



*The Callan Institute
for Positive Behaviour Support*

*Annual Report
2007-2008*

St. John of God Hospitaller Services

Hospitality - Compassion - Respect - Justice - Excellence



Springing from the Christian values and holistic approach advocated and practised by its founder, the Hospitaller Order of St. John of God is dedicated to the provision of social, education, welfare and health services. It has a mission to ensure that persons availing of its services receive the highest quality care, education, training, treatment or assistance in accordance with their needs.

Our Mission 'To provide best practice in Positive Behaviour Support for individuals with intellectual disability and behaviours that challenge'

The Callan Institute for Positive Behaviour Support, as part of the St John of God Hospitaller Services, promotes positive practices in the area of intellectual disability and behaviours that challenge. It was established in 1994 as a consultation and training service to advocate and support the use of effective, non-aversive methods for working with individuals who have behaviours that challenge as they achieve valued lifestyles in the community.

Our Vision 'Everyday Moments building Everyday Lives'

Brother Benignus Callan (1903- 1990) entered the Hospitaller Order of St. John of God in November 1922. He was elected Provincial in 1946 and as Provincial he encouraged the Irish Brothers to undertake pioneering work in the United States and Australia. As General Councillor from 1953 to 1965 he assisted the government of the Order world-wide. A deeply religious man with a sense of humour, tremendous patience and kindness, he had a quiet tenacity and perseverance when it came to getting things done. The Callan Institute was founded in 1994 in memory of his spirit.



Callan Institute Management Team

Dr. Patrick Walsh, Director;

Caroline Dench, Institute Co-Ordinator;

Brigid Butler, Director of Programme Development, St. John of God Hospitaller Services;

Sharon Balmaine, Administrative Manager



Dear Friends and Colleagues,

On the 6th of December 2006 Ireland signed up to the Convention of Rights of Persons with Disabilities. This signing marked a commitment by the government to the realisation of rights for all those with disability but in order for this convention to become effective in law it needs to be ratified. The convention has been open for ratification since the 27th of March 2007 and as yet, this has not occurred. Some of the reasons put forward for the hesitation in ratification centre on the delay in the implementation, in law, of the new legislation on legal capacity, a problem with the definition of "reasonable accommodation", issues regarding accessibility to public venues, the lack of provision of information in accessible formats and the issues surrounding sheltered employment.

If the government ratifies the convention prior to addressing difficulties in the above mentioned areas it could be held responsible, in law, for not meeting those needs. The government has chosen to make sure everything is in place prior to ratification to avoid the possibility of being held accountable for the non-provision of items identified in the convention. However, signing the convention means that nothing new can be introduced in the state that contravenes any articles in the convention.

While this is a new and exciting convention that marks a "paradigm shift" (Arbour, L, 2006) in how people with disability should be perceived, i.e. as holders of rights, it is interesting how the Universal Declaration of 1948 did not have this impact for persons with disability although it pertained to *all* human beings. There are no new articles in the convention for persons with disability, just an elaboration making rights more relevant and addressable for the population of people with disability.

In the context of a Human Rights Based Approach (HRBA) to working with, and supporting, people with disability and behaviours that challenge, it is worth noting that the St John of God Hospitaller Service selected a model of service delivery, that by delivering on the ethos of St John of God in relation to treating people with hospitality, compassion, respect, justice and excellence also fulfilled the criteria for embedding rights, in a proactive way, in the lives of those we endeavour to support.

In the context of the Callan Institute and the role of our work in supporting people to live ordinary lives, it is a joy to see the manifestation of positive behaviour support reflected in community participation with people enjoying the part they have to play in the cultural, social and economic spheres of humanity at large and as a consequence, taking up their place in society as holders of rights.

As we look ahead to 2008, we hope to increase the accessibility of Positive Behaviour Support Services for all stakeholders and we look forward to working with you all this year.

A handwritten signature in black ink, appearing to read 'Pat Walsh'. The signature is fluid and cursive.

