

A Systematic Approach to Restraint Reduction & Elimination



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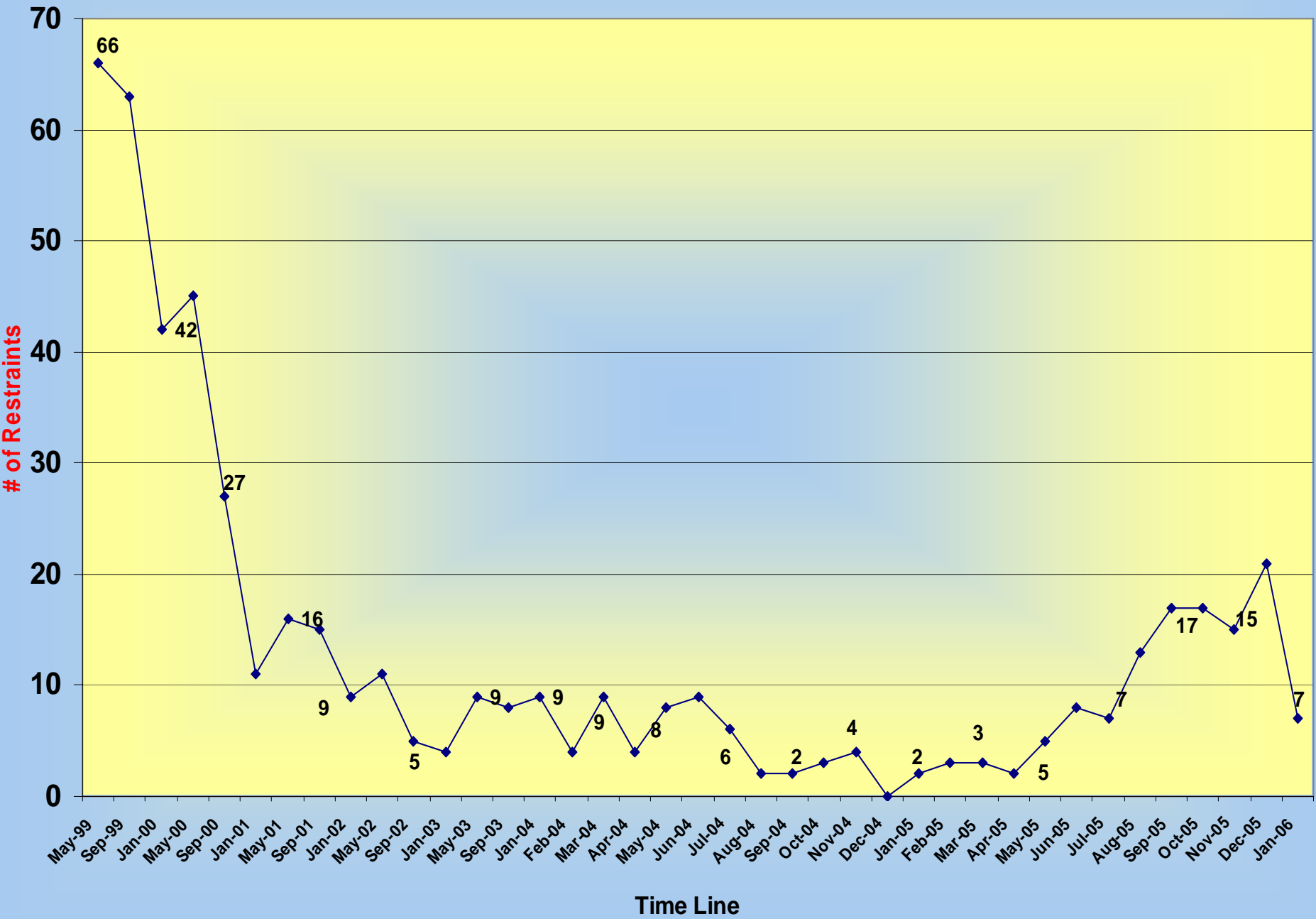
Executive VP / COO

Andrus Children's Center

<http://www.andruschildren.org/>



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

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 Non- Violent Positive Culture
