Behavioural Supports
Alberta Symposium
2016

18 February 2016
2-140 ECHA
University of Alberta, Edmonton, Alberta
Welcome!
Acknowledgements

Ongoing support of ICCER’s Community Needs Driven Research Network

Funding support for the research component of the 2016 BSA Symposium

Research project funding from Covenant Health and their Network of Excellence in Seniors’ Health and Wellness
Housekeeping issues

• In person and Calgary Rockyview – coffee and goodies are available all morning. Help yourself.

• Complete the BSA 2016 Symposium Orientation Survey and either turn it in (in-person) or online at http://goo.gl/forms/MYOCUY6K2X

• Remote sites please keep mute on except when you want to speak

• Complete your evaluation form http://tinyurl.com/j6xmyyy4
Evaluation Forms

On site – leave in box at registration table

Online – available at
http://tinyurl.com/j6xmyy4

Email to emily@iccer.ca or fax to 780-481-7448
A Bit of History

- ICCER
- HCAT
- Community Needs Driven Research Network
- Responsive Behaviours Symposium November 2012
- Findings from Symposium led to BSA development
- BSA Symposium February 2014
- BSA related research projects – PI Brémault-Phillips
- BSA Symposium February 2015
- Follow up research projects and expansion of BSA activities
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<th>Time</th>
<th>Session</th>
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<tr>
<td>9:00-9:15 AM</td>
<td>Welcome, introductions, outline of the day</td>
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<td>9:15-9:30 AM</td>
<td>Setting the Stage: Importance of engaging around competencies</td>
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<td></td>
<td>Suzette Brémault-Phillips, University of Alberta</td>
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<td>9:30-10:00 AM</td>
<td>The Concept of Competencies</td>
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<td>Jeanne Weis, CLPNA and Harrison Applin, Northern Lakes College</td>
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<td>10:00-10:20 AM</td>
<td>Perspectives and Context: Addictions and Mental Health, Complex needs</td>
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<td>Sandy Marcynuk, AHS</td>
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<td>10:20-10:40 AM</td>
<td>Perspectives and Context: AHS Seniors Health Strategic Clinical Network</td>
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<td>Mollie Cole, AHS</td>
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<td>10:40-11:15 AM</td>
<td>Interprofessional Competencies</td>
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<td>Sharla King, HSERC, University of Alberta</td>
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11:15 AM - 12:00 PM  Competencies as they relate to Legislation, Policy, and Curricula - Jeanne Weis, CLPNA and Harrison Applin, Northern Lakes College

12:00-12:45 PM  Lunch and networking

12:45-1:10 PM  Competencies across sectors, professions, and services - Jeanne Weis, CLPNA and Ashley Pike, University of Alberta

1:15-2:15 PM  Focus Group discussion - Competency tools (movement from room in ECHA; discussions at each remote site; facilitated group discussion by teleconference)

2:15-2:45 PM  Large group discussion

2:45-3:00 PM  Wrap-up
Focus Groups

Edmonton- 2-140, 2-135, 2-131, 2-125, 2-121, 1-135, 1-131, 1-121

Calgary – break into 2 groups in far corners of room

Telephone – stay online, facilitator will join you

Other videoconference sites – MUTE! Hold discussion amongst yourselves
Policy Makers/ Regulators - Room 2-140
Facilitator: Sharla King

Administration/Organizational Level- Room 2-135
Facilitator: Liz Taylor

Clinical Management- Program or Unit level – Room 2-131
Facilitator: Lynn Moulton

Direct Clinical Practice - Room – 2-125
Facilitator: Sandy Marcynuk

Educators- Clinical - Room – 2-121
Facilitator: Jeanne Wies

Educators - Post Secondary – Room 1-135
Facilitator: Jasneet Parmar

Community based service – Room 1-121
Facilitator: Suzanne Maisey

Researchers – 1-131
Facilitator: Karenn Chan
Setting the Stage: Importance of engaging around competencies

- Challenges continue regarding the management of responsive behaviours (RBs)
- Increasing stress and demands on caregivers can impede abilities to manage behaviours
- Staff are not always aware of the skills, knowledge and abilities needed to manage RBs in a person-centred manner
- Training of staff to manage RBs is not always available
- Even with training, what is learned is not always integrated into care
- Managers are not always aware of the skills, knowledge and abilities needed to manage RBs in a person-centred manner
The symposium is an opportunity to consider:

- What **competencies** are: *Skills, Knowledge, Abilities*
- How competencies
  - Align with legislation, and standards
  - Are developed over time (curricula, ongoing training) in regulated and unregulated staff across various service sectors
  - Might be monitored/evaluated (including by whom and for what purpose(s))
Competencies

Knowledge
Person Centered Care Delivery
Clinical Skills (including assessment, care planning & intervention)
Field Based Quality Improvement
Change Management Skills
Leadership, Facilitation, Coaching and Mentoring
Cultural Values and Diversity
Prevention & Self-Management
Resiliency & Adaptability
Collaboration & Communication
Technology Skills
Professional & Work Ethics
Please take a moment to review the competencies.

Based on your practice setting, what would be the benefits or challenges that you would experience in utilizing a competency tool to measure staff competencies in managing responsive behaviours? Are there any you would consider adding or removing in general or specific to your practice context?”

How frequently would you anticipate using this tool in practice”

Should the purpose be to generate self-reflection and individual’s movement along the care provider trajectory?

How might the tool be used differently by various regulated or non-regulated care providers?

What commonalities and differences exist that may make it difficult for the tool to be universal to context areas, populations served, or stages of the lifespan?

http://goo.gl/forms/0tjh72c6kb
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Email to emily@iccer.ca or fax to 780-481-7448
Thank You!
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