PAT WALSH,
Director



'Values in Action'

HOSPITALITY

'Emerging Voices', the ability to be open to and welcome the story the individual needs to communicate through their behaviour.

COMPASSION

The ability to understand the needs of the person within a supportive relationship.

RESPECT

The ability to be with the person, their family and the circle of support in a way that respects each of their needs.

JUSTICE

The importance of working together to develop equity in person centred service developments.

EXCELLENCE

Innovation and best practice through research in Positive Behaviour Support.

Expanded Service Description

The Callan Institute for Positive Behaviour Support was established in 1994 as part of St John of God Hospitaller Services. It is a consultation and training organisation for individuals with Intellectual Disability and behaviours that challenge. The Callan Institute's work is affiliated with the Institute of Applied Behaviour Analysis (IABA) in Los Angeles, California, and has a training course in Positive Behaviour Support, accredited with the Dublin Institute of Technology (DIT).

Over the last 13 years the Callan Institute has facilitated training courses and workshops for families, staff teams and organisations in Positive Behaviour Support. Case-work is conducted collaboratively with teams within St John of God Services, and at times the Callan Institute will assist external agencies as they conduct comprehensive behavioural assessments for individuals with behaviours that challenge. In the last 12 months, 1,221 people attended training courses, seminars, conferences and workshops and 20 individuals were supported directly by the team in the Callan Institute in the area of Positive Behaviour Support.

1. Special Events

I. IABA Conference The Institute of Applied Behaviour Analysis (IABA), namely Dr Gary LaVigna and Dr Tom Willis hosted an international conference for all practitioners utilising the IABA Multi-element behaviour support model. The Callan Institute was invited to present aspects of work at this event.

The following three papers were presented:

"Multi-Element Positive Behaviour Support as a model for the delivery of a Human Rights Based Approach (HRBA) for working with people with intellectual disability and behaviours that challenge."

Presented by Christina Doody

"Evaluating the Particular Case Training Model for Multi Element Behaviour Support"

Presented by Gillian Martin

"Staff's experience of implementing and maintaining a 'Positive Behaviour Support' approach with individuals with intellectual disability and behaviours that challenge."

Presented by Caroline Dench

II. Emerging Voices Initiative 2007 The Callan Institute celebrated 10 years in Positive Behaviour Support for People with Intellectual Disability and Behaviours that Challenge. The celebratory event entitled 'Emerging Voices' was held in 2005 and out of this the 'Emerging Voices Initiative' was launched. Under this initiative The Callan Institute seeks to support activities, events and projects developed with, and on behalf of individuals (children and adults) who present with intellectual disability and behaviours that challenge in St John of God Hospitaller Services. The Callan Institute will offer a workshop to interested parties who seek guidance on choosing and assessing relevant projects.

The key objectives of this Initiative are:

- Supporting the sustainable and strategic development of Positive Behaviour Support in local services through the establishment of local pilot activities and projects.
- Encouraging awareness and education in Positive Behaviour Support.
- Achieving quality provision of Positive Behaviour Support.

In 2007, the following two projects were successful and are being supported

Jacuzzi Bath This project is to fund a Jacuzzi Bath for a child with high sensory needs. The Jacuzzi has a positive relaxing function for this child which enables the development of the socialization skills in this young child with his family and peers.



Funding awarded to Dr Pat Walsh, Caroline Dench and Barbara De Angelis St Raphael's Celbridge.

Social Activities A project to foster and develop interests in social activities in a young man with Rubinstein-Taybi syndrome was funded by the initiative. The project aims to assess and select activities that will motivate this young man and enable him to engage in social activities that interest him.



