



# Harvey-Marion County CDDO

*Supporting increased independence, integration, inclusion, and productivity in individual homes and communities.*

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## **Behavior Support Plan Guidance**

**Has a written behavior intervention plan** - Answer “Yes” to the second item if there is a written plan AND the following conditions are met:

- There is a clear definition of the behavior(s); and,
  - There is a clear definition of what support staff are doing about the behavior (prevention and support strategies, responses); and,
  - There is collection of information as to the frequency and objective severity of the behavior at issue (as required by regulation); and,
  - The plan ensures that the supports are specific to the individual involved (i.e., person centered)
- A. For a behavior support plan to be counted on the functional assessment as a needed support, the behaviors that warrant the support plan must meet the following criteria:
1. Must be socially unacceptable in the setting in which they occur
  2. Must require staff support both to prevent the behavior and to respond to the behavior, should it occur
- B. State policy and regulations call for a variety of plans in different circumstances. For the purposes of the functional assessment, the Behavior Support Plan must be written to guide the team on how to support the individual during times of inappropriate behavior and include information on how to teach the individual to utilize different means to communicate/meet their needs (prevention/support strategies/teaching new skills).
1. Definition of Behavior: A detailed description of the consumer’s problem behavior is given. The definition is detailed enough so a staff could read the definition, and then know whether that behavior occurred. A definition should include information on what the behavior looks like.
  2. Ex: BAD EXAMPLE: Joe displays aggression towards others by hitting them.



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3. Ex: GOOD EXAMPLE: Joe can become physically aggressive. Physical aggression is defined as forcefully hitting others with an open hand or closed fist or attempting to hit others with an open hand or closed fist. Staff should not include patting people softly as aggression.
- C. A clear definition must be given as to what staff is doing, both as prevention and a response to the behavior.
1. BAD EXAMPLE: If Joe is aggressive, staff intervene.
  2. GOOD EXAMPLE: To prevent physical aggression, staff follow Joe's schedule and allow for break times between each activity. If Joe becomes physically aggressive, staff utilize MANDT procedures to protect Joe and others from harm. Staff should clear any items from around Joe that could lead to injury to himself or others. Once Joe has shown 2 minutes without physical aggression, staff direct Joe back to the activity he previously was engaged in.
- D. There must be documentation to the frequency and relative severity of the behavior that is displayed. This is collected in **data pages submitted at the time of the assessment.**
- E. The behavior support plan must be person centered. This means that the definitions are written specifically to that individual, with examples of how the plan is implemented specifically to that individual's needs.