- Focus on SELF
- Staff Training on Trauma
- 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 & Updated
- De-escalation Preferences Assessed
- Team Review of All Restraints
- New Strategies Developed



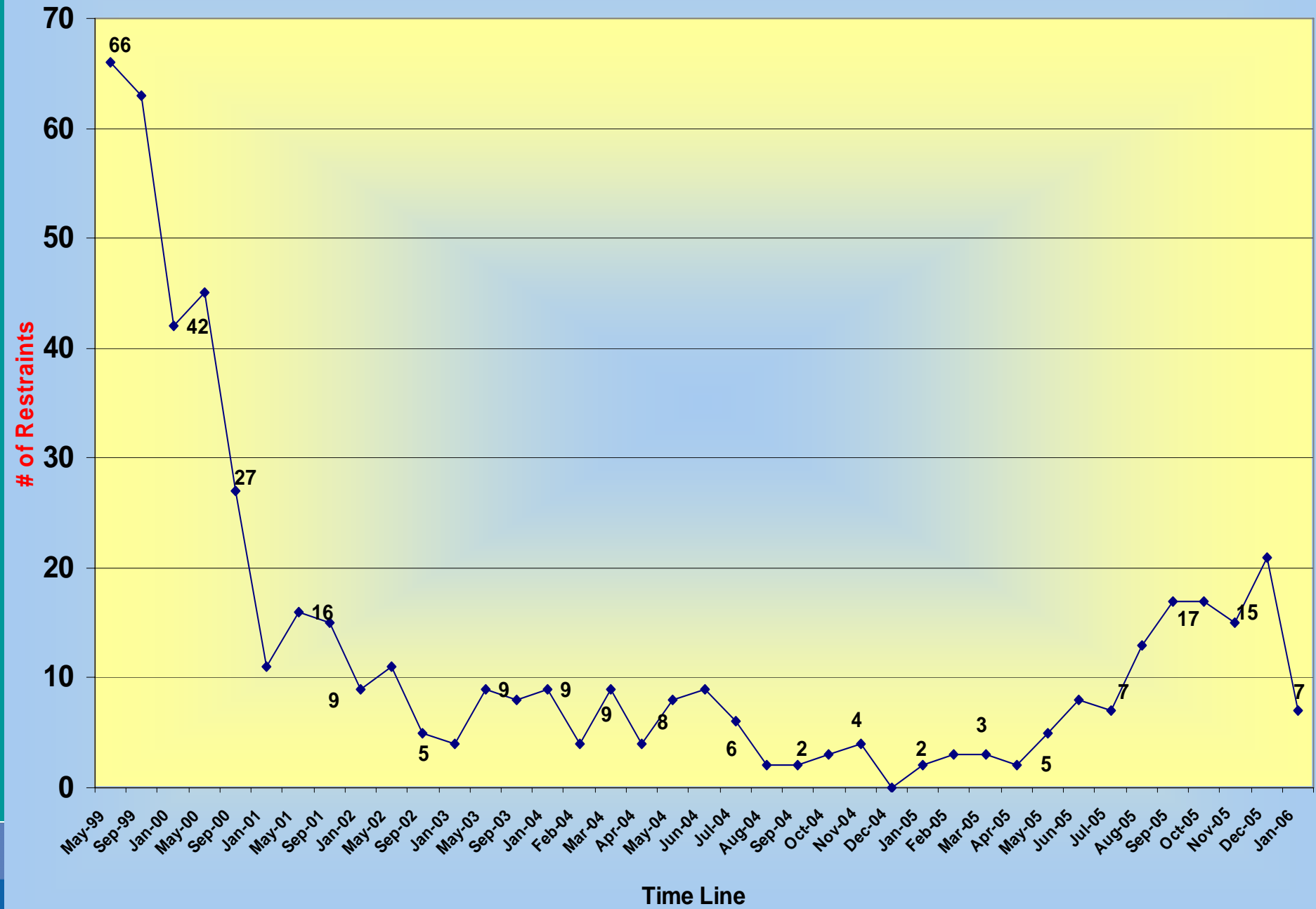
Program Review & Performance Improvement

