

Meeting the Needs of Students with Behaviours that Challenge: a whole organisational approach

Julie Eshleman, M.Ed., BCBA
Educational and Organisational Consultant



Following completion of this workshop, participants will:

1. describe existing guidelines for providing education supports to learners who challenge services.
2. identify critical elements of service for their current provision.
3. create a personalised checklist to guide their provision's action plan.

Some existing guidelines

- “Challenging Behaviour: a unified approach” from British Psychological Society, 2016
- “Guide for...learners who challenge services” from National Development Team for Inclusion, 2010
- “Service Provider Checklist” from PBS Academy, 2016
- “Supporting People with PMLD” (several organisations), 2017

Challenging Behaviour: a unified approach

- socially-enabling values
- a 'capable environment'
- care team skills
- multi-disciplinary teams
- collaborate with commissioners

NDTi Guide for commissioners of services ...

- defined vision and values
- leadership
- relationships and no-blame culture
- service model
- skilled staff
- evidence base

Providing PBS: A Checklist for Service Providers

- organisational values
- workforce development
- organisational processes
- practice-based evidence
- stakeholder engagement

PMLD: Core & Essential Service Standards

- leadership
- quality
- staff development
- physical environment
- communication
- health and wellbeing <https://www.vodg.org.uk/wp-content/uploads/Charter-for-social-care-providers-final-1.pdf>
- social, community, & family life

Critical Considerations



Education Settings - a change in perspective

Be prepared to be a school that doesn't look like a school

What does person-centred mean?

Active Engagement

Learners are supported to engage in daily activities

Involvement is meaningful for every learner

Staff ethos supports autonomy for those supported

Identify YOUR Critical Elements

Consider your provision:

- physical structure needs
- staffing, specialist support
- organisation culture & values
- additional specific needs?

Goals & Action Items

- Use the materials at your table (or access the websites for the full documents)
- Use the categories we have discussed, or identify the most relevant to you
- Create a list of action items (one or two per category) that will move your provision toward best supports
- Share your contact information with one another! Collaborate!

Questions & Discussion

- Where are you in the process of identifying or making changes in your organisation?
- Have you established some action items?
- What are your / organisation's next steps?

References

Challenging Behaviour, a Unified Approach from the British Psychological Society, retrieved from <https://www.bps.org.uk/sites/bps.org.uk/files/Policy/Policy%20-%20Files/Challenging%20behaviour-%20a%20unified%20approach%20%28update%29.pdf>

Guide for commissioners of services for people with learning disabilities who challenge services from the National Development Team for Inclusion, retrieved from https://www.ndti.org.uk/uploads/files/Challenging_behaviour_report_VERY_final_v7.pdf

Providing Positive Behavioural Support: A Checklist for Service Providers, from the PBS Academy, retrieved from <http://pbsacademy.org.uk/wp-content/uploads/2016/01/PBS-Academy-Service-Provider-checklist.pdf>
<http://pbsacademy.org.uk/wp-content/uploads/2017/10/PBS-Standards-for-services-Oct-2017.pdf>

Core and Essential Service Standards: Supporting people with profound and multiple learning disabilities, retrieved from <http://www.pmlmlink.org.uk/wp-content/uploads/2017/11/Standards-PMLD-h-web.pdf>



Thank you for attending!

Julie Eshleman, M.Ed., BCBA
julie.eshleman@gmail.com

