

Tip Sheets

Steps to Developing a Positive Behavior Support Plan

The Six Steps of Positive Behavior Support

1. Building a Behavior Support Team
2. Person-Centered Planning
3. Functional Behavior Assessment
4. Hypothesis Development
5. Positive Behavior Support Plan Development
6. Monitoring Outcomes

A positive behavior support plan is an action plan that outlines the specific steps to be used to promote the child's success and participation in daily activities and routines. The plan is developed using a person-centered approach.

This means that the team works together to:

- Share hopes, dreams and goals for the child
- Identify the child's strengths, interests and abilities
- Identify proactive prevention and intervention strategies to support the child's success

The goal of developing a positive behavior support plan is not to "punish" a child but to teach and support the child in learning new skills and strategies that reduce the occurrence and eliminate the need for the use of challenging behavior.

Required Elements of a Positive Behavior Support Plan

The behavior support plan must be developed using a team approach. Team members should include individuals most involved in the child's life (parents/family members, early care and education professional and any other professionals working with the child)

1. Description of the Behavior

- What the behavior looks like
- Describe with detailed accuracy so



everyone observing the child can recognize the behavior
- "Where" and "when" the behavior occurs

2. The Function of the Behavior

- "Why" the behavior occurs
- The child's motivation or purpose for using the behavior

3. Previous Behavior Guidance Strategies

- What interventions have been tried?
- What has worked in the past?

4. Setting Behavior Goals/Replacement Skills

- What more appropriate behaviors should the child learn to replace the challenging behavior?
- Describe the new behaviors/skills the child will need to learn in order to replace the need for the challenging behavior
- How will new skills/strategies help the child get needs/wants met?
- Who will teach these new skills?

- Replacement strategies should be:
 - easy for the child to learn
 - efficient
 - effective in meeting the function of the behavior

5. Prevention Strategies

- Strategies that will reduce likelihood of child's need to use challenging behavior (environmental arrangement, changes in activities, prompting child, visual supports, etc.)

6. Consequence Strategies

- Guidelines for adult responses to challenging behavior
- Strategies that make the use of the challenging behavior ineffective
- Positive reinforcement strategies to encourage use of new skills and strategies

7. Long Term Strategies

- Long term goals for child
- Child's, parent and professional's goals and dreams for the child

8. Safety Net Procedures

- Procedures to follow to ensure safety of child and others

9. Action Plan

- Outline of specific objectives and steps needed to ensure consistent implementation of the plan
- Identification of specific steps, person responsible, projected date of completion and follow-up actions if necessary

10. Description of Success

- What criteria will be used to evaluate progress?
- What data will be collected?
- How will it be recorded?
- Who will monitor the plan and evaluate its effectiveness?

11. Communication Plan

- How will plan be communicated to all who need to know about and implement the plan?
- Develop weekly communication plan to monitor progress

Although the development of a formal Positive Behavior Support Plan may initially seem overwhelming, it is an important step in supporting a child whose behaviors are interfering with the opportunity to experience success.

Additional Resources for Information on Positive Behavior Support Plans:

Association for Positive Behavior Support
http://www.apbs.org/new_apbs/early-childhood.html

Center for Social Emotional Foundations of Early Learning
<http://csefel.vanderbilt.edu/>

Connectability.ca
<https://connectability.ca/2014/06/14/behaviour/>
 Technical Assistance Center on Social Emotional Intervention (TACSEI)
<http://challengingbehavior.fmhi.usf.edu/>

For more information on Positive Behavior Support, visit www.inclusivechildcare.org.

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