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

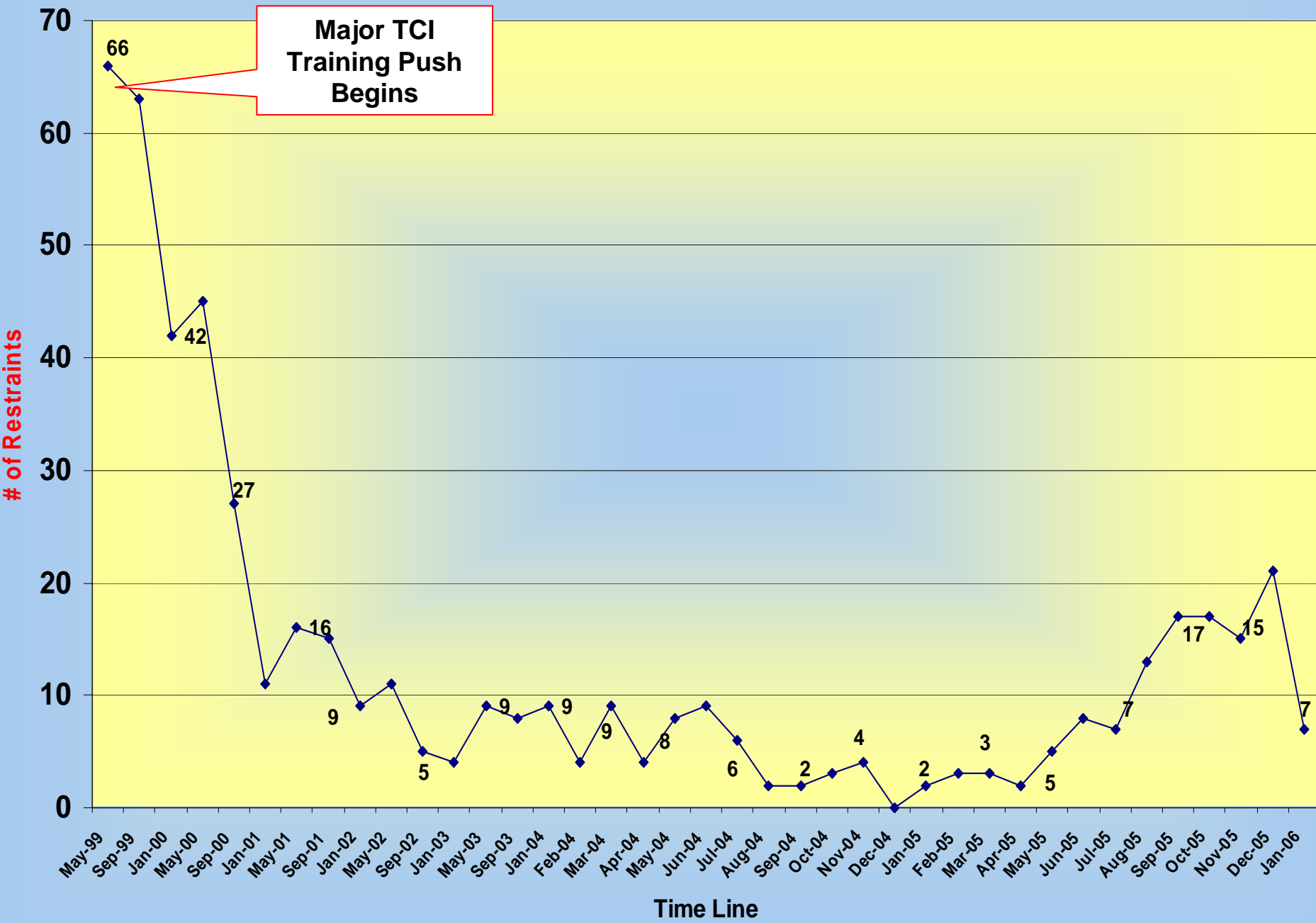
Challenges

- Kids as Partners Not Adversaries – Seeing Kids as Injured, Not Sick or Bad
- Changing the Question from “What’s Wrong with You?” to “What’s Happened to You”
- Assessment
- Anticipation
- Team Work
- Setting Limits & Standards Without Fear
- Are We Losing Control??

