

Queensland Centre for Intellectual and Developmental Disability (QCIDD)

INFORMATION PAPER

Strengthening Non-Government Organisations Organisational Planning Initiative: -

“ Challenging Behaviour Mentoring Programme”

Closing Date: 3 October 2007

Return to: Applications must be received by 3 October 2007 and returned to QCIDD via:

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Queensland Centre for Intellectual and Developmental
Disability and Disability Services Queensland present a:

“**B**Challenging Behaviour Mentoring Programme”

- **Who is this programme for:**
**Staff of Non-Government Service Providers in
Queensland**
- **When does the programme run:**
2007-2008
- **What does the programme do:**
**Provide staff with a mentor to increase their
knowledge and skills in positive behaviour
support**
**Provide support to organisations to increase
their networks in behaviour support**

Aims of the Programme:

- Increased skill development, confidence and knowledge base of staff working with people with disability who present with challenging behaviours
- Provision of coaching and supervision in the implementation of behavioural support strategies
- Creation of a sustainable behaviour support network for participating non-government service providers
- Achieve positive behavioural outcomes for clients supported by participating service providers
- Contribute to the development of better systemic responses to behavioural issues within service providers and the disability sector broadly

Applications close 3rd of October 2007



Challenging Behaviour Mentoring Programme

INFORMATION PAPER

This programme is a response to the number of organisations struggling to respond to the needs of individuals with challenging behaviour. The programme will invest in specific workers within non-government organisations to not only increase their knowledge base in positive behaviour support, but also to establish sustainable ongoing support networks to assist them in their roles. Staff from a number of organisations across the state will have the opportunity to participate in this programme over a twelve-month period.

There are *four* roles within the CB Mentoring Programme:

1. **Participants:** who will engage in a key behavioural support role within their service provider. This program targets staff who play roles in providing support for people with challenging behaviour. Staff could include key workers, support staff recognised as having skills/knowledge in behaviour support, psychologists or other staff employed as behaviour support specialists.
2. An **Executive Supporter** within the participating service provider will assist the programme and work strategically to increase the behavioural support networks of the service provider
3. The **Participating Service Provider** will support the programme and ensure commitment and time is allocated for participants to complete *all* of the aspects of the programme.
4. **Mentor:** an adviser or guide who will support the participants within the programme in relation to positive behaviour support.

All four roles must work together to implement this innovative programme.

Participants

Participants will be linked to a mentor who is skilled in positive behavioural support. Participants will communicate with their mentors through regular email conversations and a one hour phone consultation each month, for individual assistance and mentoring. This will be an opportunity for the participants and their mentors to work through cases/examples from the participants' work, to discuss strategies, get feedback and develop professional development goals.

Participants will be involved in a number of interlocking elements facilitated by mentors:

- : mentoring- including individual and group facilitated discussions
- : workshops (see description below)
- : a self-study program- including printed and electronic educational resources (such as articles, session materials and workbooks)
- : email and telephone consultations and teleconferences with mentors

Workshops for Participants

A series of workshops will be provided in Brisbane for participants to increase their knowledge in positive behaviour support and develop their behavioural networks.

1. **WORKSHOP ONE (Jan/Feb 2008):** A two day workshop with leading practitioners in behaviour support. The workshop content will include understanding dynamics of behaviour, intervention strategies, and identifying knowledge/skills gaps in order to address these over the twelve month program.
2. **WORKSHOP TWO (May/June 2008):** A two day workshop focussing on more advanced training and with opportunities to reflect on learning and development so far.
3. **WORKSHOP THREE (Oct/Nov 2008):** A one-day workshop focussing on facilitating future support issues. This could include discussion on maintaining an ongoing support network and how to continue to focus on development of management strategies.

Description of Roles Within the Programme

Role of Participants

- Communicate with their mentors through regular email conversations and a one hour phone consultation each month
- Complete all activities including reading articles and session materials, completing the self-study program, and attending workshops
- Respond to discussions on e-group
- Develop and maintain a network of people to assist them in their roles
- Contribute through sharing knowledge and providing leadership within their service
- Nominate a client whom they could collect data on and work through the strategies learnt through the programme
- Complete all evaluation and data collection material

Role of Executive Supporter within the Service Provider

- Support the creation and maintenance of a sustainable behaviour support network for service providers
- Support the development of support structures and networks within their organization for those engaged in key behavioural support roles
- Maintain organizational support for participants to participate fully and to share their knowledge, skills and strategies in the service
- Be a champion for the programme within their service and with other service providers in order to increase the capacity of the disability sector to respond positively to the needs of individuals with challenging behaviour
- Attend 2-3 information sessions about supporting the programme
- Complete all evaluation and data collection material

Role of the Service Provider

- Nominate one or more participants within the service who would contribute positively and benefit from participation in the programme
- Nominate an executive supporter within the service who would develop and support the maintenance of networks arising from the programme
- Provide support and commitment to ensure participants are able to participate fully in **all** aspects of the program:
 - A) Support the participant to complete all activities and attend all workshops
 - B) Support the participant to maintain communication with mentor
 - C) Support the sharing of information to other staff by the participant
 - D) Support and encourage networking opportunities for the participant
- To identify client/s with challenging behaviour issues
- Commit time and resources for the completion of all evaluation and data collection material

Role of Mentors

- Mentor between three and six individuals via phone and individual emails. This would involve one monthly phone contact and at least weekly email contact
- Respond to discussions on e-group
- Offer suggestions of resources, articles, activities and contribute to workshop sessions
- Complete all evaluation and data collection material

Applications close 3rd of October 2007

Please see the Application Procedures to make a submission