

Introducing the Practice Improvement Framework (PIF)

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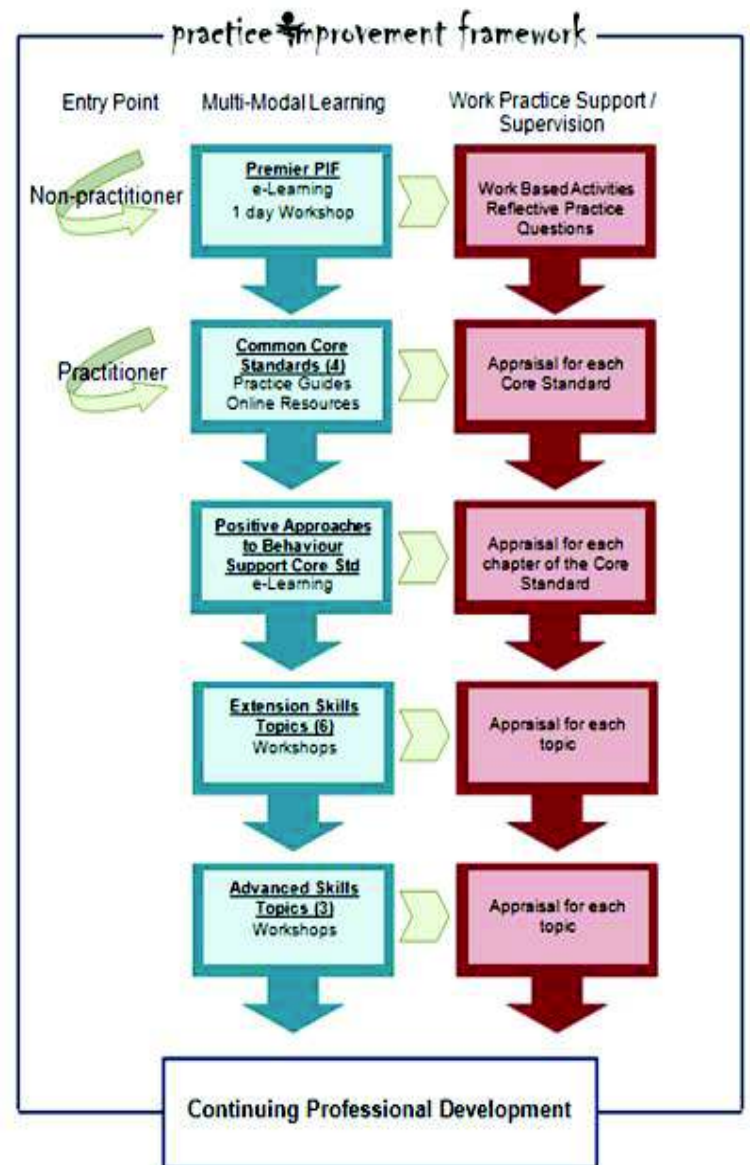
The Practice Improvement Framework (PIF as it is affectionately known) is one of the long term systemic solutions to professional development in behaviour support services for the disability sector (OSP, 2011). It has been developed by the Statewide Behaviour Intervention Service, Clinical Innovation and Governance, Ageing Disability and Home Care, NSW Department of Family and Community Services. The development of the PIF has benefited greatly from its collaboration with people with disability, their parents and support networks, other government departments and agencies, key experts in this field, non-government organisations and private practitioners.

The PIF has been developed to include a number of peer reviewed components that a learner would typically move through sequentially. The knowledge translation methods include e-Learning modules, web based resources, videos and workshops.

The PIF caters to the differing proficiencies of learners regarding their knowledge of behaviour support by having an entry point for non-practitioners and an entry point for practitioners. Non-practitioners would start with Premier PIF before moving onto the Common and Positive Approaches to Behaviour Support (PABS) core standards; whilst practitioners start with the Common and PABS core standards.

The primary focus of the PIF is on the practical application of the knowledge acquired. We know that 'training' alone is not sufficient to imbed new learnings into everyday practice. Performance improvement is achieved by providing supported practice so that feedback can be provided in a safe, accurate and timely manner (Brinkerhoff & Apking, 2001). Consequently, each component of the PIF also includes a comprehensive appraisal process. This is designed to build the learners work based application and reflective practice skills through the professional supervision/ work practice support process. Each appraisal includes discussion questions, work samples and the opportunity for observation.

The PIF has also taken a 'whole of organisation' approach so that the investment in training and work practice support does indeed lead to improved workplace performance (Manchester, 2011). To this end the PABS core standard in particular, supports the content of the Behaviour Support:



“Performance improvement is achieved by providing supported practice”

Policy and Practice Manual (OSP, 2012). Furthermore the PIF would sit comfortably alongside the Positive Behaviour for Learning (PBL) framework. Whilst it is worthwhile exploring for Tier 1 Universal Prevention and 2 Targeted Interventions, it would be of most interest in relation to Tier 3 Intensive Individualised Interventions where the focus is on understanding the function of the behaviour in order to support the students' skills and success at school (DEC, 2015).

As a result of needing to increase its availability more broadly, the PIF is now available to those providing behaviour support services via a new website <http://PIF.learnflex.com.au>.

To find out more about the Practice Improvement Framework please email PIF@facs.nsw.gov.au. To become a participant to complete the e-Learning you can register at <http://PIF.learnflex.com.au>.

Department of Education & Communities (2015). *Positive Behaviour for Learning (PBL). Creating safe, effective teaching and learning environments* [Electronic]. Retrieved June 25, 2015 from <http://www.pbl.schools.nsw.edu.au>.

Manchester, D. (2011). *What causes intensive and expensive staff training in effective psychosocial interventions to succeed?* Sydney: Ageing Disability and Home Care, NSW Department of Family and Community Services.

Office of the Senior Practitioner (2012). *Behaviour Support Policy Revised*. Sydney: Ageing Disability and Home Care, NSW Department of Family and Community Services.

Office of the Senior Practitioner (2011). *Practice Improvement Framework: ADHC Behaviour Support Services Discussion Paper*. Sydney: Ageing Disability and Home Care, NSW Department of Family and Community Services.

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Brinkerhoff, R. O. & Apking, A. M. (2001). *High Impact Learning: strategies for leveraging business results from training*. New York: Basic Books.

Welcome to the Practice Improvement Framework

The Practice Improvement Framework (PIF) is one of the long term systemic solutions proposed by the Clinical Innovation and Governance Directorate (within Ageing, Disability and Home Care, Department of Family and Community Services, New South Wales, Australia) to improve work practice in specialist behaviour support. The PIF is a guide for the delivery and evaluation of training, work practice support, supervision, knowledge and skills acquisition and professional development. It is designed for staff across behaviour support services within the government and non-government disability sector.

this training is about starting a conversation with you that draws your attention to these topics points you in the right direction for knowledge and skills shows you where you could start and reminds you that you don't need all the answers because learning is a life long pursuit