

Kansas Positive Behavior Support Statewide PATH Action Plan
July 22, 2005

Vision and Dream for Kansas

The first step of the statewide action plan was to brainstorm as a group what the dream and vision for positive behavior support (PBS) in Kansas would look like. Words and Ideas defining the dream for PBS in Kansas included the following:

- Easy to access PBS
- Person-centered and family based
- Full person approach
- Proactive
- A mind-set of dignity for other people
- Focus on supporting healthy families
- Creating happy kids and people who are meeting their goals
- Availability regardless of age, insurance and financial situation
- Creativity with support is a part of the process
- Quality control and accountability
- Quality implementation
- Quality-based training (that emphasizes starting early)
- Early intervention
- University based training to prepare professionals to implement PBS
- Adequate support for implementers
- PBS becomes a part of us—maintaining support is the “norm”
- Equal resources throughout the state
- PBS recognized as a key component across services
- Collaborations across agencies using PBS
- Support is available across the lifespan
- People are meeting their life goals
- Voice, access, and ownership are key themes
- Don't pass the buck on services--Group ownership and support across agency boundaries
- Recognition of PBS
- Foster family awareness and public awareness of PBS
- Buy-in and understanding including business and community
- Community involvement
- People know who to call for assistance
- Families know who to call for assistance and agencies know how to help
- Multiple levels of support are available
- Systems approach
- Emphasis on building independence of funding PBS in organizations
- Reject the culture of competition
- Common measures
- Research outcome

- Data driven and based on research
- Single, continuous, unending, funding stream with multiple opportunities
- Becomes a part of what we do, and we don't talk about it as an across agency separate unit
- More self-determined model of funding
- District wide and State wide participation for schools
- General education uses PBS
- President of the US supports and talk about PBS – PBS is added to No Child Left Behind

Symbols for Kansas

The visual symbols created by the action planning group included:

- White Buffalo
- Sunflower
- Soaring Eagle
- Rainbow

3 Year Goals

After the dream and vision were defined, the group began using this information to develop goals that they wanted to accomplish within three years. These goals included the following:

- 1) Families and organizations will have access to individuals who can provide training in PBS across the age range and in diverse settings. Examples include:
 - early intervention
 - transitions
 - older adulthood
 - adult supports
 - schools
 - families
- 2) Statewide PBS Evaluation plan is in place and data are reported (key question: how do we know this action planning is worth it?). The evaluation plan would include outcomes representing
 - statewide accomplishments
 - systems outcomes
 - Staff training outcomes
 - public testimony
- 3) More funding will be available for PBS which will be built into PBS programs, not just within but in addition to existing resources. Access to PBS funding will be available across the state. However, the vision for funding will emphasize the importance of embedding PBS within existing systems and will not create independence upon temporary outside funding sources.

- 4) PBS funding will include primary secondary, and tertiary levels of prevention. This means that organizations will learn how to prevent problem behaviors for all children and adults using proactive interventions, identify children and adults at risk for severe problem behavior, and have systems in place to facilitate individual PBS plans for more intensive PBS planning.
- 5) Opportunities will be available for collaborative planning among administrators across agencies and services (for example, county-wide policy development).
- 6) A system change plan for coordinating funding across agencies will be available
- 7) Higher education pre-service training for PBS will be available. Training will be available including the following:
 - PBS incorporated into curriculum/textbooks
 - Training onsite
 - linked to people with expertise
 - mentoring systems
 - technology supports
- 8) In-service training in primary and secondary and tertiary prevention will be focused and integrated into the following areas (and direct staff supports will be in place):
 - districts and schools
 - developmental disability agencies
 - child welfare
 - mental health
- 9) Access to mentoring and follow up supports will be provided to individuals learning to implement PBS within technical assistance settings
- 10) A plan will be in place for building greater public awareness and buy-in for PBS. PBS marketing and awareness activities will focus on reaching:
 - business, schools, CDDOs, CHPs
 - natural support networks
 - churches
 - statewide agencies
 - medical and health care community

Awareness materials will focus on reaching culturally diverse audiences. Major awareness/marketing outcomes will include model demonstrations, success stories, and a presidential visit ☺
- 11) A common PBS language will be embedded in Kansas across agencies and services.
- 12) Documentation and evidence will be provided that people are getting services they need.

13) State agencies will have meeting processes in place that result in an action plan for embedding PBS within services. These state agencies include:

- child welfare
- developmental disabilities
- mental health
- department of education
- aging
- Kansas Department of Health and Environment

Systems change efforts across these human service systems will be incentive based not mandated.

Two Year Goals

In order to accomplish year three goals, the group developed goals that would need to be accomplished within two years. Each number corresponds to the numbers identified for the three year goals. Two year goals included the following:

1) The training system supporting children and adults across the life span will be functioning across primary, secondary, and tertiary prevention levels. A plan will be in place and in the process of being implemented by year 2. This plan will address the following:

A) Higher education/preservice and in-service trainers will coordinate PBS curriculum and content. Statewide PBS curriculum will be tailored to unique systems. The curriculum and training will be broad based and provide cross agency training. This part of the plan will include plans for impacting curriculum and information about systems change.

