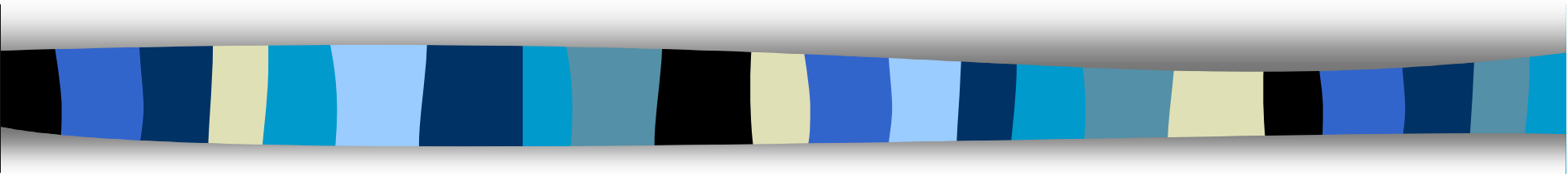
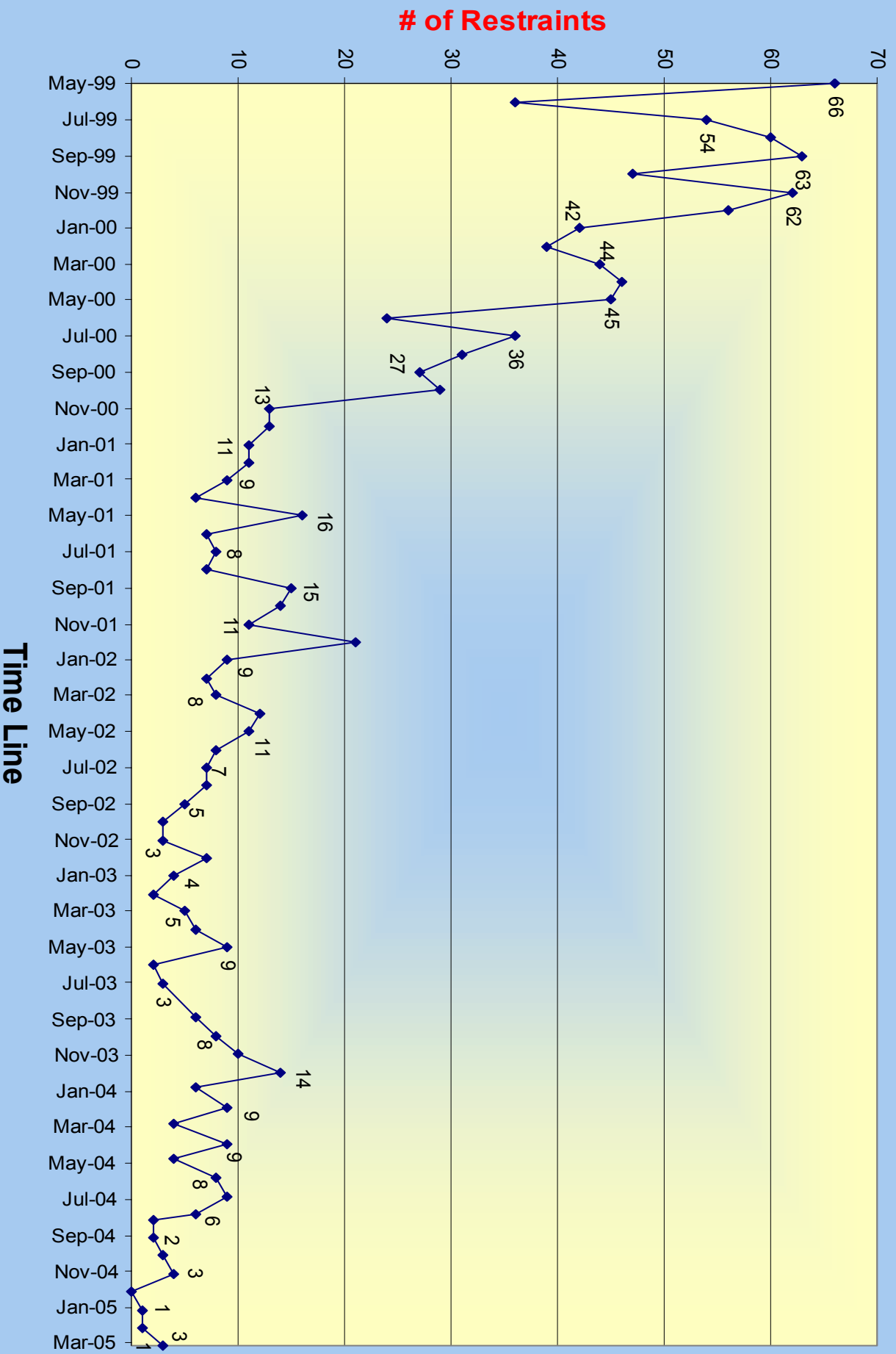


A Systematic Approach to Restraint Reduction & Elimination



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Restraint Incidents





Myths About Restraint

- Keeps Kids Safe
- Keeps Staff Safe
- Manages Agency Risk
- It's a Therapeutic Intervention



Features of Andrus Process to Reduce Restraints:

- Leadership Commitment & Vision
- Staff Training
- Staff Supervision
- Maintaining a Focus
- Documentation and Data Analysis
- Clinical Review
- Understanding Trauma
- Program Review and Performance Improvement



Leadership Commitment & Vision:

- Clarifying Mission & Philosophy
- It Starts With What You Believe
- Restraint as Treatment Failure
- Defining the Problem / Sharing Data
- Setting Bold Goals
- Staying Involved
- Developing Effective Systems



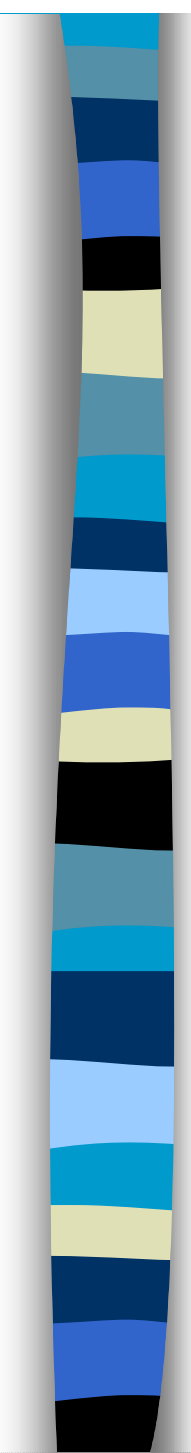
Staff Training:

- Commit to an Approach
- Thoroughly Train Formal & Informal Leaders
- Watch Your In-House Trainers for Drift
- Make Adjustments Based on Data



Staff Training Focused on:

- Self Awareness and Affect Management
- Understanding Trauma & Reenactment
- Disengagement & Team Work
- Faith in the Entire Process
- Stay Back ...Hands Off



Staff Supervision / Processing the Incident:

- Debrief All Incidents with Staff
- Reinforce Training
- Encourage Expression of Affect
- Check Techniques
- Explore Alternatives
- Cultivate Values
- Provide Prospective
- Affirm Staff's Best Efforts



Maintaining a Focus - Making Restraint a “BIG DEAL”:

- *What We Pay Attention to Flags
What's Important!!!*



Documentation & Data Analysis:

- Incident Reporting
- Supporting Documentation Follows:
(Supervisory Review, Medical Review, Safety Plan Update)
- Administrative Review of Specific & Aggregate Reports... Trends Inform Decision-Making
- Behavioral Support Committee Review



Understanding Trauma & Creating Sanctuary

- Building a Democratic Positive Culture
- Focus on SELF
- Staff Training
- Identifying Traumatic Reenactment
- Impact of Stress on Our Systems
- Understanding Vicarious Trauma
- Building in Protective Factors



Clinical Review:

- Identify & Manage Potential Risks
- Individual Safety Plans Developed
- De-escalation Preferences Assessed
- Team Review of All Restraints
- New Strategies Developed



Program Review & Performance Improvement:

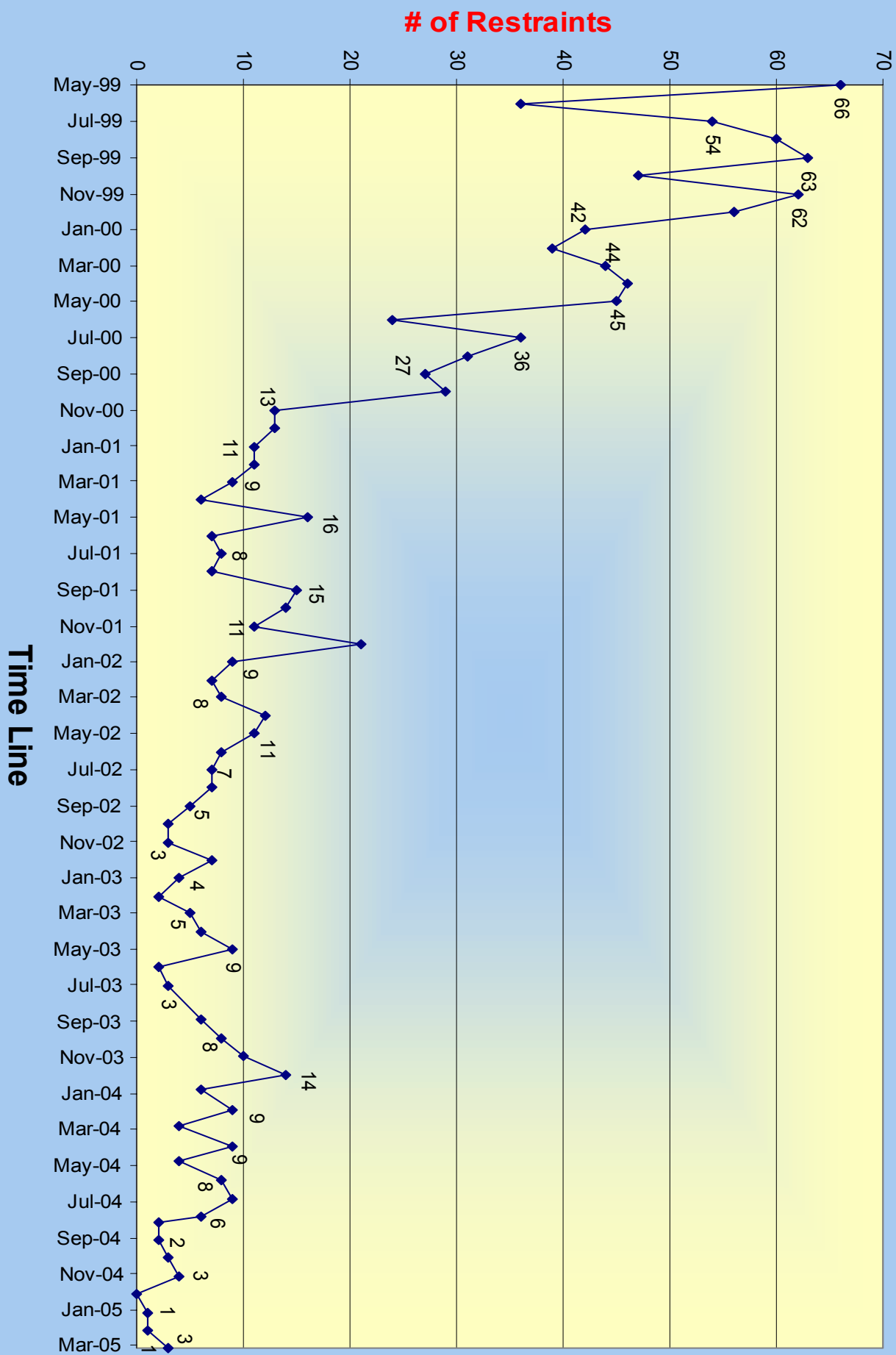
- Data Analysis Flags Trouble Spots
- Leadership Reviews Data & Encourages Problem Solving
- Program Areas Develop Corrective Action Plans
- Improvement in Performance Is Recognized and Celebrated