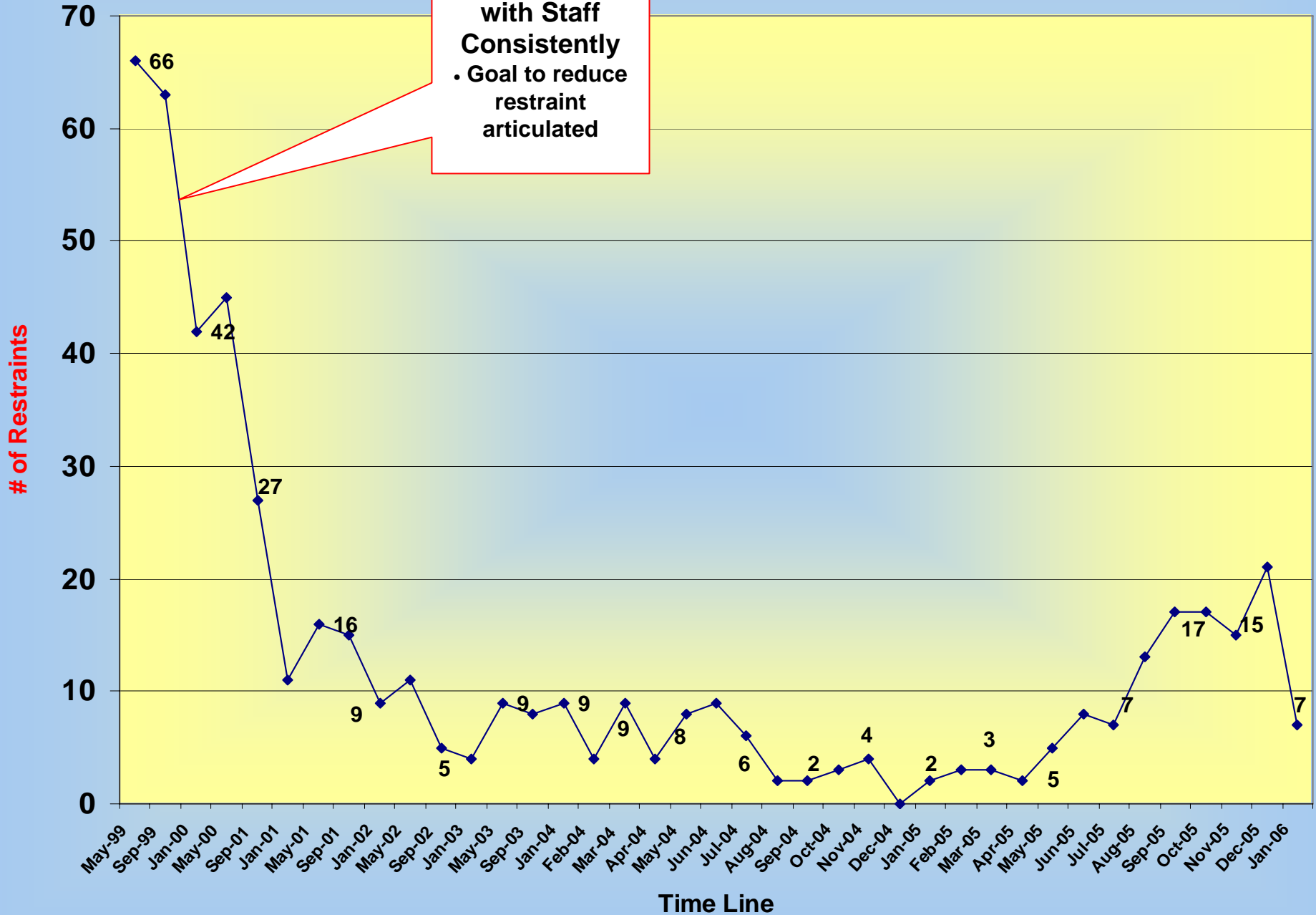
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