Overview of the US National Initiative

Objectives

1. Introduce workshop faculty.

2. Review the agenda and the meeting logistics.

3. Briefly, describe the evolution of the project and curriculum.

4. Orient the participants to the project, the national stakeholders including the role of CMHS, the training curriculum and resource manual.

5. Answer any questions about the above.

Outline

✓ Introductions

✓ Meeting logistics

✓ Review of agenda

✓ Courtesies

✓ Facility teams and faculty roles

✓ The evolution of the project (funding, stakeholders)

✓ Training comments

✓ Institute materials including training curriculum and resource manual

✓ Final points

Current Assumptions Regarding Seclusion and Restraint Use

Objectives

1. Recognize some of the common assumptions underlying the use of seclusion and restraint.

2. Identify the reasons why additional cross discipline training in seclusion and restraint prevention is needed.

3. Understand the divergent opinions of staff and consumers about the efficacy and harmfulness of restraint and seclusion.

4. Identify the dimensions in which restraint and seclusion practice bias occurs.

5. Recognize the fallacy of "special population" thinking and identify successful programs that have reduced/eliminated seclusion and restraint.

Experiences of Seclusion and Restraint

Objectives

1. Experience of seclusion and restraint from a consumer and staff perspective

2. Sensitization to the way in which these interventions can traumatize consumers

3. Sensitization to the way in which these interventions can traumatize staff

Outline

✓   Subjective Experiences

Effective Leadership Strategies in Successful Organizational Change
A Core Strategy ©
(A Primary Prevention Tool)

Objectives

1. Understand the essential role of effective mental health leaders in creating organizational change that leads to preventing violence, trauma, and the use of seclusion and restraint.

2. Understand why leaders must demonstrate consistent commitment and involvement for their organization(s) to see successful outcomes.

3. Be introduced to Six Principles/ Competencies of effective leaders at any level of the organization as reported in the literature.

Outline

✓   Roles of leadership in reducing seclusion and restraint

✓   Fundamental Principles
   o   Creating the vision
   o   Living organizational values
   o   Using human technology
   o   Elevating oversight
   o   Using data to inform
   o   Valuing exemplary performance
   o   Developing a plan

✓   Specific Strategies for Leadership
   o   Use of data
   o   Elevate oversight
   o   Assure workforce development
   o   Make prevention tools available
   o   Create consumer and family roles
   o   Redefine debriefing

The Neurobiological and Psychological Effects of Trauma

Objectives

2. Describe the neurobiological and psychological effects of stress and trauma up to the development of PTSD.

3. Analyze the effects of seclusion and restraint within the context of trauma model.

Outline

✓ Trauma in America

✓ Trauma and Posttraumatic Stress Disorder (PTSD)

✓ PTSD rates

✓ Stimulus and responses

✓ Core concepts

✓ Goals of treatment

✓ Interventions

Reducing Risk and Preventing Violence, Trauma, and the Use of Seclusion and Restraint

TRAINING CURRICULUM – SEPTEMBER 6-7, 2016

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Trauma Informed Care
An Overview of Fundamental Concepts
(A Primary Prevention Tool)

Objectives

1. Be able to define "trauma" & "trauma informed care"

2. Become familiar on the prevalence of traumatic life experiences in a variety of service settings

3. Be able to give examples of the characteristics of trauma informed & trauma insensitive systems

4. Describe the importance of trauma assessments and critical factors of trauma treatment

Outline

✓ Definitions of trauma & trauma informed care

✓ Prevalence in persons across mental health, substance abuse, MRDD, juvenile & criminal justice settings

✓ Trauma informed & trauma insensitive Systems

✓ Trauma assessment & clinical implications

Reducing Risk and Preventing Violence, Trauma, and the Use of Seclusion and Restraint

Identifying and Managing
Seclusion and Restraint Risk Factors
A Core Strategy ©
(A Primary Prevention Tool)

Objectives

1. **Identify risk factors related to increased risk of violence**

2. Identify the five categories of risk from most to least dangerous and match staff response

3. Identify medical risk factors that can increase chances of serious injury or death.

4. Identify the risks associated with prone restraint.

Outline

✓   Risk Factors for Violence

✓   Risk Factors for Serious Injury or Death

Workforce Development: Elevating the Importance of Seclusion and Restraint
A Core Strategy ©
(A Primary Prevention Tool)

Objectives

1. Understand the importance of elevating the visibility of the use of seclusion and restraint at all levels in the organization.

2. Describe the use of witnessing as an important and effective intervention in the reduction of seclusion and restraint.

3. Identify specific changes in the roles and responsibilities of staff at all levels in the organization.

4. Understand how to use human resources and staff development to develop workforce.

Outline

<u>Leadership</u>

✓ Definition of witnessing

✓ Goal of witnessing

✓ Executive on-call responsibilities

✓ On-site supervisor responsibilities

<u>Workforce Development</u>

✓ Human resource/staff development activities

✓ Application training guidelines

✓ Summary

Debriefing Activities
A Core Strategy ©
(A Tertiary Prevention Tool)

Objectives

2. Identify the three essential (per event) debriefing activities in reducing seclusion and restraint.

2. Understand the goals, key elements, and process involved in these debriefing activities.

3. Describe how to utilize information gathered during debriefing to further reduce the use of seclusion and restraint and to offer assistance to consumers and staff.

Outline

✓ Definition

✓ Goals

✓ Types of debriefing(s)

✓ Debriefing strategies

✓ Discussion points

✓ Staff issues

✓ Consumer issues

✓ Treatment plan revisions

✓ Operational revisions

✓ Consumer roles

✓ Event observers

Real Reduction Experiences
What Worked?

Objectives

3. **Review actual examples of states, facilities, and programs successful in reducing the use of seclusion and restraint.**

4. Understand what these organizations experienced as the core essential components in their reduction effort.

3. Recognize the common challenges and role of leadership in advancing these efforts.

4. Identify the Core Strategies© used to initiate and sustain the culture change process.

Outline

✓ Massachusetts

✓ Pennsylvania

✓ Florida

✓ Delaware

Consumer Involvement in Inpatient Settings
A Core Strategy ©
(A Primary Prevention Tool)

Objectives

1. Understand the rationale behind self-help and peer support and their key role in a seclusion and restraint reduction effort.

2. Become familiar with a variety of consumer roles and responsibilities in inpatient settings.

Outline

✓ Evidence of efficacy

✓ Why hire consumers?

✓ Core values

✓ Specific roles

- Director of advocacy service

- Peer specialists

- Drop-in center director

- Volunteers

Seclusion/Restraint Prevention Tools
A Core Strategy ©
(A Primary Prevention Tool)

Objectives

1. Understand the function, use, and development of crisis prevention plans that help reduce the use of seclusion and restraint.

2. Recognize the applicability of crisis prevention plans to service settings and the importance of prevention strategies.

3. Identify the 5 known and 2 "hidden" sensory experiences and strategies within each sensory dimension that can be used to teach self-calming and soothing.

4. Become familiar in the use of sensory modulation to assist with emotional self-management

5. Be introduced to examples of sensory and comfort rooms.

Outline

- ✓ Crisis Prevention Planning
    - o Plan components
    - o Plan examples

- ✓ Making Environmental Changes
    - o Sensory modulation
    - o Sensory and Comfort Rooms
    - o Examples