Safety Without Seclusion and Restraint

November 10, 2015

Presenters: Karyn Harvey and Kim Sanders

Requests for specifics to cover in today's webinar

Diverse settings:
- Residential in all child-serving systems
- Community-Based
- School settings
- Foster Care

Sensory Modalities and "Comfort Rooms"

Positive Behavior Interventions and Supports (PBIS)

How to get the message across to all staff

LINKS TO THE TOOL:
http://guschdcenter.georgetown.edu/TraumaInformedCare/
http://trauma.jbsinternational.com/traumatoel
Today’s Presenters Appear in the Clip

Screen Shots from “Trauma Informed Care: Perspectives and Resources”, Module 2: Trauma Informed Child-Serving Systems

TRAUMA, BEHAVIOR, AND WHAT HELPS
Karyn Harvey, PhD.
Assistant Executive Director
ARC Baltimore

THE BEHAVIORAL PYRAMID

Behavioral Issues:
- Emotions Expressed
- Often Rooted in Trauma

When we only address the behavior, we miss the true cause and root of difficulties
Trauma is pervasive

At the heart of many or most behavioral crises that result in seclusion and restraint

Failure after failure
Devalued
Experience negated
Grief over losses

Feelings over a lifetime:

Feelings of powerlessness
Feeling unsafe

Repeated over a lifetime
What does NOT help
Focus on symptoms as the problem - may be ignoring person’s inner experience and history

What does NOT help
• False assumption - behavior always to gain an outcome or manipulate – person may be freaked out by memories of trauma
• Assumption the person has control over behavior in a crisis situation
• Oversimplified focus on contingencies
• Restriction or control (fuels feelings of powerlessness, power struggles)

Actions as Communication
When people cannot express feelings efficiently in words

BEHAVIOR
When people feel threatened

To keep safe & keep people away

INGREDIENTS NECESSARY FOR POST TRAUMATIC RECOVERY

- Perceived Safety
- Empowerment
- Connection

Increase safety, comfort, feeling of control

- Learn trauma triggers
- Detailed planning for trauma triggers
- Planning for safety
- Real choices to reduce sense of powerlessness
- FUNCTIONAL COMMUNICATION
Positive Identity

- Achievement
- Sense of purpose
- Feeling valued - staff member wants to talk with me
- Finding things the person can do well
- Meaningful work

Increase happiness

- Pleasure
- Engagement
- Positive Relationships
- Achievement
- Meaning
- Happiness plan

Assess and plan for happiness

Happiness Assessment

Name: ____________________________
Date: ____________________________

Pleasure:
These are my favorite foods:
________________________________
________________________________

These are the things I like to do when I want to totally relax:
________________________________
________________________________

If I want to go somewhere where I can just enjoy myself without thinking about anything, this is where I like to go:
________________________________
In residential or day treatment setting – shift in staff role

- Daily conversation time
- Strong listening skills
- Foster friendships with peers
- Shift from shaping and modifying behavior to safety and comfort
- Instead of house parent role - shift to social coach and ally

THE POWER OF POSITIVE REGARD

“How you see someone determines how they are able to see themselves!”

Teachers who thought they had gifted children got a significantly better performance from classes they were told were “average”. Even though they were the same!

CAROL DWEEK, PH.D.

RESILIENCY STUDIES
Grafton Integrated Health Network

Our Journey to Minimize the Use of Restrictive Practices

Kim Sanders, President, Ukeru Systems

Who We Are
Where We Were

- **Clients**
  - As many as 250 physical restraints a month in just one service region
  - Client injuries and a death

- **Employees**
  - High rate of employee injuries
  - Controlling atmosphere breeding negativity
  - Self perceived as “helpless” and “victims”

- **Organization**
  - Teams resembling silos
  - Negative outcomes affecting financial sustainability
  - Stuck

It’s Time for a Change

- **Issues a Mandate**
  - Minimize the use of physical restraint and seclusion without increasing employee or client injuries

- **Asks a Question**
  - What is our goal mastery/achievement rate?

Grafton’s Philosophy

- Comfort vs. Control
- Trauma informed care
- Responsibility to teach
- Sense of urgency
What is Ukeru?

- The conversion (or diversion) of an aggressive act and channeling it elsewhere
- Ukeru is about receiving, engaging, sensing, feeling and responding to what someone is trying to communicate to us through their actions, while maintaining the safety of all involved
- The use of soft, cushiony materials to protect oneself from hits, kicks, punches, bites, hair pulls, etc
  - i.e. Couch cushions/pillows, blocking pads, bean bags, etc
- The use of protective equipment such as gloves, shin guards to protect oneself
Ukeru vs Physical Restraint Systems

<table>
<thead>
<tr>
<th>Ukeru</th>
<th>Physical Restraint</th>
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<tr>
<td>Ukeru may take longer time per incident.</td>
<td>Restraints usually take less time per incident.</td>
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<tr>
<td>Provides the opportunity to begin to use new skills he/she has learned.</td>
<td>Keeps control in the staff’s hands.</td>
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<tr>
<td>Provides the opportunity to express or work through negative emotions or energy.</td>
<td>Attempts to repress negative energy which often resurfaces later. May damage or prolong treatment (and possibly traumatize or re-traumatize a person).</td>
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<td>Requires teamwork, individualization and creativity.</td>
<td>Requires the use of specific techniques.</td>
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<td>Injuries are generally less severe (bruises).</td>
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Physical Skills Taught

- Blocking Upper Body Attacks
- Blocking Lower Body Attacks
- Team support during an occurrence
- What to do if you get backed against a wall
- Protecting against self-injurious behavior
- Release Techniques and Protective Strategies
  - Hair pulls, bites, chokes, clothing grabs, wrist grabs, physical redirection

benefits and results
Physical Restraints-ORGWIDE

Client Induced Injuries - ORGWIDE

Staff Injuries from Restraints-ORGWIDE
Lost Time & Modified Duty- ORGWIDE

Lost Time Expense - ORGWIDE

ROI = $15,159,438
Goal Mastery & Restraint Occurrence Savings By Fiscal Year

“At first people refuse to believe that a strange new thing can be done, then they begin to hope it can be done, then they see it can be done—then it is done and all the world wonders why it was not done centuries ago.”

- Frances Hodgson Burnett

Questions?
Additional Webinars to Explore

- **December 18, 2014 Georgetown Webinar**
  Healing from Trauma-Young Adult and Family Perspectives and Recommendations
  
  - **WEBINAR PLAYBACK**
    - Powerpoint Presentation (PDF)
    - Adverse Childhood Trauma Impact
    - Resilience Questionnaire
    - Additional Resources

Additional Webinars (continued)

- **January 22, 2015 Georgetown Webinar**
  Supporting Champions for Cross-System Collaboration in Trauma Informed Care,
  Presenters: Teams from Virginia and Indiana
  
  - **WEBINAR PLAYBACK**
    - Powerpoint Presentation (PDF)
    - Additional Resources

Additional Webinars (continued)

- **February 19, 2015 Georgetown Webinar**
  Building Capacity for Trauma Informed Provider Organizations: Community-Based and Residential,
  Presenters: Teams from South Carolina and Mississippi
  
  - **WEBINAR PLAYBACK**
    - Powerpoint Presentation (PDF)
    - MS Summit Report
    - Additional Resources