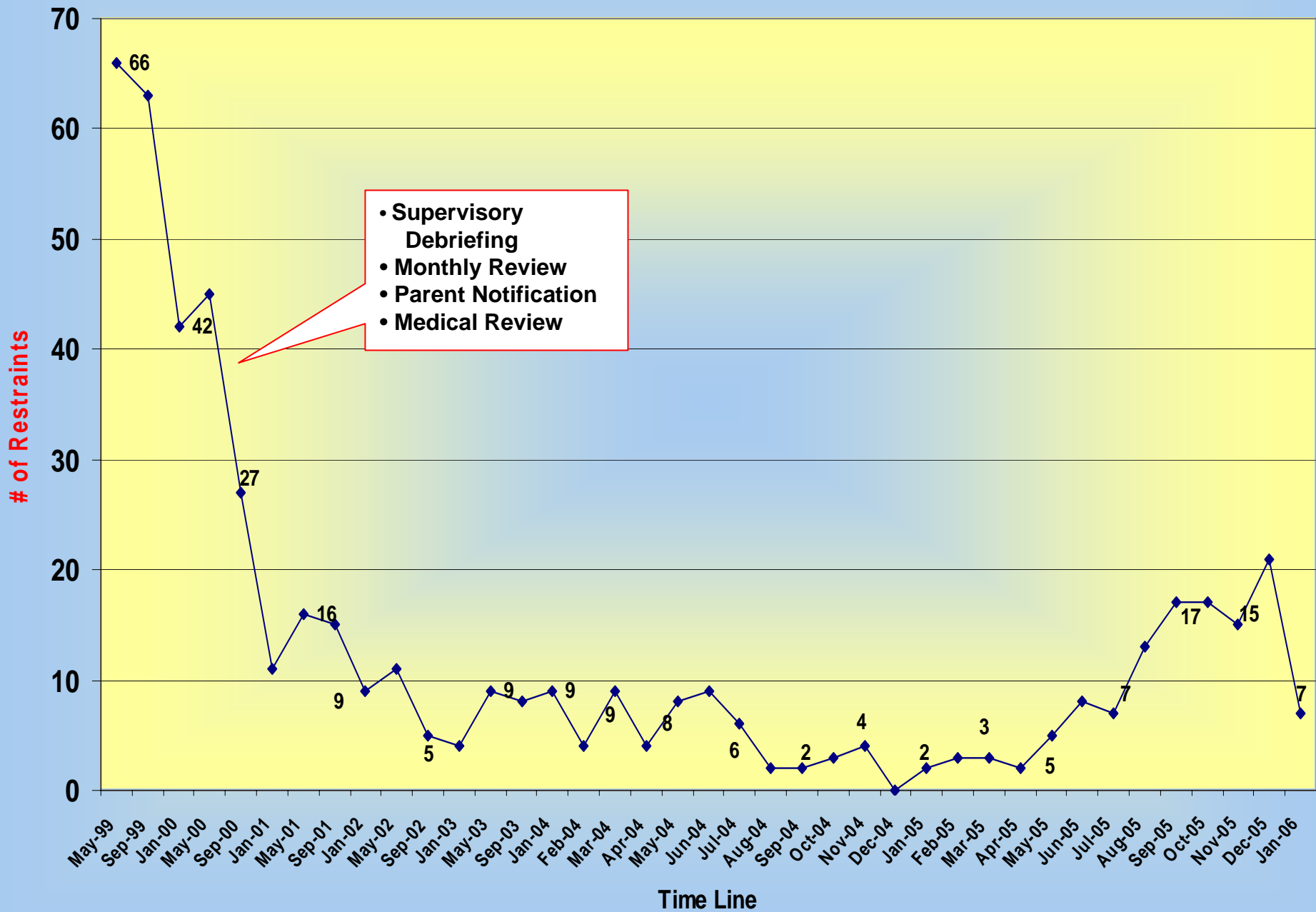
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