

Evaluating the effectiveness of PROACT-SCIPr-UK[®] training for staff and the dissemination within organisations who support individuals with intellectual and developmental disabilities.



Michelle Collard and Gary Blackmore



Introduction

Individuals with intellectual and developmental disabilities (IDD) are at risk of exhibiting challenging behaviour (CB), due to interactions within their social and physical environment, resulting in negative implications for the individual, staff and families. Staff training in reducing and responding to CB is a regular feature within training programmes and an area of significant resource investment by organisations. However due to the limited research conducted in this area, the direct effects of such training are still poorly understood, which limits drawing outcomes and conclusions, highlighting the need for further research.

PROACT-SCIPr-UK[®] is a framework for the support of individuals who may present with CB's, focusing upon a 'whole approach'; the individual, staff and the organisation. To minimise/eliminate the use of restrictive practices, through implementing positive behavioural support strategies devised upon an individual's needs, characteristics and preferences, focused upon improving quality of life outcomes.

Aim & Participants

To provide insight into the effectiveness of PROACT-SCIPr-UK[®] training and the associated dissemination of the PROACT-SCIPr-UK[®] philosophy within two commissioning organisations; social care providers supporting individuals with IDD, within both residential and supported living services.

Gained through the direct opinions of organisational personnel; PROACT-SCIPr-UK[®] Instructors (n=10) who deliver the training and from support staff (n=24) who receive the training and consequently provide direct support to individuals, based upon the training they receive. Eliciting Instructors and staff's views, is an essential element to monitor the quality of the services and the support individuals receive.

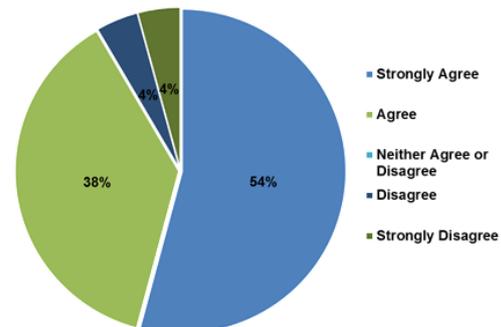
Design

A mixed method design incorporating qualitative interviews; structured but open-ended pre-set questions, primarily focused upon the impact of the PROACT-SCIPr-UK[®] framework within the participating organisations and to identify approaches for implementation and monitoring.

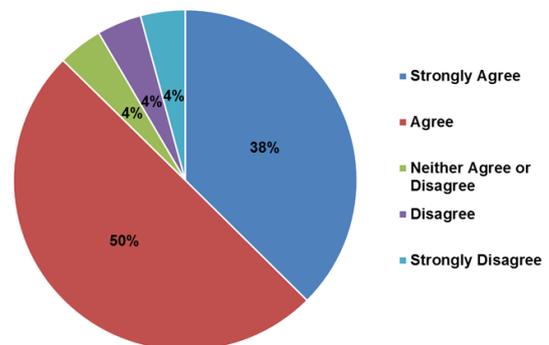
Quantitative questionnaires encompassing 18 Likert-type rating scale questions and open questions, designed to identify the effectiveness of PROACT-SCIPr-UK[®] training as delivered internally within the organisation by Instructors.

Results

In general the PROACT-SCIPr-UK[®] programme is a well-accepted model by staff who provide direct support to individuals and is effective in developing staff's knowledge and confidence.



Majority of participants (54%=strongly agreed; 38%=agreed) believed utilising PROACT-SCIPr-UK[®] as a 'whole approach' helped to develop their professional knowledge when understanding behaviour of individuals they support.



The majority of participants believed (38%=strongly agreed; 50%=agreed) implementing PROACT-SCIPr-UK[®] promoted a more collaborative approach and increased consistency for the team.

Although the dissemination of the PROACT-SCIPr-UK[®] philosophy within organisations is an important factor, it can be inconsistently undertaken, dependent upon the methods of implementation and influencing factors. To include the Director/s overall commitment to the philosophy; the organisation's culture; policies and procedures; the staff members they employ; and the training delivery and approaches.

Future Recommendations

Development of quality assurance processes to support the continuous review of the implementation of the PROACT-SCIPr-UK[®] framework within organisations. To ensure improving the quality of life for individuals with IDD is the primary aim and focus of services. Consequently this will improve the quality of life for staff and family members.