Dr Pat Walsh, Kevin Coyle and Caroline Dench

III. Emerging Voices Art Competitions 2007

Following on from the "Emerging Voices" conference in 2005 and the subsequent initiative in 2006, what has now developed is an Emerging Voices Art competition. This competition was first held in April 2007 with a panel of judges from different areas of the world of art reviewing the work. They were undoubtedly impressed with the exhibits and deemed the winner, on that occasion, as Yvonne Downey whose painting now adorns the cover of the 2006 annual report.



Winner of Emerging Voices 2006 Art Competition Ms Caroline Dench, Co-ordinator, Ms Yvonne Downey, Artist, Dr Pat Walsh, Director

A subsequent competition was held in October 2007 and the winner of that competition was Mr Frank O'Keeffe. The Callan Institute intends holding a competition on an annual basis and expanding the competition to accommodate not only the designer of the annual report cover, but an additional prize of a bursary for the entry that shows most promise from the point of view of artistic development. The bursary will be to fund artistic development. All the entries are available to view on www.callaninstitute.org/artexhibition

IV. Positive behaviour Support Handbook A students' hand book in Positive Behaviour Support is now near completion. This handbook will be available as part of the materials provided for the Multi-element Behaviour Support: A short course. This handbook will also form part of the materials for the E-learning course on Positive Behaviour Support. This project received funding from Dormant Accounts for the development and implementation of tools that will make the current work on the Positive Behaviour Support handbook an electronic and interactive method of gaining information in this domain.

V. Behavioural Whispers and Positive Behaviour Support A Parents Leaflet on Behavioural Whispers and Positive Behaviour Support was developed in conjunction with parents and practitioners. This leaflet was designed to introduce Positive Behaviour Support to parents of young children. This project was funded by the National Lottery.

VI. Behaviour Specialist Forum The Behaviour Specialist Forum, formed in 2001, is a meeting place for behavioural practitioners, where they can share their experience and work together on developing their professional skills in relation to the provision of behaviour support in services. The Forum now has 16 members representing Intellectual Disability Services from around Ireland.

The Forum is a place where information can be exchanged between practitioners, on issues such as training methodology, work practices, overcoming professional challenges, further educational opportunities, research programmes, current legislation and ongoing projects.

This year, issues explored included Non-accidental Injury reporting practices and various training methodologies for introductory training in Positive Behaviour Support for front line staff. Legislation reviewed included the Mental Health Act 2001 (Approved Centres) Regulations 2006 and A Vision for Change – Report of the Expert Group on Mental Health Policy (2006).

Given the increasing size of the Behaviour Specialists Forum, the format has been altered to allow for a



Rotating Chair and venue, to allow the opportunity for shared ownership of this unique forum. It is hoped that this will be developed further in the coming year as we spread further afield. In 2008, it is also hoped to increase the information exchange capacity of the Forum by developing a dedicated web page for members, which will increase the speed and efficiency at which ideas can be shared. It will also allow for increased communication given the geographical dispersion of practitioners.

2. Training Courses

In 2007, the Callan Institute conducted a variety of training courses and workshops in Positive Behaviour Support, Multi-Element Behaviour Support. These courses were attended by 167 staff and family members from St John of God Services with a further of 186 staff and family members participating from around Ireland and England.

| No. of Courses | No. of Participants |
|----------------|---------------------|
| 16 | 353 |

Positive Behaviour Support: Multi-Element Behavioural Support (MEBS) This course is designed to support staff and families in conducting a comprehensive functional assessment and in developing a behaviour support plan for one individual presenting with behaviours that challenge is a competency based course, delivered over a nine month period, accredited with the Dublin Institute of Technology and is also an Accredited CPD event with Psychology Society of Ireland. There are also 1-Day and 3-Day programmes available locally and nationally.

Systematic Instruction This course provides practical training in precision teaching and programme writing. Participants are supervised in the implementation of skills teaching programmes with children and adults who have an intellectual disability and communicational difficulties. Particular emphasis is given to learners with severe and profound intellectual disabilities. This course is delivered in three one-day modules, with interim practical assignments.

