

YSBIV BEHAVIOR SUPPORT & MANAGEMENT POLICY

Philosophy:

All children and adults who are recipients of services from YSBIV programs are entitled to and shall be treated with dignity and respect, in a culture that promotes healing and provides each child or client the support needed to manage his or her own behavior. This policy is inclusive and applies to all children, (referred to as the client), in treatment, or the custody and care of the Illinois Dept. of Children and Family Services or Youth Service Bureau of Illinois Valley.

The agency takes a trauma informed approach to its behavior support and management and non-violent therapeutic crisis interventions when encountering challenging behaviors in the children, and adults, we serve. A trauma informed approach begins with the understanding and recognition of the existence of trauma, prevalent in the children and families we serve, and its impact on their reactions and behaviors. Preventative efforts to promote positive interactions and solutions to potential conflicts should be exhausted prior to intervening. The use of physical intervention is **prohibited** by the agency and must never be used.

The agency maintains the philosophy to help clients exercise choice in ways that foster positive and functional outcomes. This is achieved by promoting positive relationships that result through supportive actions by staff, foster parents and engaged families in services. The focus is to build on strengths and reinforce positive behavior, therefore strengthening the child, the individual, and the family.

Policy:

Youth Services Bureau of Illinois Valley (YSBIV) **prohibits** the use of physical restraint and all forms of restrictive behavior management. At no time or in any circumstances is a staff or child care provider including, licensed and unlicensed, foster parents permitted to use restraint in an effort to calm or control any child or youth's behavior. YSBIV believes that the agencies environments (Foster homes and Offices) should be an environment that ensures the care, safety, and well-being of all clients and staff members.

YSBIV recognizes that behavior support strategies and emergency safety interventions may be needed. The agency promotes that therapeutic prevention, intervention and de-escalation should be utilized when encountering challenging behaviors.

In the event that the techniques prove unsuccessful and any staff or client detects or assesses that a situation presents as a potential risk or harm to self or others, they are encouraged to remove themselves and others from the physical space of the potential threat or violence and call 911 immediately.

This policy reflects compliance with rules and regulations governing the provision of behavior support services across all Agency programs.

The Agency follows the established Positive Behavior Interventions Support procedures for reporting compliance only as it relates to the IL DCFS Rule and Procedure 384 on Positive Behavior

Interventions and Support, however it does not subscribe to any forms of Restraint and Seclusion of clients as a policy.

The Agency also follows procedures for compliance with Illinois Rule 384 (Behavior Support Strategies that Include Restrictive Measures) as it applies to behavior support strategies that includes restrictive measures used by sub-services providers, i.e. residential program providers that deliver services to clients where the agency retains case planning responsibilities.

This policy and supporting procedures are available and is part of the information packages and orientation for all staff, foster parent and clients. In addition, this information is also available to anyone who requests it. A copy of this policy is posted on the YSBIV website and provided to clients at intake of services. Clients are asked to sign an acknowledgement of the policy.

Definitions:

A: Trauma Informed Care: (TIC):

Trauma-informed care is an **approach** to engaging people with histories of **trauma** that recognizes the presence of **trauma** symptoms and acknowledges the role that **trauma** has played in their lives and attempts to minimize those effects without causing additional trauma. **Trauma** refers to extreme stress that overwhelms a person's ability to cope.

B. Therapeutic Crisis Intervention (TCI):

Therapeutic Crisis Intervention (TCI) is emergency psychological care aimed at assisting individuals in a crisis situation to restore equilibrium to their bio-psychosocial functioning and to minimize the potential for psychological trauma.

Procedures:

The purpose of these procedures is to provide a source of reference for behavior support and management at YSBIV.

The objectives of these procedures are:

- The protection and advocacy of the rights of clients.
- To ensure consistency and compliance with relevant rules, regulations, or standards (internal and external) governing YSBIV programs.
- To ensure best practice and sound procedures, applied with sensitivity to trauma, cultural values and beliefs, as well as to the needs and preferences of the clients.
- To ensure consistent application of behavior support standards across programs.
- To provide guidance to staff when dealing with ambiguous or complex situations.
- To ensure the rights, health and safety of everyone involved in supporting the clients.

