

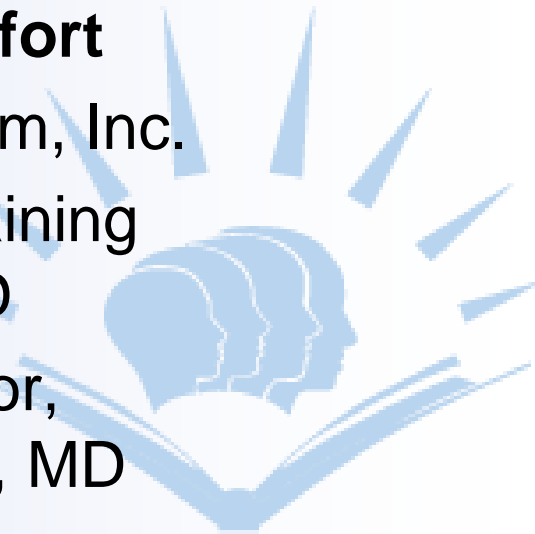
Moving Toward the Elimination of Restraint

How Positive Behavior Supports Have Paved the Roads Ahead and One State's Experience with a Statewide Effort

Bob Bowen, CEO, The Mandt System, Inc.

Dianne Dressler, Statewide Training Coordinator, Maryland DDD

Arnie Dordick, Executive Director, Langton Green, Inc., Annapolis, MD



Restraint Appropriate Environments

- At times it is possible to be free of restraint
- As a consumer and provider of services
- It is important for a culture to use coercion **appropriately**
- A commitment to Positive Behavior Support
- At all levels of the organization
- Is a requirement



Trauma Informed Services Throughout the Entire System



Leadership

- Leaders must lead, not follow
- They must develop a vision and enlist others who share their vision to permeate the organization
- They must practice non-coercive administrative and management skills
- Then teach these to everyone else
- Transparency and **clear communication**
- Delegate power, not just responsibility
- So all the gears can move together



Positive Behavior Support

- A belief that all people are entitled to lives of quality and to effective services
- A belief that there is a reason behind even the most challenging of behaviors
- A conviction to continually move away from coercion
- From Northern Arizona Univ.
- Modification of the environment first
- Use of structural assessments before FBA
- Ensure fidelity across treatment across settings
- Excludes aversive contingencies
- From US Department of Justice



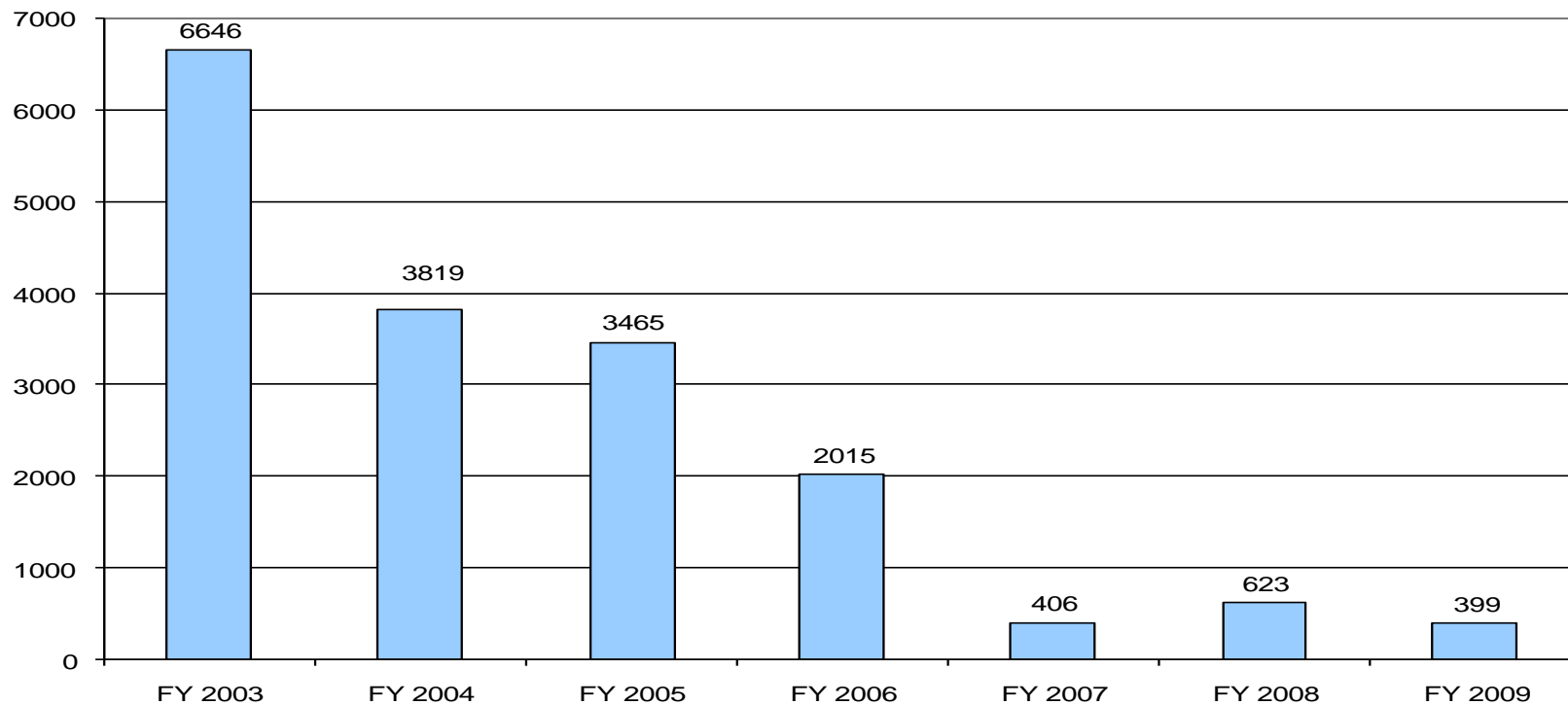
“You Can Only Give What You Have”

