

# The Safety-Care™ Curriculum

## The Core Curriculum

The Safety-Care curriculum is organized in a least-to-most restrictive sequence. The core course includes the following topics:

***Introduction:*** Provides a general introduction to the course, working within a regulatory framework, causes and conditions associated with challenging behavior, the reinforcement model of behavior, and how staff can inadvertently reinforce challenging behavior.

***Incident Prevention:*** Provides a broad set of methods for reducing the likelihood of behavioral crises and improving staff safety. That includes creating a safe and positive living environment, dressing for safety, and safe interaction with potentially aggressive individuals. Staff will also learn, practice, and demonstrate competency in differential reinforcement and basic preventative safety procedures.

***Incident Minimization:*** Methods for identifying crises and stopping or reducing their intensity. That includes detecting antecedents (triggers and signals), predicting behavior, and getting assistance. Trainees will also learn and practice a comprehensive approach to intervention with agitated individuals, de-escalation, and reinforcement of non-crisis behaviors.

***Incident Management/Physical Safety:*** How to safely cope with a serious behavioral incident. Includes basic physical safety skills, releases, management of weapons, and leadership during behavioral crises.

***Incident Management/Physical Management:*** Potential risks of physical holding procedures, when to consider restrictive interventions, procedures for safe holding, alternatives to holding, emergency release, and planned rapid release. Organizations can choose not to use or train certain physical interventions if they believe they are not appropriate to their setting and mission.

***Post-Incident Procedures:*** Recovery procedures (what to do after a crisis) and debriefing of staff and, when appropriate, the individual.

***Role-Plays:*** Following the presentation of the Safety-Care curriculum, several role-plays of increasing intensity are presented. These are tailored to the kinds of problems that trainees encounter in their work settings. Role-plays are designed to teach staff not just how to use the skills they've learned, but when to use them and how to choose which approach to take.

### Advanced Modules

Safety-Care is highly customizable. The core Safety-Care curriculum is comprehensive and provides staff with a broad range of skills focused on preventing and, when necessary, managing behavioral incidents. Many organizations, however, wish to have an integrated course that is tailored to their specific mission, setting, and persons served.

If you choose to have QBS come to your organization for an on-site training, we can customize the course to fit your specific needs. The basic course is two days for trainees or three days for trainers. Additional advanced training modules can be incorporated into the training by adding an extra half day or full day to the course.

These are the available advanced modules:

- ***Improving Cooperation*** (1 hour Specialist/ 1 ½ hours Trainer). In many settings, staff struggle to engage the individuals they work with in the programming they provide. This module focuses on simple, non-coercive, reinforcement-based procedures for enhancing compliance with staff requests. Staff will learn, practice, and demonstrate competency in using these interventions.
- ***Therapeutic Relationships*** (1 hour Specialist/ 1 ½ hours Trainer). The quality of relationships between staff and persons served has a strong effect on learning, cooperation, quality of life, and reduction of incidents. In this module, staff learn a set of specific and functional strategies that they can use to improve the quality of therapeutic relationships at their organization.
- ***Developing Behavior Support Plans*** (2 hours Specialist/3 hours Trainer). This module provides an introduction to behavioral assessment and the use of non-aversive procedures to manage the antecedents associated with challenging behaviors and teach and reinforce alternative behaviors. Trainees will learn assessment and program development skills. An extended half, full, or two-day course is also available to organizations to provide professional staff with more in-depth training in this topic.
- ***Working with Individuals Affected by Language Impairments*** (1 hour Specialist/ 1 ½ hours Trainer). While the core Safety-Care course is consistent with the needs of individuals affected by a range of impairments, this module specifically addresses how to work with those who have limited receptive or expressive language, including those affected by developmental disabilities, brain injury, mental retardation, etc.
- ***Prevention and Management of Bullying*** (2 hours Specialist/3 hours Trainer). In some settings where services are provided to children or adolescents, bullying and harassment can be serious problems. In this module staff learn to identify bullying, create an environment in which bullying becomes much less likely, and how to deal with bullying when it occurs. **Note:** this module can be provided separately from the rest of the Safety-Care curriculum if desired. Please contact QBS for details if interested.

- **Advanced Physical Techniques**
  - **Preventing and Managing Fights** (30 minutes Specialist/45 minutes Trainer). Covers a range of prevention and de-escalation techniques, as well as use of Safety-Care procedures when individuals are fighting. Includes both individual interventions and team interventions.
  - **Management of Very Dangerous Individuals** (1 hour Specialist/1 ½ hours Trainer). Some organizations provide services to adults or adolescents with the potential to cause serious harm to self or others. Trainees learn about developing a specialized crisis team, how to develop and implement a safety plan, and how to use teamwork and maneuver to manage particularly threatening individuals. Trainees will also work through additional role-play exercises at a higher intensity than in the core Safety-Care course.
  - **Floor Holds** (time varies depending on specific procedures taught—from 1 ½ hours Specialist/2 hours Trainer to 2 ½ hours Specialist/3 ½ hours Trainer). Holds in which an individual is required to lie down on the floor can be risky if improperly applied, but can be necessary for management of particularly challenging individuals. Trainees learn about risks of floor holds, when their use is appropriate and not appropriate, how to apply them safely, and when to discontinue their use.
  - **Seclusion** (30 minutes Specialist/45 minutes Trainer). In some settings, it is appropriate to use highly restrictive procedures such as seclusion of a person in a locked room. In this module, staff learn about risks and contra-indications of seclusion, as well as procedures for safely moving an individual to a seclusion room and exiting the room without injury to the staff or to the person in the room.
  - **Intramuscular Injection During a Hold** (30 minutes Specialist/45 minutes Trainer). In some settings, medical staff may sometimes be required to administer an injection to a person who is being held. This module provides two safe, effective options for doing so without the use of prone floor hold.
- **Safety-Care for Supervisors** (1 ½ hours Specialist/2 hours Trainer). This module shows supervisory staff how to support line staff in the use of Safety-Care procedures. Supervisors are taught how to oversee incident prevention and management, give respectful feedback to staff while they are working, work with staff to problem-solve, and how to teach staff to lead during behavioral incidents. Safety-Care trainers will also learn about monitoring of staff proficiency and developing a Technique of the Week program to make sure that staff retain the information they learned in training.
- **Restraint Prevention** (1 ½ hours Specialist/ 2 hours Trainer). Designed to complement the Safety-Care for Supervisors module, this training focuses on using Safety-Care as a component of an organization-wide initiative designed to prevent the need for restraints of all kinds. Topics include reasons to emphasize restraint prevention, the role

of leadership in restraint prevention, the development of a written restraint prevention plan, use of data to drive intervention, the role of post-incident debriefing, and specific clinical interventions designed to prevent restraint use. Recommended for supervisors, administrators, clinicians, and senior staff.

- ***Bringing Safety-Care to an Organization*** (1 hour—Specialist version only). How do you implement a new behavioral safety course at an organization? Covers coordination of training, developing a rollout plan, anticipating and coping with problems, and helping staff manage the stress of change.
- ***Customized Modules*** (time varies): Is there a related topic that you'd like taught? Give us a call or send us an email. If it's within our skill set, we may be able to develop one or more customized modules to meet your organization's training needs.