



# Added Staffing: It's more than a warm body

From DD Behavior Analysis Team : Risk Prevention Tidbits  
For Residential Service Providers



# Housekeeping

- Who are the presenters?
- Who are the participants?

Please

- Mute on entry
- Utilize the chatbox

# Objectives

- Know how to identify whether extra staff is necessary
- Learn strategies to help staff and the person supported be successful together
- Identify resources beyond added staffing

**Why is adding staff a risk?**

# Identifying the need

How do you know extra staffing is necessary to make things better?

## Do a risk assessment

- Screening tools
  - [Risk Screening Guide](#)
  - [Enhanced Staffing Review Form](#)
- Take data

# What kind of data?

- Scatterplot
  - Times of day when the person needs additional support
  - Special events/activities when extra help might be necessary
- Frequency
  - How often the behavior is happening each day/week/month

If there's a need, you need a...

Behavior Coach

# Things we recommend

- Safety crisis plan
- Person-centered staffing
- Engaged staff
- Flexible schedules for person
- Defined schedules for staff
- Skills teaching
- Keep taking data



# Safety crisis plan

A risk mitigation plan that helps staff know what to do when specific behavior unique to the person is happening

Resources:

[Template](#)

[Assessment](#)

[Training](#)

# Person-centered staffing

Give the person a voice

- Let them choose their staff
- Utilize matching tools

# Engaged Staff

Staff should be giving lots of attention to the person when things are going well

- Conversation starters: Have a “cheat sheet” or guide for what the person likes to talk about
- Participate in activities **with** the person
- Do **WITH** not do **FOR**

# Schedules

Staff should know what they should be doing throughout their shift

- Give a daily schedule with specific things staff should do each hour listed out
- Balance between allowing flexibility for person supported and clear actions for staff

The person should have several choices of things they could do each hour

- These should be fun
- Things they enjoy
- Earn something for doing less-preferred activities

# Clear Expectations

- Supervision- what does this mean, how close, how often see, etc.
- What other responsibilities does this staff have- cooking, cleaning, driving, teaching, implementing strategies from ISP, BSP, SCP
- What is not to be done (cooking, cleaning, driving, leaving person alone, etc.)
- What should others working in the area do and not do

# Teaching specific skills Daily

Each outcome in the ISP should have specific skills tied to it that are being taught regularly

Could be social skills, functional communication, replacement skill for problem behavior

Pay off good behavior

# Data... Data... Data

Is it working? Are things getting better/worse?

If things are going better, gradually fade staffing

If things are getting worse, tweak the plan and try again

# What else might be helpful?

- Tiered Supports
- Technology Supports
- Community Integration
- Behavior Services
- Behavior Support Review Committee
- Employment Services
- Counseling
- Medical eval



# Next Steps

Look for upcoming opportunities to learn more:

[Additional webinars](#)

[Virtual workshops](#)

[Provider Support Committee](#)

# Q&A

- Any “fuzzies” floating around?
- What are some other things you’ve tried?
- What are some barriers to the things we’ve discussed today?
- How might you overcome these barriers?
- How might we do better at helping you?

# Presenter Contact Information

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