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IABA

Institute for Applied
Behaviour Analysis

An Evaluation of the IABA Competency Based Training (CBT) Program.

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"Supporting A Good Life"

LIFE

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**NORTH WEST
RESIDENTIAL SUPPORT SERVICES INC.**
Helping People Create Homes


Lifestyle Solutions
supporting people

Overview of this presentation...

- Background – The Intensive Support Service
- Methodology
- Quantitative tools
- Results and implications

Background: The Intensive Support Service. (ISS)

- Focus: complex and exceptional needs.
- Time-limited, transitional support.
- Individual Support Plans for ISS clients.
- Interventions using a multi-element approach, within a least restrictive, non-aversive framework.

Methodology

- 15 modules of CBT package presented one per fortnight
- Training extended over a 9 month period
- Repeated measures design with pre-test, post test (n=26) and 3 month follow-up (n=20)

Quantitative tools

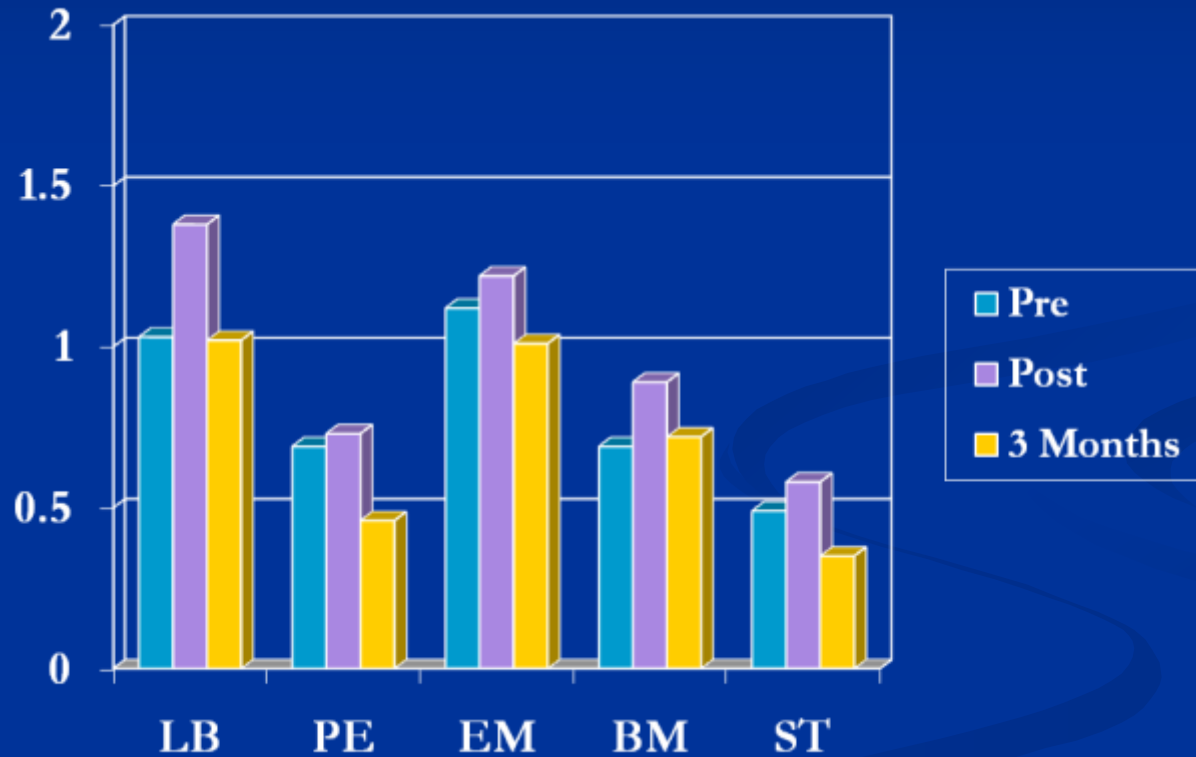
■ Scales:

- The Challenging Behaviour Attributions Scale (CHABA), (Hastings, 1997)
- Emotional Reactions to Challenging Behaviour scales. (Mitchell & Hastings, 1998)
- Difficult Behaviour Self-Efficacy scale. (Hastings & Brown, 2002)

Organisational Context

- Demand:
 - ISS Pre-qualified Providers (PQPs) needed personnel with advanced knowledge and skills.
- Supply:
 - significant labour shortages
 - many workers lacked the requisite experience and knowledge.
 - training needed each time to implement a support plan

The CHABA scores after 3 months



Comparison with literature...CHABA

Study	LB	PE	EM	BM	ST
1	0.53	0.08	0.60	-0.09	0.52
2	1.05	0.3	1.1	0.60	0.3
3	0.98	0.39	0.91	0.44	0.48
4	1.12 (1.42)	0.81 (1.13)	1.13 (1.33)	0.62 (0.96)	0.75 (1.08)
5	1.03 (1.38)	0.69	1.12	0.69	0.49