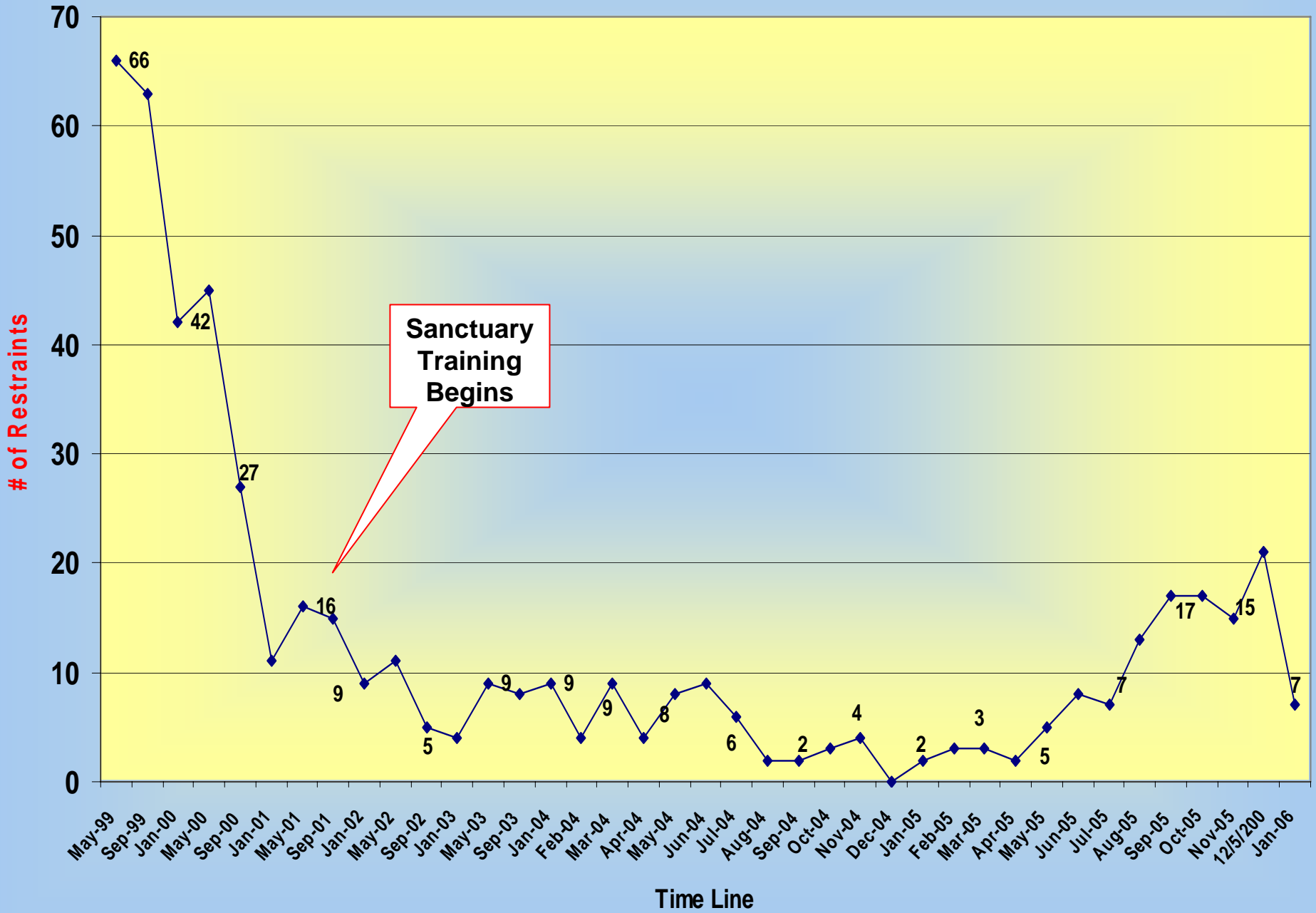
Data Shared with Staff Consistently
• Goal to reduce restraint articulated