B) The plan will include the implementation of common fidelity measures that can be used for statewide evaluation purposes.

C) This training plan will include funded support for training and guidelines for targeting training (social workers, schools, etc.). CEU's will be available to learn more about PBS

2) Evaluation processes and outcome measures are finalized. Tools have been developed and field tested. Every level of the statewide goal being implemented is being tracked and public awareness/marketing strategies documented.

3 & 4) Grants are submitted for funding the foundation of statewide PBS in Kansas.

A) Funding will focus on showing organizations how to build independence from outside sources of funding.

- B) Lobbying for changes in legislature related to PBS issues including policies promoting PBS, self determined funding, funding for training, and bundled funding strategies to encourage better support.
- 5) Commitment from agency administrators to adopt PBS policies and interagency meetings in progress to brainstorm how to embed PBS into services.
- common agenda
 - budgetary decision about PBS
 - common language
- 6) Meetings in place at state level for planning across human services (child welfare, developmental disabilities, mental health, education).
- 7 & 8) These goals are being addressed in year 2, goal 1
- 9) Mentors have been trained, technical assistance is in place, and training network is in established.
- 10) Awareness training is already established and training is ongoing.
- 11) This goal is being addressed in year 2, goal 5.
- 12) This goal is being addressed in year 2, goal 2.
- 13) This goal is being addressed in year 2, goal 6.

Assessment of Goals for Years 2 and 3

The themes of the 2 and 3 year goals were assessed by the planning group. The group came to consensus that the following subcommittees would be created to address each of the goals generated. Individual members volunteered for the following subcommittees. Each subcommittee addressed the goals as indicated in parentheses below and developed 1 year, 6 month, and immediate next steps:

Training (Goals 1, 7, 8, 9, 11)

Evaluation (Goals 2, 12)

Funding/Policy (Goals 3, 4, 13)

Systems Integration (Goals 5, 6, 11, 13)

Public Awareness (Goals 10, 11)

Training Subcommittee (Goals 1, 7, 8, 9, 11)

Committee Members:

Brenda Kuder

Michael Tucker

Dawn Miller

Susan Jack

12 Month Goals

Committee members reported the following major goals:

- 1) Develop ramp up/plug in curriculum. Look for points of integration and provide for customization for different human service settings and “age” level issues.
- 2) Establish coordinated network of trainers, technical assistance settings and training opportunities.

6 Month Goals

Committee members broke down the 12 month goals into the following activities:

- 1) Look at existing training systems as they relate to critical features (in-service, pre-service). This becomes part of 12 month goal.
- 2) Identify exemplary practices and potential mentors. Identify technical assistance that is already available and look for potential overlaps.
- 3) Meet with subcommittees with overlapping goals (funding/policy, evaluation, public awareness).

Next Steps

The immediate steps needed to begin implementing the goals for the Training Committee includes:

- 1) Develop and conduct a state self-assessment of training and technical assistance. This self assessment will:
 - Identify existing training systems/resources
 - Identify gaps or needed expansion
 - Find out who is doing what with whom and who has been left out.
- 2) Identify critical features across systems for training. Determine how to get information and develop primary, secondary, tertiary prevention tool that addresses pyramid

Evaluation Subcommittee (Goals 2, 12)

Committee Members:

Nan Perrin

Katherine Mick

Kerry Farr

Janese Masters

12 Month Goals

Committee members reported the following major goals:

- 1) Obtain baseline data identified in next steps (preliminary trials).
- 2) Evaluate preliminary tool and refine it.

6 Month Goals

Committee members broke down the 12 month goals into the following activities:

- 1) Identify data reporting/collection vehicle.
- 2) Identify what we want we want agencies to report.
- 3) Send tools/requests to agencies (preliminary tools).
- 4) Identify known/already established baselines.

Next Steps

The immediate steps needed to begin implementing the goals for the Evaluation Committee includes:

- 1) Identify evaluation areas and prioritize (What do we want to evaluate?) Consider staffing changes, individual's child/adult progress, statewide planning goals and success.
- 2) Identify sub-areas of evaluation variables (prioritize).
- 3) Meet with funding committee to identify whether funding is available. If not, consider other options for conducting evaluation.

Funding/Policy Subcommittee (Goals 3, 4, 13)

Committee Members:

Michael Deegan

Kathy Olson

Rachel Freeman

12 Month Goals

Committee members reported the following major goals:

- 1) Funding/Policy action plan is in place. Dates for upcoming RFPs are on a timeline.
- 2) Initiate long-term funding activities including
 - Writing for RFP's that are due
 - Some applications may be pending depending upon opportunities
 - Lobbying activities are occurring
- 3) Inter-agency collaboration case studies are already sent to our public awareness committee.