- If we want staff to give Positive Behavior Support
- They must receive it from supervisors and administrators
- Personnel policies are behavior plans for staff
- They teach, maintain, modify behavior
- Organizations must evaluate their policies to ensure they teach staff
- Using the principles of Positive Behavior Support



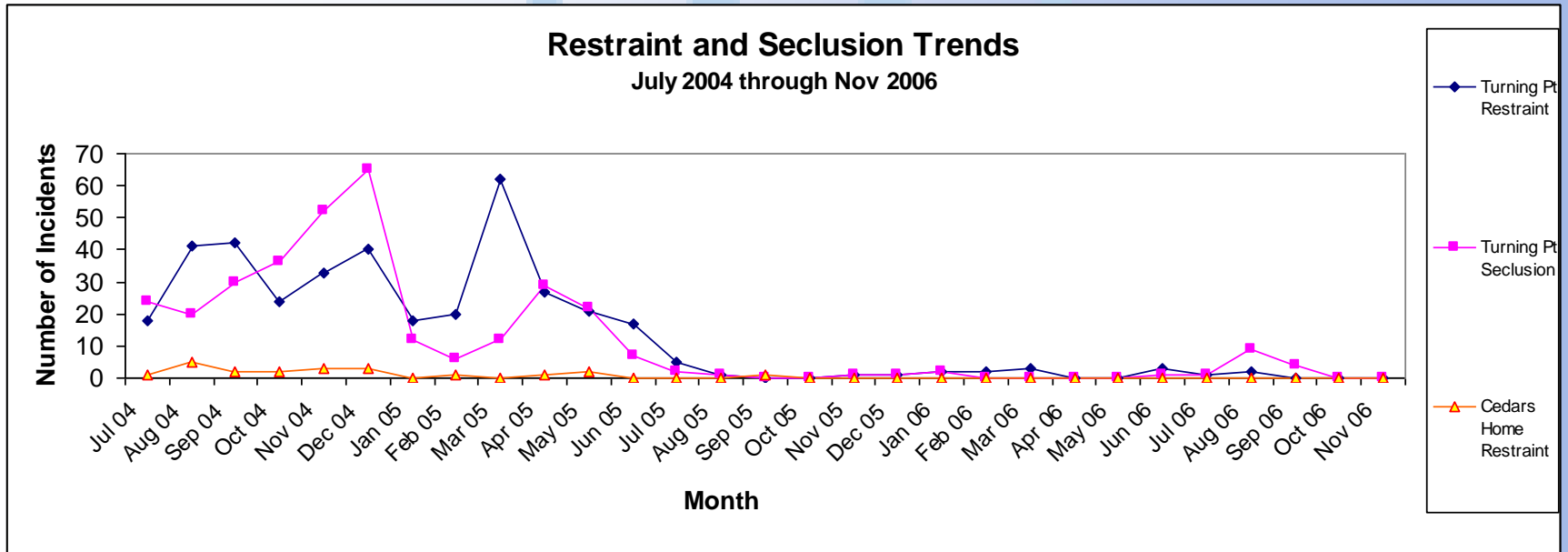
Results—Organization-Wide (serving 400 clients)

PHYSICAL RESTRAINT FREQUENCY ORGANIZATION-WIDE



Cedars Youth Services

(2009 – Zero restraints)



Additional Organizational Outcomes

- Spring Branch ISD, Texas
- Support Solutions, Lewiston, Maine
- Sheppard-Pratt Psychiatric Hospital, MD
- Pathways New Hampshire
- Developmental Services of Nebraska
- Valley Mental Health, Morgantown WV
- Community Entry Services, Riverton, WY