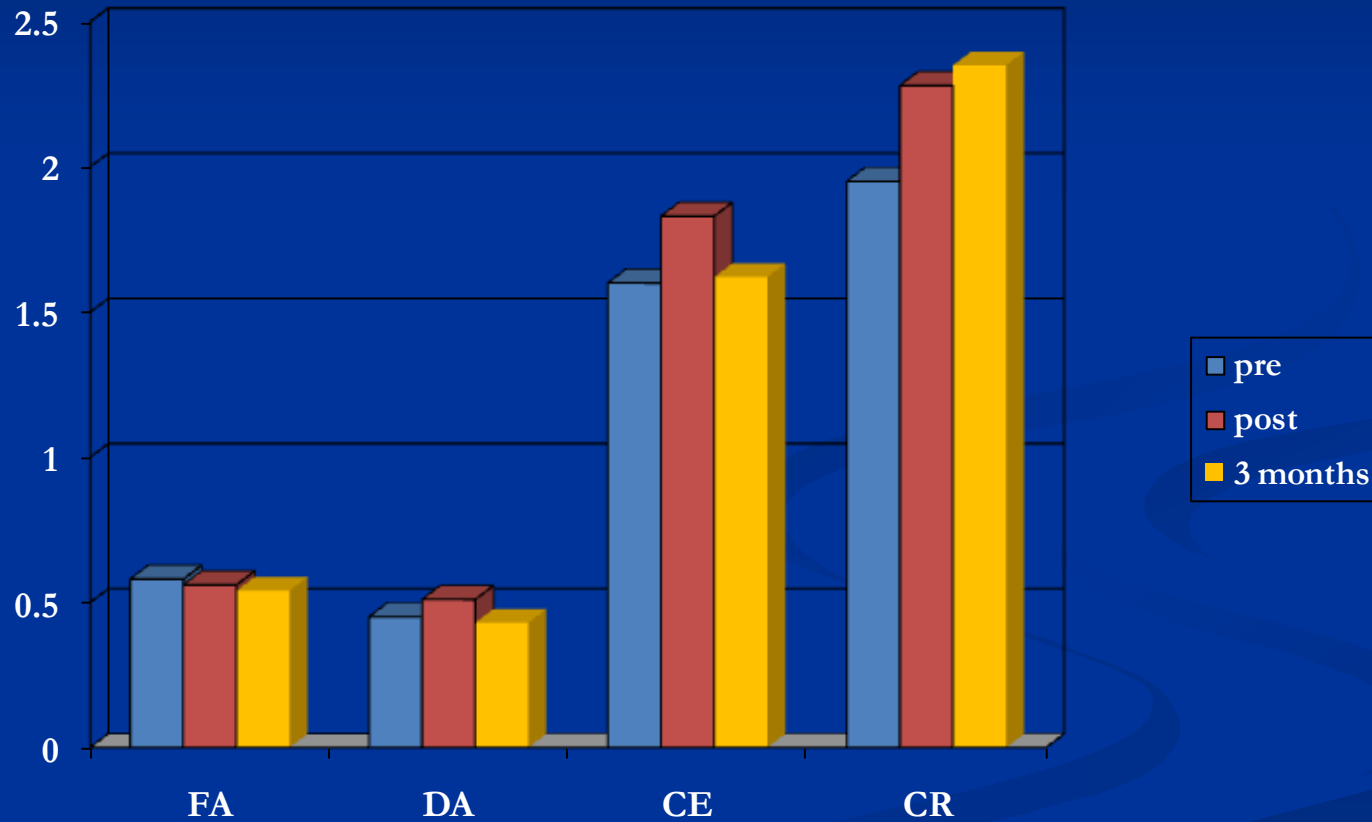
1 - Hastings, (1997) - 90 staff working with people with ID – mean experience 7.7.years

2 - Smidt, Baladin, Reed & Sigafos (2006) – a communication training package with 18 staff experience ranged from a few weeks to 30 plus years

3 - Tierney, Quinlan & Hastings (2006) tested 48 staff, (mean experience 7.58 years) before and 3 months after a 3 day CB training course

4 – Lowe et al (2007) tested 122 nurse and nurse aides (mean experience 12.7 years) before, straight after and 1 year after completion of a 10 day 80 hour Positive Behavioural Support training course.

Emotional Reactions scores after 3 months



Comparison with literature... Emotional Reactions to CB

Study	FA	DA	CE	CR
1	0.67	0.69	n/a	n/a
2	0.80	0.70	0.19	1.77
3	0.96	0.77	n/a	n/a
4	0.98 (0.77)	0.87 (0.8)	n/a	n/a
5	0.58	0.45	1.60	1.95 (2.35)