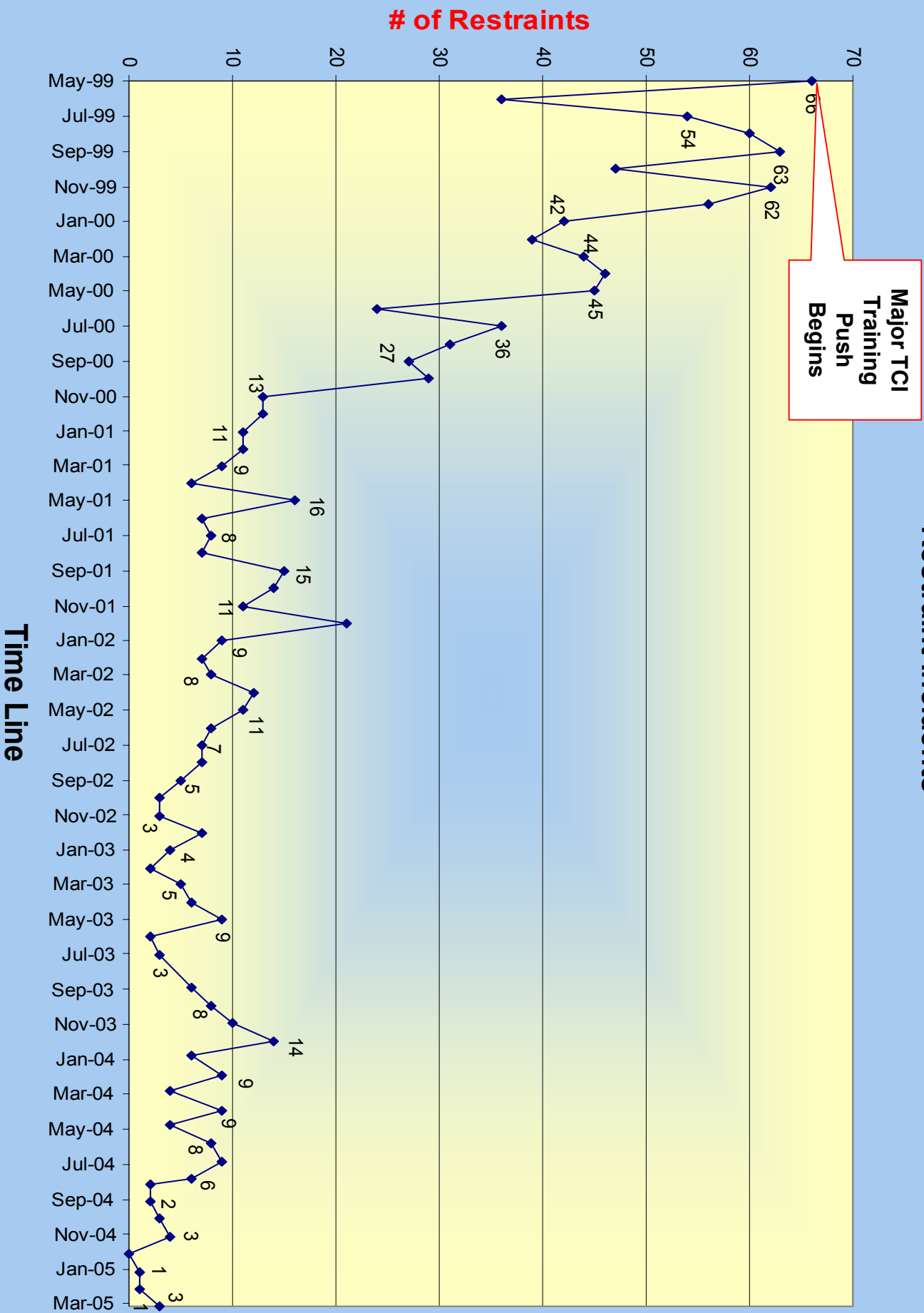
Challenges:

- Kids as Partners Not Adversaries
- Assessment
- Anticipation
- Team Work
- Setting Limits & Standards Without Fear
- Are We Losing Control??