Assessment and Behavior Management Planning:

Clients are assessed at the onset of service delivery to determine the most appropriate services necessary to treat the individual. Across several agency programs, assessment tools are used to identify trauma present in the client, such as the Child and Adolescent Needs and Strength tool (CANS), the Adult Needs and Strengths Assessment tool (ANSA) and the Youth Assessment and Screening Instrument (YASI). Upon completion of the comprehensive assessment, Behavior Support and Management plans are developed for all clients, children and adults, in the Treatment Program. Behavior Support and Management Plans are developed, as necessary, in other service programs.

Components of the plan can include identifying the challenging behaviors present in the client and strategies that will help the client cope and de-escalate and learn to self-regulate. The plan also identifies actions, limitations, safety measures, and/or strategies that will be taken should a client possess a risk of harm/danger to self or others. These plans are developed with the input of the client, and the guardian/custodian when involving a child, and seek to help the client gain insight into their behaviors and develop positive coping skills. When clients are involved in multiple programs within the agency, the agency seeks to collaborate and communicate these plans between programs to provide consistent strategies in supporting the client, with proper releases of information secured. Services, across all programs, are provided to promote respect, healing, and positive behavior support and management, with the goal of minimizing the need for crisis interventions.

Prohibited practices:

YSBIV prohibits the use of the following under any circumstances:

- Chemical restraint
- Locked seclusion
- Mechanical restraint
- Excessive or Inappropriate use of Restrictive Behavior Management
- Peer to Peer Restrictive Behavior Management
- Clients utilizing Restrictive Behavior Management on another client
- Corporal punishment;
- The use of aversive stimuli;
- Interventions that involve withholding nutrition or hydration or that inflict physical or psychological pain;
- The use of demeaning, shaming, or degrading language or activities;
- Forced physical exercise to eliminate behaviors;
- Unwarranted use of invasive procedures or activities as a disciplinary action;
- Punitive work assignments;
- Punishment by peers; and
- Group punishment or discipline for individual behavior.

Reporting & Risk Management Review:

All behavior support crisis intervention incidents, that involve an YSBIV staff person utilizing crisis intervention to diffuse a volatile situation with a client, and/or 911 is notified, will be reported via the agency's Unusual Incident Policy and Procedure. Incidents that occur in Residential Facilities or Group homes caring for youth, under the responsibility of IL DCFS and the case management of YSBIV, will report such incident per IL DCFS policy. Incidents that occur internally will be debriefed with the staff person and the client, when the client returns to a calmer state, and may involve input from the Treatment Director. On a monthly basis, the UIR data report is sent to the Executive Director and Program Directors for review. This is then reviewed with the Board of Directors at the bi-monthly board meetings.

The Agency has grievance procedures in place for staff, clients and foster parents. Should anyone suspect that a staff person has violated this policy, it should be reported immediately through the agency's Grievance Procedures, and to the Executive Director. If a foster parent is suspected of a violation of this policy, staff will follow the policy and procedure for reporting and investigating foster family licensing violations as established by the IL Dept. of Children and Family Services, including a possible report to the IL Child Abuse Hotline.

Training:

During orientation, all staff are made aware, regardless of position, that any clients/individual has the potential of have an episode where he or she may experience a crisis. All employees must be familiar with the agency's Behavior Support and Management Policy and must sign an acknowledgment stating they have read and understand the policy.

Program Directors and supervisory staff along with management will ensures that staff receive training on how to respond when persons in the office are acting in an unsafe manner. This may be achieved through a formal curriculum or through external sources (e.g. web based training).

Additionally, all staff, upon hire and every 2 years thereafter, are required to complete a Trauma Focused, Prevention and De-Escalation training. This training focuses on trauma informed approach, positive support to clients, and non-violent therapeutic crisis intervention. Materials used to present this training includes information from the National Child Traumatic Stress Network: Child Welfare Trauma Training Kit, TCI training curriculum- Cornell University, CPI: Crisis Prevention Institute, and various web-resources.

Foster parents will be provided with similar training, with an emphasis on positive discipline techniques, trauma-focused care and de-escalation techniques. **Staff and foster parents are not trained in the use of physical restraints, and are never encouraged to use this technique, even as a last resort.**