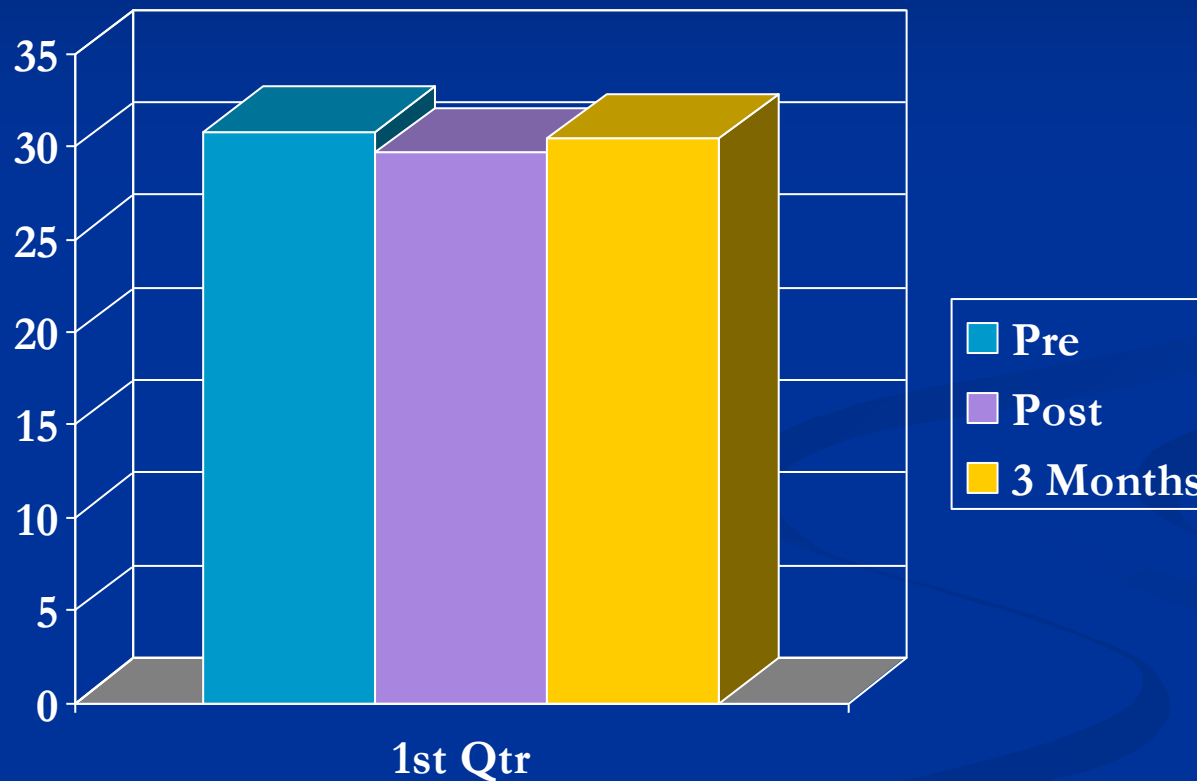
1 – Mitchell & Hastings, (1998) – tested 83 staff who worked with people with ID (mean experience 5.7 years)

2 - Jones & Hastings (2003) – showed 123 staff a video of someone engaging in self injurious behaviour (mean experience 4.0 years)

3 - Tierney, Quinlan & Hastings (2006) tested 48 staff, (mean experience 7.58 years) before and 3 months after a 3 day CB training course

4 – Lowe et al (2007) tested 122 nurse and nurse aides (mean experience 12.7 years) before, straight after and 1 year after completion of a 10 day 80 hour Positive Behavioural Support training course.

Self-Efficacy scores after 3 months



Comparison with literature.... Self Efficacy

Study	SE (pre)	SE (post)
1	23.0	25.8 (sig)
2	25.1	27.4 (sig)
3	30.8	30.4 (ns)

1 –Tierney, Quinlan & Hastings (2006) tested 48 staff, (mean experience 7.58 years) before and 3 months after a 3 day CB training course

2 – Lowe et al (2007) tested 122 nurse and nurse aides (mean experience 12.7 years) before, straight after and 1 year after completion of a 10 day 80 hour Positive Behavioural Support training course.

Social validity: Outcomes for Participants.

- *Non aversive strategies.*
- “...my ethics continue to develop as the training continues (in regards to why punishment does not work)”. (Optia Worker)
- *Quality*
 - “...it was helpful in (assisting me to) understand what we can do to improve the quality of life of the people we support” (Anglicare Worker)

Social validity: Outcomes for Participants.

■ *Functional analysis.*

- “...some topics opened my eyes to *why* people we support have behaviours and *how* to respond” (Optia Worker)

Feedback on delivery...

- “...the training has been beneficial done as a group”
(NWRSS Worker)
- “...gained a lot from the sessions, which could be put in practice” (Optia Worker)
- “...role play was very helpful” (Anglicare Worker)
- “..had great discussions about the topics which has helped me absorb the information and gain new skills”
(Lifestyle Solutions Worker)

Feedback on delivery...

- “the discussions we have had in relation to the topics have helped me absorb the information and gain new skills” *(Lifestyle Solutions)*
- “it has improved my skills in my other job” *(Lifestyle Solutions)*

Summary of results

- Significant increase in confident/relaxed emotion 3 months post test
- ISS staff have high baseline scores which were maintained
- Staff enjoyed and benefited from group work
- Positive outcome of collaboration process
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Where to from here?

- Continue collaboration with ISS organisations
- Develop a study with control groups
- Develop measures of staff behaviour
- Linking training to outcomes for the people we support

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