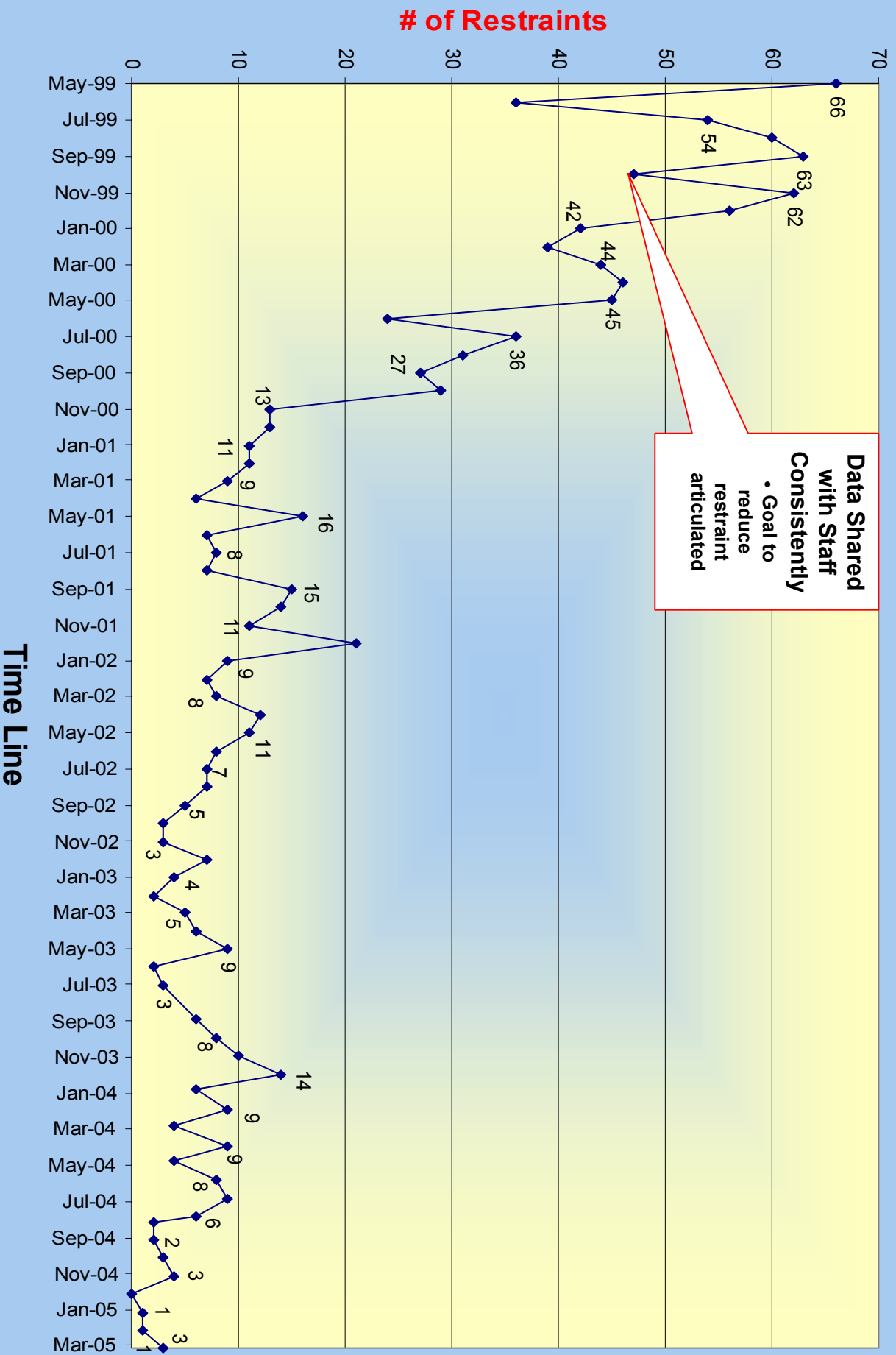
Restraint Incidents



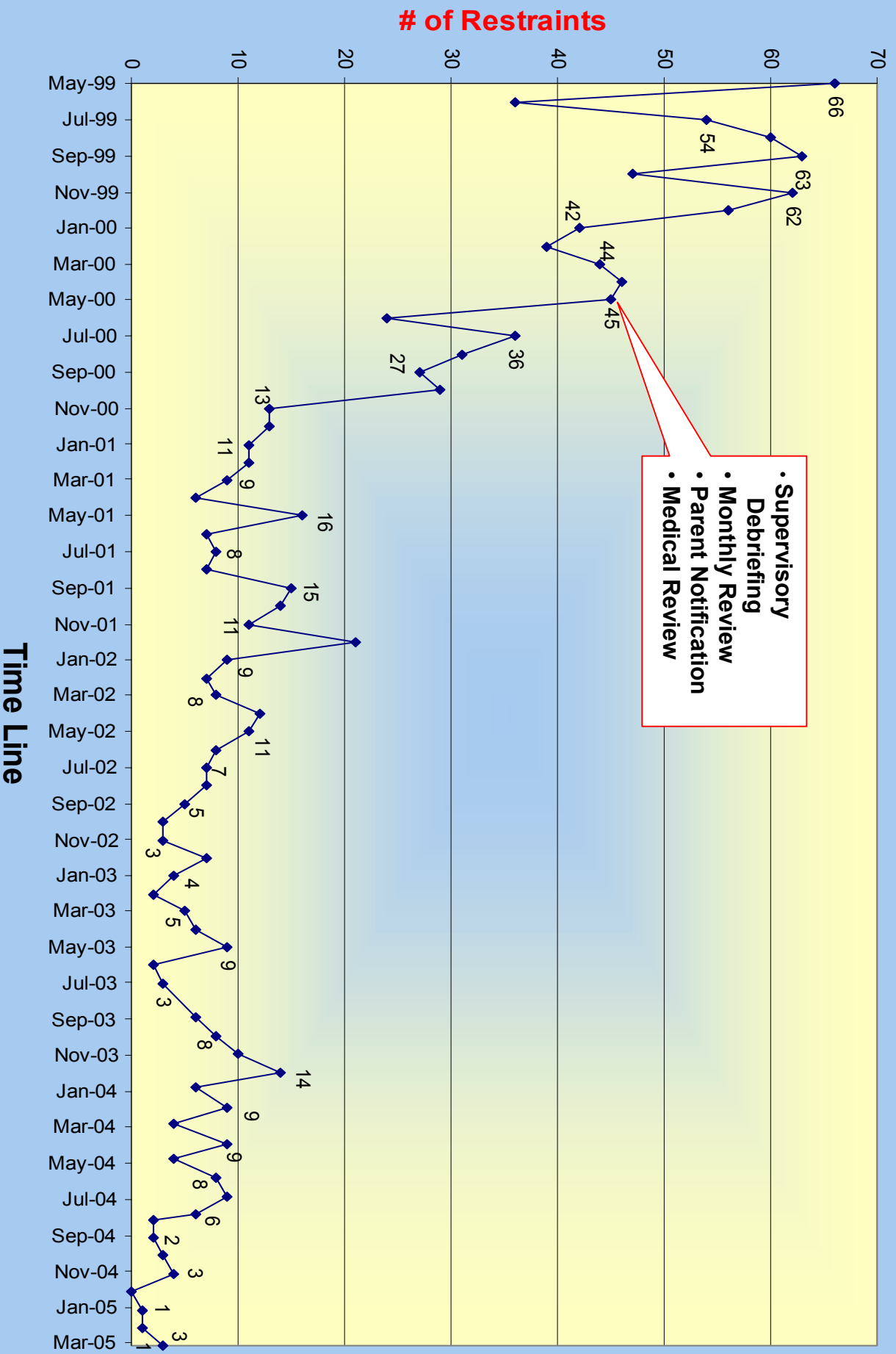
Restraint Incidents



