if a safety crisis plan.

218 "Rita Cooper" (400835072)  
00:31:56.309 --> 00:31:59.489  
And behavior.

219 "Rita Cooper" (400835072)  
00:31:59.489 --> 00:32:04.289  
I would, but.

220 "Rita Cooper" (400835072)  
00:32:04.289 --> 00:32:15.749  
Assume that that's behavior support plan were active, but the service provider changed. Does this affect the strategies or aspect of the plan?

221 "Rita Cooper" (400835072)  
00:32:23.249 --> 00:32:32.844  
That change, um, you know, I would just because a service provider, maybe a behavior provider has changed.

222 "Rita Cooper" (400835072)  
00:32:33.234 --> 00:32:38.394  
They might have some additional elements that they'd like to incorporate.

223 "Rita Cooper" (400835072)  
00:32:38.699 --> 00:32:42.899  
Uh, depending on what's working and what's not working.

224 "Rita Cooper" (400835072)  
00:32:42.899 --> 00:32:47.369  
And the service provider should add some.

225 "Rita Cooper" (400835072)  
00:32:47.369 --> 00:32:53.939  
You know, additional information, if they feel needed.

226 "Rita Cooper" (400835072)  
00:32:53.939 --> 00:32:57.209  
In regards to and and that's if.

227 "Rita Cooper" (400835072)  
00:32:57.209 --> 00:33:09.894  
You know, we're changing behavior providers if we're changing residential providers, I would speculate that you need to make adjustments to the safety crisis plan and behavior,

228 "Rita Cooper" (400835072)  
00:33:09.894 --> 00:33:14.754  
support plan based on the capability and capacity.

229 "Rita Cooper" (400835072)  
00:33:15.119 --> 00:33:21.929  
Of the residential provider, not all providers have physical intervention.

230 "Rita Cooper" (400835072)  
00:33:23.579 --> 00:33:30.209  
Capabilities and so some may not do that and so the plans may be altered.

231 "Rita Cooper" (400835072)  
00:33:30.209 --> 00:33:40.229  
I would definitely take a look at what strategies need to be changed and why, and make those changes as a team.

232 "Rita Cooper" (400835072)  
00:33:44.849 --> 00:33:49.799  
The other thing that needs to be remembered about behavior services.

233 "Rita Cooper" (400835072)  
00:33:49.799 --> 00:33:56.369  
And a behavior support plan is that if there are no active services.

234 "Rita Cooper" (400835072)  
00:33:56.369 --> 00:34:06.689  
That means if there is not a a behavior provider who is currently being funded, that behavior, support plan cannot be implemented.

235 "Rita Cooper" (400835072)  
00:34:06.689 --> 00:34:09.689  
I think that's a.

236 "Rita Cooper" (400835072)  
00:34:09.689 --> 00:34:13.289  
1 of those perpetual urban legends.

237 "Rita Cooper" (400835072)  
00:34:13.289 --> 00:34:21.749  
In that if, uh, you know, people incorporate or.

238 "Rita Cooper" (400835072)  
00:34:21.749 --> 00:34:36.389  
Copy and paste behavior, support plans in ISPs and thinks that well, we've got a behavior support plan, but if there is not, uh, behavior analyst to provide clinical oversight.

239 "Rita Cooper" (400835072)  
00:34:36.389 --> 00:34:42.419

That behavior support plan cannot ethically be executed.

240 "Rita Cooper" (400835072)  
00:34:42.419 --> 00:34:45.749

So those are things to remember.

241 "Rita Cooper" (400835072)  
00:34:45.749 --> 00:34:51.299

As you change providers, change services and as.

242 "Rita Cooper" (400835072)  
00:34:51.414 --> 00:35:06.024

Things change in the individual's life you guys have some really great questions.

243 "Rita Cooper" (400835072)  
00:35:06.024 --> 00:35:11.634

Thank you so much for that. Um, and these are very important questions and.

244 "Rita Cooper" (400835072)  
00:35:11.939 --> 00:35:22.469

You know, hopefully part of the informational meeting, not only is to share what we have, but for you to share issues and concerns that you may have about.

245 "Rita Cooper" (400835072)  
00:35:22.469 --> 00:35:29.459

Residential providers that have, or are supporting very complex individuals.

246 "Rita Cooper" (400835072)  
00:35:29.459 --> 00:35:35.189

Or thinks about behavior services, um, 1 of the other areas that.

247 "Rita Cooper" (400835072)  
00:35:35.189 --> 00:35:40.439

We're really looking to help support everyone on is.

248 "Rita Cooper" (400835072)  
00:35:40.439 --> 00:35:44.579

A better understanding of behavior services.