6 Month Goals

Committee members broke down the 12 month goals into the following activities:

- 1) Needs assessment is completed and includes:
 - A list of dedicated funds that already address behavior support
 - Leverage points and examples of PBS implemented without outside funding
 - training systems and curriculum that are in place
 - Definition of IDEA
 - Investigate further 15% E. I.
 - Potential sources of support (for instance, tobacco funds)
- 2) The Funding/Policy action plan is being implemented based upon needs assessment. This action plan will include short and long term goals including:
 - grant writing
 - meeting with people who will advocate and lobby for us
 - lobbying activities to access funds through legislature
 - plans to meet with state agencies for blending, sharing, or dedicating funds.
- 3) Available short-term funding sources may be available.
- 4) Identify and invite new statewide PBS partners (find our champions).

Next Steps

The immediate steps needed to begin implementing the goals for the Funding/Policy Committee includes:

- 1) Find subcommittee members representing areas such as: early childhood/childcare providers, child welfare, mental health, schools, traumatic brain injury, developmental disabilities, juvenile justice, substance abuse, aging, independent living.
- 2) Rachel to review business cards from professionals who indicated interest in PBS.
- 3) Michael to attend prevention initiative team meetings and represent the statewide PBS planning group if the opportunity arises.
- 4) Create basic information list that will be used to begin the Funding/policy committee needs assessment.
- 5) Create a vision and value statement stated for this committee including statement that funding should be used to create independence from outside sources of funding.
- 6) Get exemplary policy and procedures used in KIPBS facilitators and professionals within the statewide planning group that represent organizations.
- 7) Identify different human service agency (SRS child welfare, developmental disabilities, mental health) policies about behavior intervention initiatives.
- 8) Create plan to develop common language discussion before bringing in new team members who may not be as familiar with PBS.
- 9) Rachel to share federal funding listserv information as it arrives with team members.

Systems Integration Subcommittee (5, 6, 11, 13)

Committee Members:

Shirley Wilson

Janie Bennett

Angela Hagen

Nikki Wolf

12 Month Goals

Committee members reported the following major goals:

1) Meetings are in place at the state level for planning across agencies. Information has been provided to local administrators (schools, children and family services, mental health, developmental disabilities, early intervention, etc.). Missions, visions, guidelines, expectations, etc. are adapted.

2) State-level upper managers are aware of PBS and support it.

6 Month Goals

Committee members broke down the 12 month goals into the following activities:

1) Learn how different agency systems work and develop action plan

2) Gain support from Governor.

Next Steps

The immediate steps needed to begin implementing the goals for the Systems Integration Committee includes:

1) Identify agencies that need to be involved (SRS, RSDE, DOA, medical policy, KDHE) and find key players within each agency

2) Identify other professionals in the state to bring expertise to the Systems Integration committee

3) Identify relevant stakeholders (consumers, families, associations, boards, advocacy groups, councils, etc.).

4) Begin using committee members to “push” ideas up through agencies to develop and gain support and buy-in from upper state-level management.

Public Awareness Subcommittee (10, 11)

Committee Members:

Susan Slothower

Shelly Bayer

Karlease Bradford

Rachelle Roosevelt

12 Month Goals

Committee members reported four major goals:

- 1) Public service announcements will be sent out in English and Spanish.
- 2) Governor's Proclamation of PBS day occurs.
- 3) Every six months a PBS newsletter will be disseminated that includes: news, testimonials, and resources. Disseminated statewide with regional breakdown of information.
- 4) Brochures distributed statewide to family service agencies by various trainers (for instance, KIPBS facilitators).

6 Month Goals

Committee members broke down the four 12 month goals into the following activities:

- 1) Identify best free mass communication opportunities for our use (public broadcast announcements, radio spots, etc.). The subcommittee will determine to say disseminate.
- 2) Implement process for setting up Governor's Proclamation of PBS day.
- 3) Create working draft of newsletter, locate a printer/publisher and create a distribution list that would include: higher education, schools, churches, daycare, social services, CMHC, CDDOs, state agencies, special education directors, school principals.
- 4) Identify community agencies that need brochures (look for resource centers).

Next Steps

The immediate steps needed to begin implementing the goals for the Public Awareness Committee includes:

- 1) Identify a marketing expert in state/community to volunteer to help market PBS and identify all free mass communication opportunities.
- 2) Identify the steps needed to start the proclamation process (talk to Kathy Olsen or put her in charge ☺)

3) Send email inviting others to participate in creating the newsletter. Send email requesting volunteers to share success stories. Invite others to write regional stories. Locate an editor for the newsletter. Consider creating an e-newsletter.

4) Investigate what PBS brochures exist now (i.e. ask current facilitators, etc.).

Next Large Group Meeting Agenda Items

The next meeting will be 10:00 to 4:00 on September 29, 2005 (in Topeka)

We will schedule 1 hour large group meeting; 2-3 hours subcommittees; 1 hour large group reporting session)

In the large group session we will work on the statewide planning group's mission and vision.