

# Assessment of Positive Behavior Support Practices

This assessment is designed to assess the extent to which practices associated with positive behavior support are employed in programs or agencies offering behavioral intervention services. By completing this assessment, agencies can identify features of their services that are and are not aligned with PBS principles, thereby facilitating action planning.

For the purpose of this assessment, we define **positive behavior support** as an assessment-based approach to supporting individuals with behavioral challenges in complex community settings that combines the science of applied behavior analysis with principles of other disciplines (e.g., positive, ecological, and community psychology) to improve not only behavior, but also quality of life. We use the term **support team** to include all family members, service providers, and other caregivers involved in day-to-day intervention.

Please respond to the survey based on your personal experience within this agency or program. In determining your ratings, it may be helpful to use the following anchors:

never = does not happen  
rarely = up to 1/3 of the time  
sometimes = between 1/3 and 2/3 of the time  
usually = over 2/3 of the time  
always = every time

When you have completed the survey, simply click the submit button.

If you have any questions, comments, or concerns, please feel free to contact Meme Hieneman at [meme@pbsapplications.us](mailto:meme@pbsapplications.us).

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How would you describe your role and/or position? Check all that apply:

Parent	Family member	Therapist	Administrator	Counselor	Teacher
Policy maker	Consultant	Direct care	Student	Advocate	Professor
Program director	Friend/peer	Other			

If other, please describe role:

How would you identify your field or discipline? Check all that apply:

Behavior analysis	Psychology	Special education	General education	College/university	Early childhood
Rehabilitation	Social work	School psychology	Marriage/family	Mental health	Medicine
Speech pathology	Not Applicable	Other			

If other, please describe discipline:

What is the age range of the individuals you (or your program) serve or support? Check all that apply:

Early childhood	School aged	Adults
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What are the characteristics of the individuals you (or your program) serve or support? Check all that apply:

Typically developing	Autism spectrum disorders	Developmental disabilities	Emotional behavioral disorders
Other			

If other, please describe:

How long have you been providing behavioral intervention services and supports?

less than 1 year	1-5 years	5-10 years	10-15 years	15-20 years	over 20 years
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**Support Team Involvement:** Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Support team is established to assist in the assessment/intervention process					
Support team includes key stakeholders from all relevant settings (e.g., individual, teachers/employers, parents, therapists, other service providers)					
Support team is involved in identifying the goals and behaviors of concern					
Support team participates in person-centered or group action planning					
Consensus is obtained by support team members on the patterns affecting the behavior of the focus individual(s)					
Support team is engaged in selecting strategies and designing behavior support plans					
Support team is involved in collecting data to evaluate progress					
Efforts are made to ensure that all family members and service providers involved in the individuals' lives are familiar with and committed to the behavior support plan					
Training required to implement the plan is provided to the support team members					
Support team communicates consistently to assess progress and make necessary changes to the behavior support plan					

Overall, I would rate the quality of collaboration with support team members to provide behavioral intervention and supports as...

Poor                  Fair                  Good                  Excellent



**Assessment of Contexts and Functions:** Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Functional behavioral assessments are conducted to identify variables affecting behavior					
Assessments include interviews or other indirect assessments with support team members and other family members and professionals involved in the person's care					
Assessments include direct observations of behavior across circumstances and environments (e.g., ABC recording)					
Ecological, curricular, and other contextual assessments are conducted to determine broader variables in the social or physical environment affecting behavior					
Assessments result in identification of probable functions of behavior					
Assessments result in identification of contexts (e.g., situations, activities) that set the stage for positive behavior					
Assessments result in identification of contexts (e.g., situations, activities) that set the stage for problem behavior					
Patterns affecting behavior are summarized to guide behavior support plan development					

Overall, I would rate the quality of the assessments to identify patterns affecting behavior in behavioral intervention services and supports as...

Poor                  Fair                  Good                  Excellent



**Behavior Support Plan Design:** Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Interventions included in behavior support plans are clearly linked to the patterns identified in the functional (and ecological) assessments					
Behavior support plans include a summary of the goals, behaviors of concern, and patterns identified in the assessment					
Behavior support plans include modifications to the social or physical environment that may prevent problem behavior and/or increase the likelihood of desirable behavior					
Behavior plans maximize opportunities for choice and personal control					
Behavior support plans include specific skills to be taught and reinforced to replace (achieve the same function) the behaviors of concern					
Behavior support plans include instruction in skills that allow individuals to function more effectively in their environments (e.g., participate in activities)					
Behavior support plans include strategies for managing consequences to maximize reinforcement for positive behavior (and minimize it for undesirable behavior)					
Behavior support plans do not include procedures that are painful, embarrassing, or otherwise dehumanizing					
If necessary to ensure safety and rapid de-escalation of behavior, crisis management procedures are established					
Behavior support plans are matched to the characteristics and preferences of the people involved and resources available					

Overall, I would rate the quality of behavior support plans designed and implemented within behavioral services as supports as...

Poor                  Fair                  Good                  Excellent



**Data-Based Decision Making:** Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Specific behaviors of concern are defined in observable and measurable terms (i.e., what individuals say or do)					
Objective data (e.g., frequency, duration) are collected to monitor progress and evaluate outcomes related to behaviors of concern					
Objective data (e.g., frequency, duration, percent correct) are collected to monitor progress and evaluate outcomes related to replacement and desired skills					
Behavior support plan implementation is monitored to ensure that strategies are used correctly and consistently (i.e., with fidelity)					
Data are synthesized and analyzed (e.g., using graphs) to evaluate progress and outcomes					
Decisions about intervention are made on the basis of the data collected					
Data are collected over time to assess the durability of intervention outcomes					

Overall, I would rate the quality of data-based decision making to guide behavioral intervention services and supports as...

Poor                  Fair                  Good                  Excellent

**Focus on Lifestyle Change:** Based on your personal experience with behavioral intervention services and supports in this agency, how often do the following activities occur in practice?

	Never	Rarely	Sometimes	Usually	Always
Broad goals of intervention are established (e.g., improved peer relationships, greater participation in integrated activities)					
Broad goals are meaningful to individuals, family members, and other caregivers					
Behavior support plans include strategies geared specifically toward achieving broad goals					
Intervention strategies in behavior support plans are designed to fit within natural routines					
Intervention strategies in behavior support plans are designed to be implemented by typical caregivers (i.e., family members, teachers, therapists, and direct service and support providers)					
If necessary, support team members advocate within systems to establish appropriate supports and services					
Progress on broad goals is evaluated using meaningful and objective criteria					
Effectiveness of the interventions is determined based on improvement in quality of life goals					

Overall, I would rate the extent to which behavioral intervention services and supports result in improvements in quality of life as...

Poor                  Fair                  Good                  Excellent

Please rate the following statements about the degree to which the characteristics of positive behavior support (PBS) listed in the above questions are adopted in behavioral intervention services and supports in this agency.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
People supporting individuals with behavioral challenges are familiar with PBS					
People supporting individuals with behavioral challenges are committed to PBS practices					
People supporting individuals with behavioral challenges are competent in applying PBS principles					

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Please provide feedback on this instrument by responding to the following questions.

Do you feel this questionnaire adequately delineates the features of positive behavior support?

Yes  
No

If not, please explain:

What, if anything did you like about this instrument?

What, if anything, would you change?

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This assessment tool was developed by Meme Hieneman (2014), with assistance and feedback from Florida's APBS Network members.