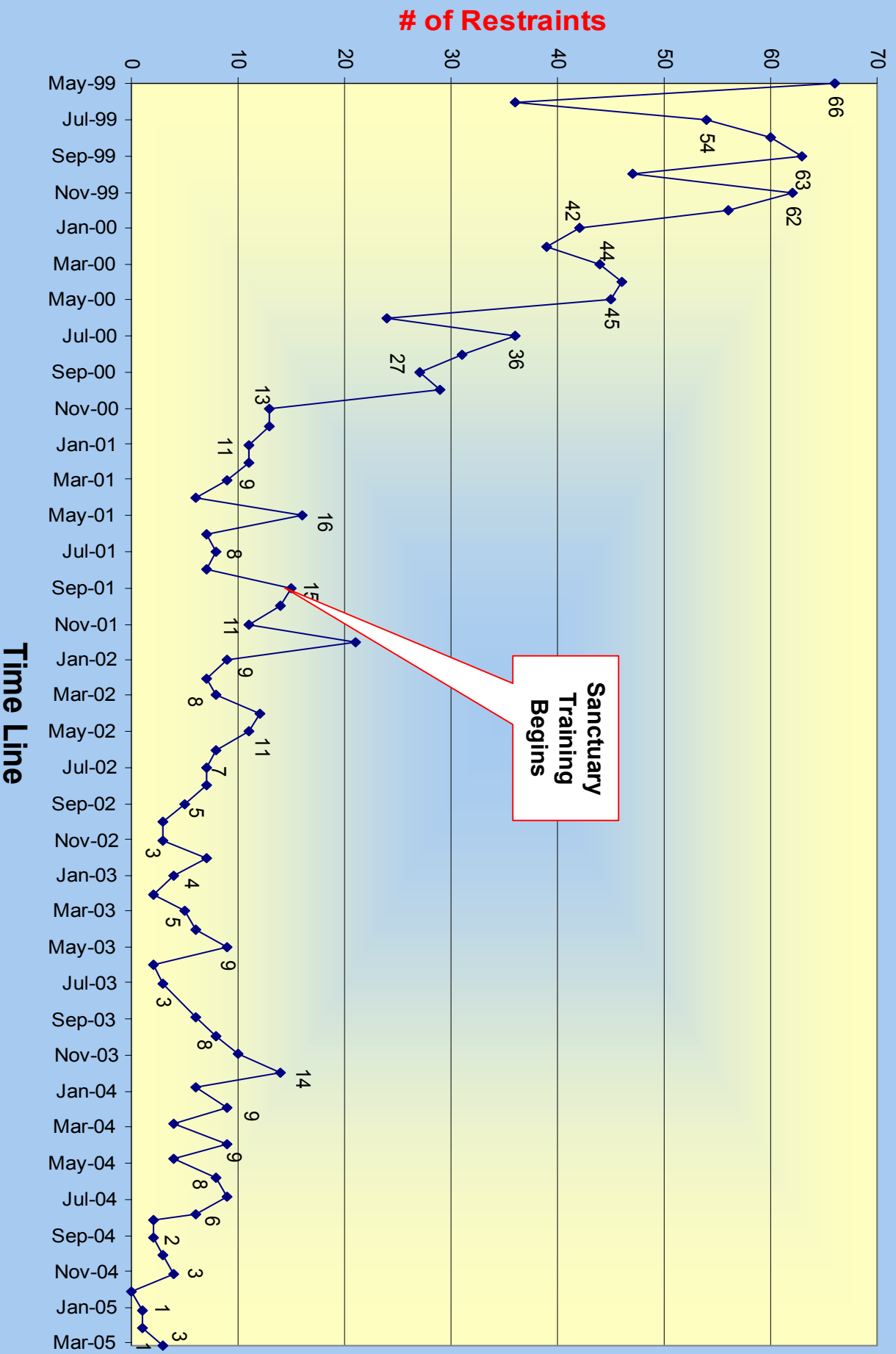
Restraint Incidents



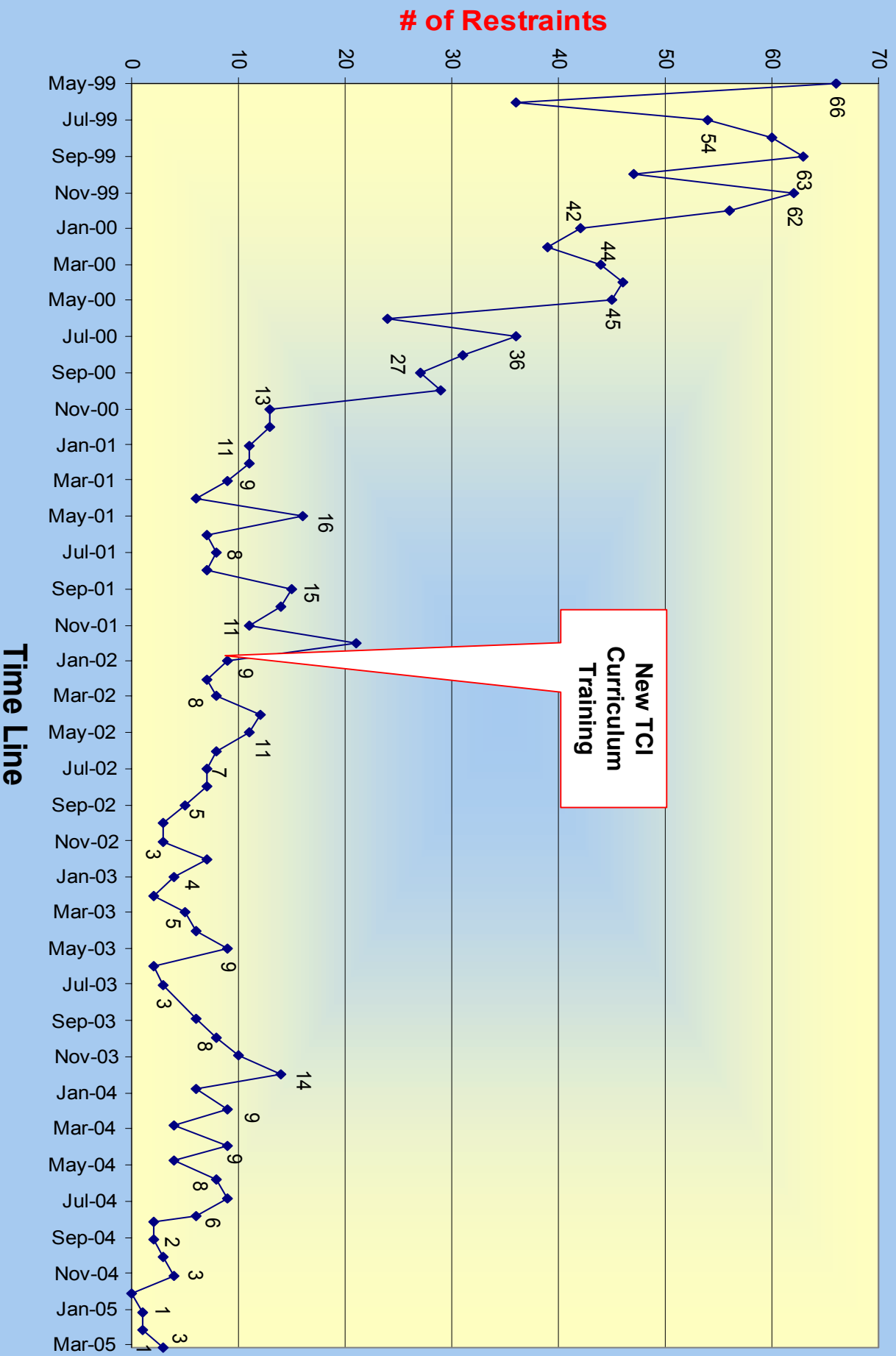