Positive Futures Planning This course is designed on the principles of planning with and for the individual. A Person Centred Plan is an opportunity for people to come together and share ideas about one person's capacity to enjoy a good quality of life. The emphasis is on facilitating an appreciation of the person, on sharing a common dream of the future, on creative problem solving and on harnessing natural supports. This course is delivered in three one-day modules, with interim practical assignments.

Periodic Service Review A Periodic Service Review is both an instrument for assessing the quality of a service and a system for maintaining quality

improvement over time. As an instrument, a Periodic Service Review is quick and comprehensive. As a system of self-management, it is proactive and non-aversive, leading to practical goal setting and improved morale among staff teams. This course is a three-day course for staff teams. Each staff team will design its own Periodic Service Review, will implement self-defined performance standards and will monitor progress over the duration of the course.

Supervision of Behavioural Support Services This is a three hour workshop designed for staff supervising behavioural support services. Positive Behavioural Support and Multi-Element Behavioural Support are presented and support and supervisory aids are discussed.

3. Conferences and Workshops

A number of conferences and workshops were hosted, co-hosted and presented at, by the Callan Institute in 2007 including for example, Institute of Applied Behaviour Analysis (IABA), Dublin Institute of Technology, Foster Carers and Carers Association, NOTA, Ageing and Intellectual Disability, Irish Sexuality Education Network (ISEN), Trinity College D. Clin. Psych Programme.

| | |
|--------------------------------------|-----|
| No. of Conferences & Workshops | 21 |
| No. of Participants..... | 868 |

4. Case load

A total of 20 individuals were seen for specialist assessment, including children and adults with an Intellectual Disability. Nineteen were seen from within St John of God Services and one case came from an external referral.

5. Graduation Ceremony

A total of 71 students attended the Longitudinal Training Programme in Multi-Element Behavioural Support, and The Callan Institute and the Dublin Institute of Technology conferred 42 staff in 'Multi-Element Behavioural Support: A Short Course' on the 6th December 2007 in the St John of God Provincial Administration, Stillorgan, Co. Dublin.



The staff received a certificate of completion from the Dublin Institute of Technology and 5 ECTS (European Credit Transfer System) within the Faculty



Special Events, Achievements and Issues

of Applied Arts, Social Care at Masters level. This course has been developed and now attracts a further 5 ECTS. Past students can register for this module and submit a portfolio for a further 5 ECTS.

6. Research

The Callan Institute Research (CIR) The Callan Institute meets changing demands by keeping abreast of new methods, developing research projects and theories as they relate to intellectual disability and behaviours that challenge. The incorporation into the model of ideas, research and techniques that enhance quality of service is, as a consequence, an ongoing process. Two papers were submitted for publication in 2007. The following is a sample of current research projects:

- 'Longitudinal Evaluation of Particular Case Training in Positive Behaviour Support'. In data collection stage which will continue until July 2008.
- Collaborative research with DIT on assessment methodology in PBS
- An Audit of Positive Behaviour Support Plans.
- 'Consent and PBS there is on'

7. Courses

To continue to enhance the services provided by the Callan Institute, the staff team identify and attend relevant courses and conferences each year. This year the team attended a total of 16 courses and conferences including, The Psychological Society of Ireland, Inclusive Research, Positive Behaviour Support, Applied Behaviour Analysis and Personal Outcomes, for example.

8. Other Services Provided

- Clinical supervision, research support and consultation services to local and national services.
- Members of the following committees; St. John of God Research Board, Psychology Committee, Quality Steering Committee, Psychology Society of Ireland, British Psychological Society, Intellectual Disability, Research Committee and Human Rights Steering Committee.
- Guest Lecturing in Academic Institutions in Ireland.