249 "Rita Cooper" (400835072)  
00:35:44.579 --> 00:35:51.779

What are they, um, what to expect as a service coordinator as a.

250 "Rita Cooper" (400835072)  
00:35:53.489 --> 00:36:01.589

Residential provider, and then also for behavior providers to set clear expectations on.

251 "Rita Cooper" (400835072)  
00:36:01.589 --> 00:36:07.554  
What is it that they will be doing? What is it that they expect everyone else to do?

252 "Rita Cooper" (400835072)  
00:36:07.974 --> 00:36:17.004  
Because behavior services is not the behavior analysts coming out with the magic wand and making the person better.

253 "Rita Cooper" (400835072)  
00:36:17.249 --> 00:36:23.909  
The behavior analysts provides skills for the individual and skills for staff.

254 "Rita Cooper" (400835072)  
00:36:23.909 --> 00:36:27.869  
And looks at changing the environment.

255 "Rita Cooper" (400835072)  
00:36:27.869 --> 00:36:31.529  
To make things better for everyone.

256 "Rita Cooper" (400835072)  
00:37:08.459 --> 00:37:11.879  
I'm just scrolling through the.

257 "Rita Cooper" (400835072)  
00:37:11.879 --> 00:37:15.749  
The chat here to make sure that we've responded.

258 "Rita Cooper" (400835072)  
00:37:15.749 --> 00:37:19.349  
To all the questions at this point.

259 "Rita Cooper" (400835072)  
00:37:58.679 --> 00:38:04.439  
It looks like we have been able to respond to all the questions so far.

260 "Rita Cooper" (400835072)  
00:38:04.439 --> 00:38:09.149  
We're going to wait in silence because sometimes it takes a minute to type.

261 "Rita Cooper" (400835072)  
00:38:38.430 --> 00:38:44.940  
So, as we were muted here a little bit, Kay, and I were chatting to add some clarity.

262 "Rita Cooper" (400835072)  
00:38:44.940 --> 00:38:48.690  
I think to the question about.

263 "Rita Cooper" (400835072)  
00:38:48.690 --> 00:38:52.230  
Uh, you know, I, I got a.

264 "Rita Cooper" (400835072)  
00:38:52.230 --> 00:38:55.290  
A new person on my case load, who is.

265 "Rita Cooper" (400835072)  
00:38:55.290 --> 00:39:06.450  
Either been to, or in transition and what about the behavior support review committee and the hope is and a lot of times because of the timing.

266 "Rita Cooper" (400835072)  
00:39:06.450 --> 00:39:14.130  
Uh, we send the invitation out approximately 6 to 8 weeks prior to the meeting.

267 "Rita Cooper" (400835072)  
00:39:14.130 --> 00:39:19.140  
And things occur between those 6 and 8 week.

268 "Rita Cooper" (400835072)  
00:39:19.140 --> 00:39:23.640  
Session, and if the person is in transition.

269 "Rita Cooper" (400835072)  
00:39:23.640 --> 00:39:28.050  
Then it's important that both teams come.

270 "Rita Cooper" (400835072)  
00:39:28.050 --> 00:39:36.930  
Whether it's 2 different residential providers or, um, behavior providers, or whomever that we get a.

271 "Rita Cooper" (400835072)  
00:39:38.880 --> 00:39:46.285  
Cohort of past and present, or soon to be present, um,

272 "Rita Cooper" (400835072)  
00:39:46.315 --> 00:39:57.085  
team members so that everyone gets the most information and the most out of the situation of having the plan reviewed. So.

273 "Rita Cooper" (400835072)  
00:39:57.570 --> 00:40:02.160  
Again, those are things that transpire.

274 "Rita Cooper" (400835072)  
00:40:02.160 --> 00:40:07.950  
Because of the timing and necessity to get things scheduled.

275 "Rita Cooper" (400835072)

00:40:07.950 --> 00:40:15.480

And to inform teams, and also to get the materials for review.

276 "Rita Cooper" (400835072)

00:40:56.430 --> 00:41:09.925

So our next informational meeting will be on April 24th again, they start at 3 and usually run until 4 or they're about. And we'd like to thank everyone for attending today. Invite your neighbors, your coworkers providers.

277 "Rita Cooper" (400835072)

00:41:09.925 --> 00:41:16.255

Anyone who may not have been here before. here before

278 "Rita Cooper" (400835072)

00:41:16.530 --> 00:41:31.345

It's something different every month, and sometimes we do go back over a few topics that we've discussed previously, just to help everybody understand how things work and what's going on. So, we really appreciate your coming today and everyone to have a wonderful Monday.

279 "Rita Cooper" (400835072)

00:41:31.405 --> 00:41:32.035

Thanks.