Restraint Incidents



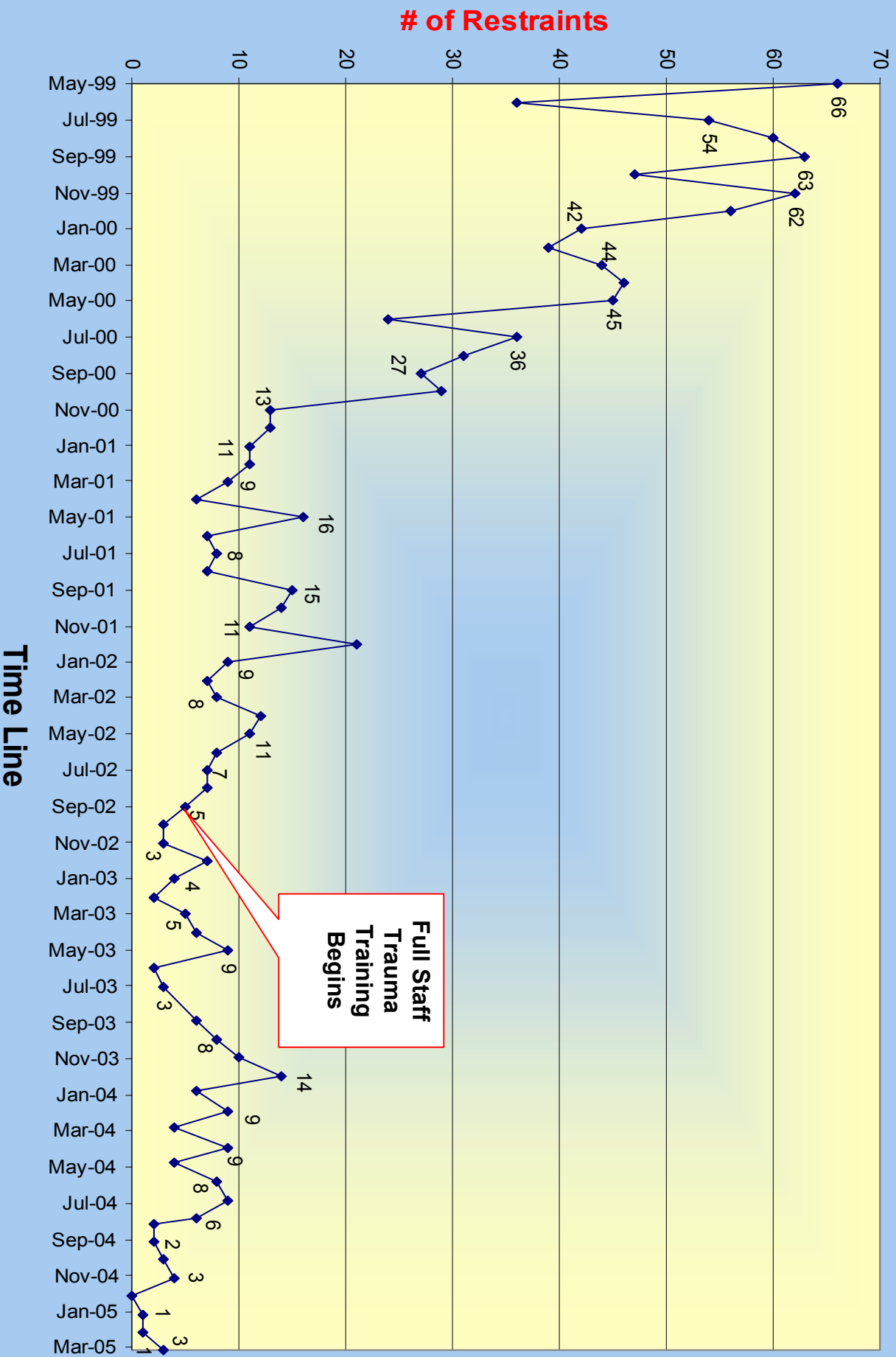
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