9. Goals 2008

- 1 To train 50 staff in 'Multi-Element Behavioural Support- A short Course'
- 2 To provide training in the Supervision and Mentoring of Behaviour Support Plans
Introductory days on Positive Behaviour Support, Systematic Instruction, Positive Futures Planning and Periodic Service Review.
- 3 To support projects under the 'Emerging Voices Initiative 2008'.
- 4 To provide individual consultation services in Positive Behaviour Support.
- 5 Access funding for projects.
- 6 To host a conference in 2008.
- 7 To conduct two pieces of research and prepare

them for publication.

- 8 To develop further modules for accreditation with the Dublin Institute of Technology.
- 9 To develop information technology for training and assessment of behaviours that challenge.
- 10 To develop a course on "Think Right, Talk Right, Act Right".
- 11 To conduct a series of workshops and information evenings on Positive Behaviour Support for Individual's, their friends, families and their circles of support in an effort to raise awareness of the approach.
- 12 To develop the accessibility of the web page for all individuals interested in learning about Positive Behaviour Support. (www.callaninstitute.org).

Administration Goals

- 1 To develop the Callan Institute's Strategy for 2008-2013.
- 2 Conduct review of client archive files and develop archival retrieval database.
- 3 Review Callan Mailing list and research opportunity to market Callan courses online.
- 4 Upgrade staff computing skills.
- 5 Liaise with reception on an ongoing basis regarding upcoming training.

The Callan Institute addressed 100% of the goals identified in 2007. 78% of goals were achieved and the remaining goals are currently being worked on. The Callan Institute hopes to meet 85% of its goals in 2008 using the following core drivers Accountability, Participation, Empowerment, Non-discrimination, Expressed link to rights as identified in the HRBA literature to guide its work.

Funding Statement 2007

| | 2007 | 2006 | 2005 |
|--------------------------|----------------|----------------|----------------|
| Expenditure | | | |
| Pay | 457,782 | 403,417 | 371,000 |
| Non-Pay | 136,901 | 143,898 | 87,000 |
| Total Expenditure | 594,683 | 547,315 | 458,000 |
| Less: Sundry Income | 88,970 | 116,981 | 45,000 |
| Net Expenditure | 505,713 | 430,334 | 413,000 |

The principal source of revenue funding to The Callan Institute is the allocation from the Hospitaller Order of St. John of God. This is augmented by income received from fees for individual casework, training courses and conferences.



St John of God Hospitaller Services **Ireland • Malawi & New Jersey, USA**

Provincial & Council

Brother Laurence Kearns, O.H., - Provincial
Brother Gregory McCrory, O.H;
Brother Barry Larkin, O.H;
Brother Aloysius Shannon, O.H;
Brother Ronan Lennon, O.H;

Intellectual Disability Services

St. Augustine's School, Dublin
St. John of God Carmona Services, Dublin
The Callan Institute for Positive Behaviour Support, Dublin
St. John of God Kerry Services
St. John of God Kildare Services
St. John of God Menni Services, Dublin
St. John of God North East Services, Louth, Meath & Monaghan
Saint John of God Association, Northern Ireland
STEP Enterprises, Dublin

Hospice for Children

Suzanne House, Dublin

Mental Health Services

St. John of God Hospital, Dublin
Cluain Mhuire Community Mental Health Services, Dublin
St. John of God Lucena Clinic Services, Dublin & Wicklow
The Granada Institute, Dublin

Pilgrims Guesthouse

St. Joseph's at the Shrine, Knock, Co. Mayo

Housing

City Gate, Dublin
Saint John of God Association, Northern Ireland

Older People

St. Joseph's Centre, Dublin
Saint John of God Association, Northern Ireland

Overseas

St. John of God Community Services, Malawi, Africa
St. John of God Community Services, New Jersey, USA
Holy Family Rehabilitation Centre, Monze, Zambia (Funded by the Irish Province)

Auditors PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1
Bank Bank of Ireland, 34 College Green, Dublin 2
Solicitors Porter Morris and Company, 10 Clare Street, Dublin 2

Corporate Charity Eligibility No. 0146
Charitable Exemption No. CHY3822