

Devereux UNLOCKING
ADVANCED BEHAVIORAL HEALTH HUMAN POTENTIAL

Everyone Needs a Coach

Devereux Advanced Behavioral Health

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Who We Are

Devereux Advanced Behavioral Health is one of the largest and most advanced behavioral healthcare organizations in the country.

We have an innovative model that connects the latest scientific and medical advancements to practical, effective interventions in the treatment of behavioral health

We were founded in 1912 by special education pioneer Helena Devereux.

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Who We Help

Individuals, families, schools and communities with the following populations:

- Autism
- Intellectual and Developmental Disabilities
- Specialty mental health
- Child welfare

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Our Mission

Devereux Advanced Behavioral Health changes lives by unlocking and nurturing human potential in people living with emotional, behavioral or cognitive differences.

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Why this Topic

In the current challenging climate of behavioral health services, innovative strategies are necessary for training skilled employees and monitoring and evaluating the implementation of specific learning programs and clinical initiatives.

Challenges with staff retention can make the process for training and program monitoring cumbersome.

Devereux Advanced Behavioral Health has developed a unique learning and training model that incorporates best practices in coaching and supervision and utilizes implementation science to create built-in performance and fidelity monitoring

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Learning and Performance Monitoring at Devereux

Applied to all three tiers of our multi-tiered, trauma-informed framework of Devereux's Positive Behavioral Interventions and Supports (D-PBIS)

- Universal, Tier 1 milieu-based interventions, which are utilized across populations for all residential programs (residential treatment facilities and group homes).
- Clinical interventions at our Tier 2 and 3 level, such as Dialectical Behavior Therapy (DBT) and Functional Behavior Assessments (FBAs).

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Learning Objectives

- o Identify the core components of a coaching learning model and key aspects of implementation.
- o Describe the function and core components of employee performance monitoring and program integrity monitoring.
- o Articulate at least four critical reasons to develop monitoring dashboards.

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The Design

Aligns with the Center on National Positive Behavioral Interventions and Supports (PBIS) Coaching Model

- Coaching is utilized to assist individual staff, groups of personnel and systems
- Increases capacity, develop skills, meet implementation fidelity
- Utilizes learning content specifically designed for Devereux's populations

Coaching program was developed from Denny Reid's evidenced based practice of Behavioral Skills Training

- Through consultation with Reid, Devereux developed an adaptation of the model, which we call Supportive Behavioral Supervision

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The Framework

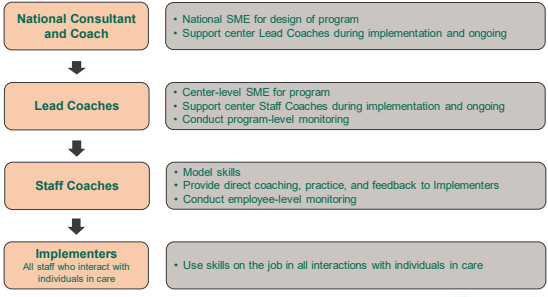
- Set Expectations
- Monitor Performance
- Provide Feedback



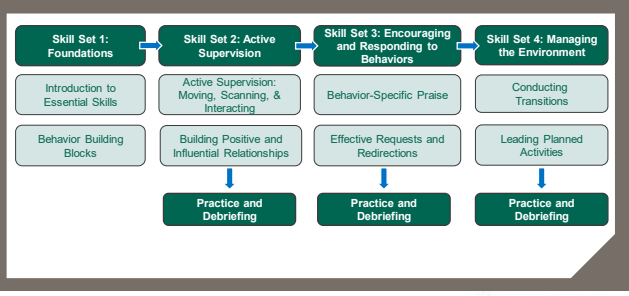
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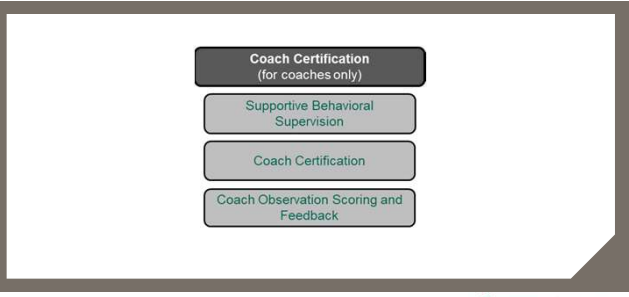
Coaching



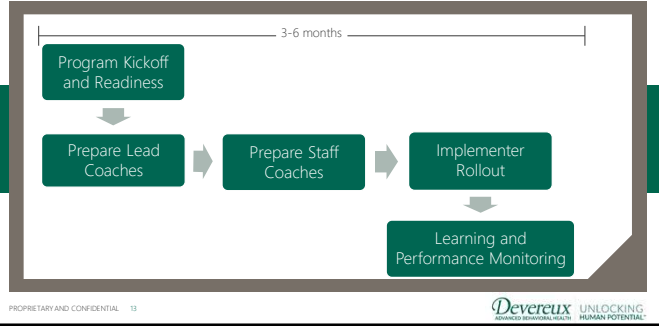
The Learning Part



The Learning Part - Coaches



Implementation



The Performance Part

- o Employee Performance Monitoring
- o Program Integrity Monitoring
- o System Monitoring

Employee Performance Monitoring- DPBIS Essential Skills

Designed to provide a structured, brief monitoring checklist to assess specific skills and is utilized to provide coaching and feedback to individual employees.

EMPLOYEE PERFORMANCE MONITORING		Devereux LEARNING	
Essential Skills Core Skills EBD - All In One			
Implementer Name:	Date:	Duration (HH:MM):	0-9 10:30 21+
Coach Name:	Location:	Activity:	
DURING the OBSERVATION			
<input checked="" type="checkbox"/> Assess a Planned Activity - Did the employee effectively...?	Yes	No	
Pre			
1. introduce the activity and provide a rationale?			
During			
2. provide instructions, demonstrate, and check for understanding (as needed)?			
Post			
<input checked="" type="checkbox"/> Active Supervision - Overall, did the employee effectively...?	Yes	No	
Behavior			
1. identify who is being praised?			
Emotion			
2. deliver a praise statement?			
Attention			
3. describe the specific behavior?			
Problem			
4. get problem(s) to show priority in individually reviewing the record?			
5. gain the attention of the individual?			

System Monitoring

Designed to provide structure and procedures for the larger system for evaluating program implementation utilizes data from all monitoring tools and outcome data.

- Tiered Fidelity Inventory
- Monthly



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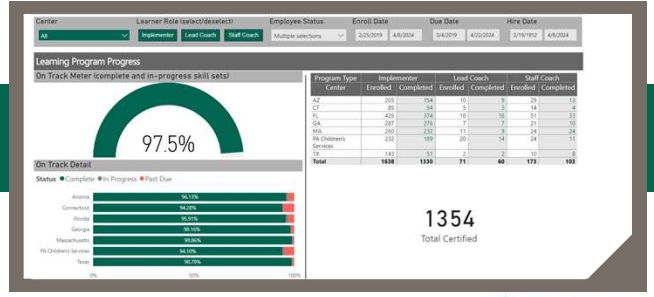
Monthly System Monitoring

- D-PBIS monthly team meetings with all programs implementing D-PBIS
- Review of monthly and quarterly data for program's employee performance monitoring and integrity monitoring
- Problem solving regarding barriers to implementation based on data
- Specific tasks for addressing implementation challenges
- Review outcome data associated with interventions

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Monitoring Dashboard



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Why It Works

- Overall proficiency with implementation components
- Specific skill development
- Feedback and Coaching
- Problem solving related to challenges

Positive Individual outcomes

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Questions?

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