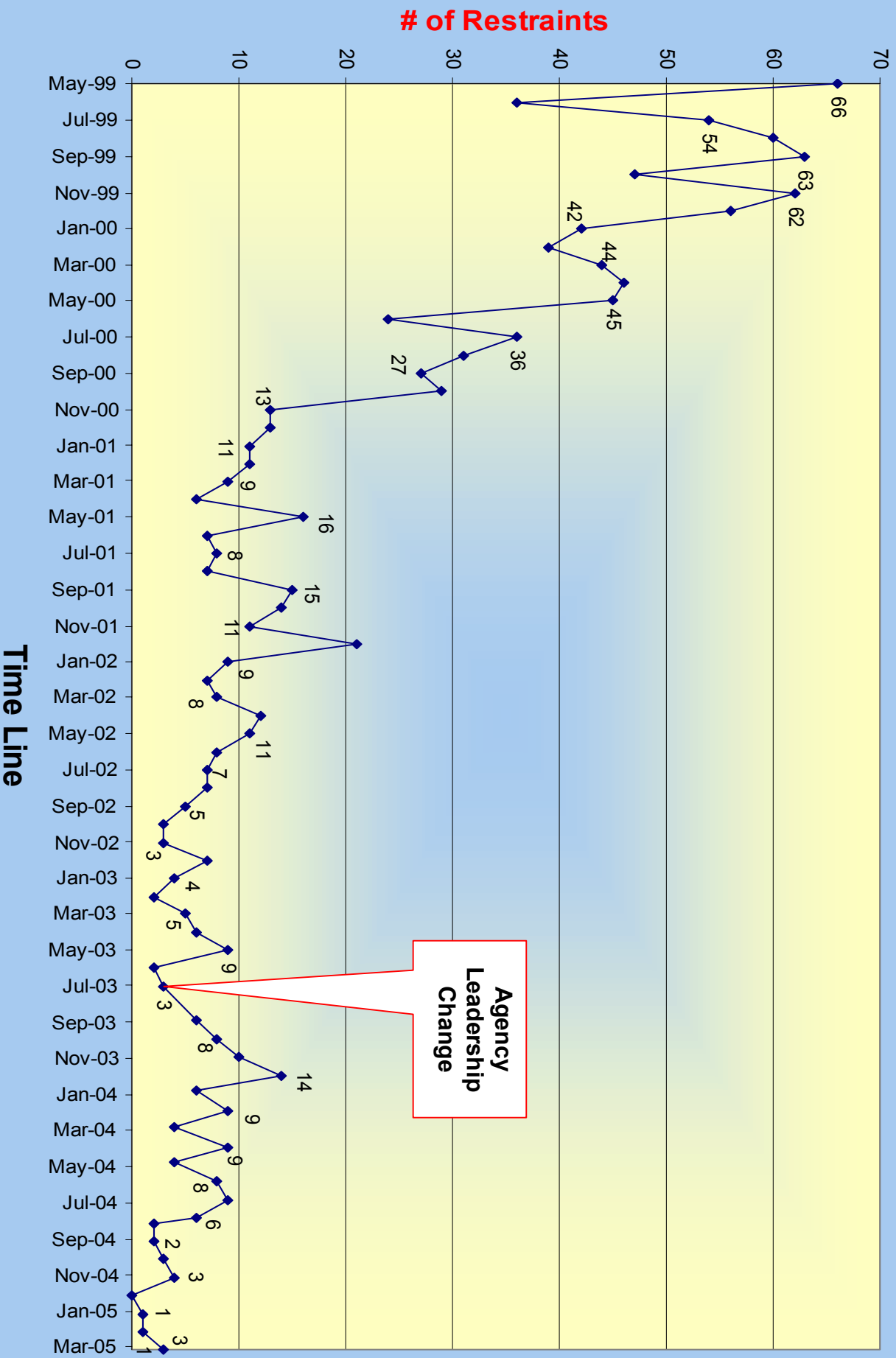
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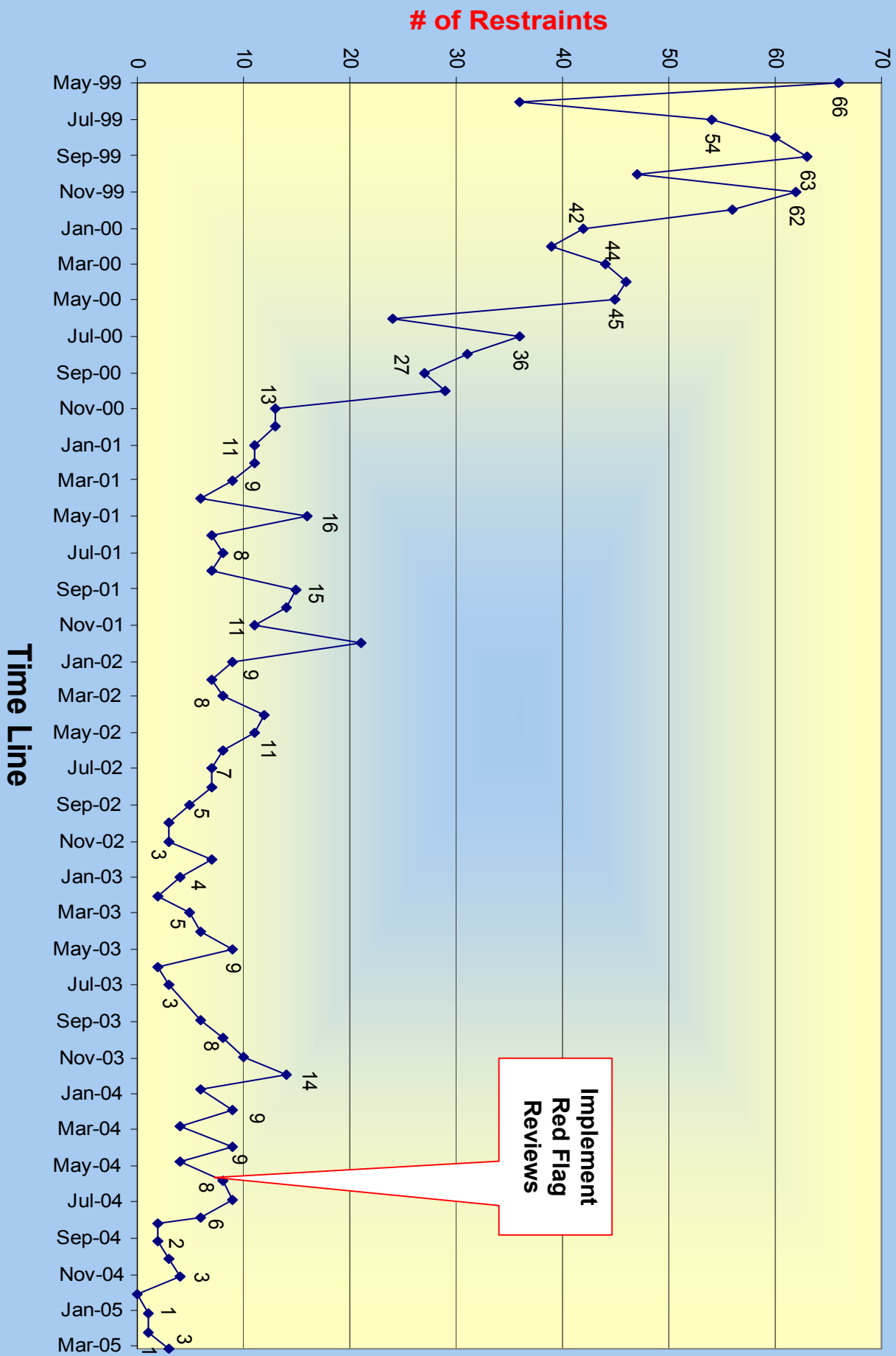
Restraint Incidents



Restraint Incidents



Restraint Incidents



SYSTEM WIDE APPROACH TO REDUCING RESTRAINT INCIDENTS