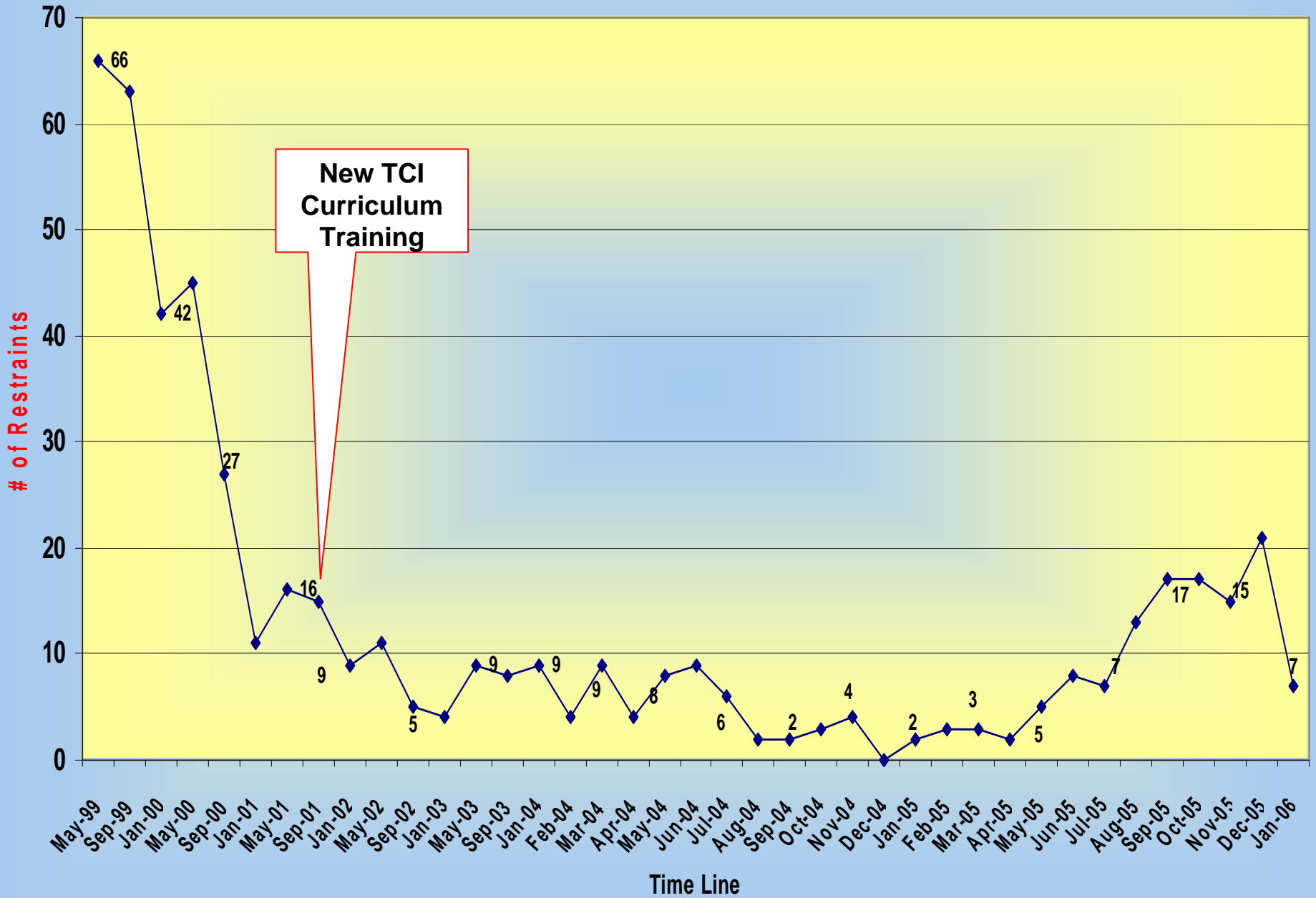
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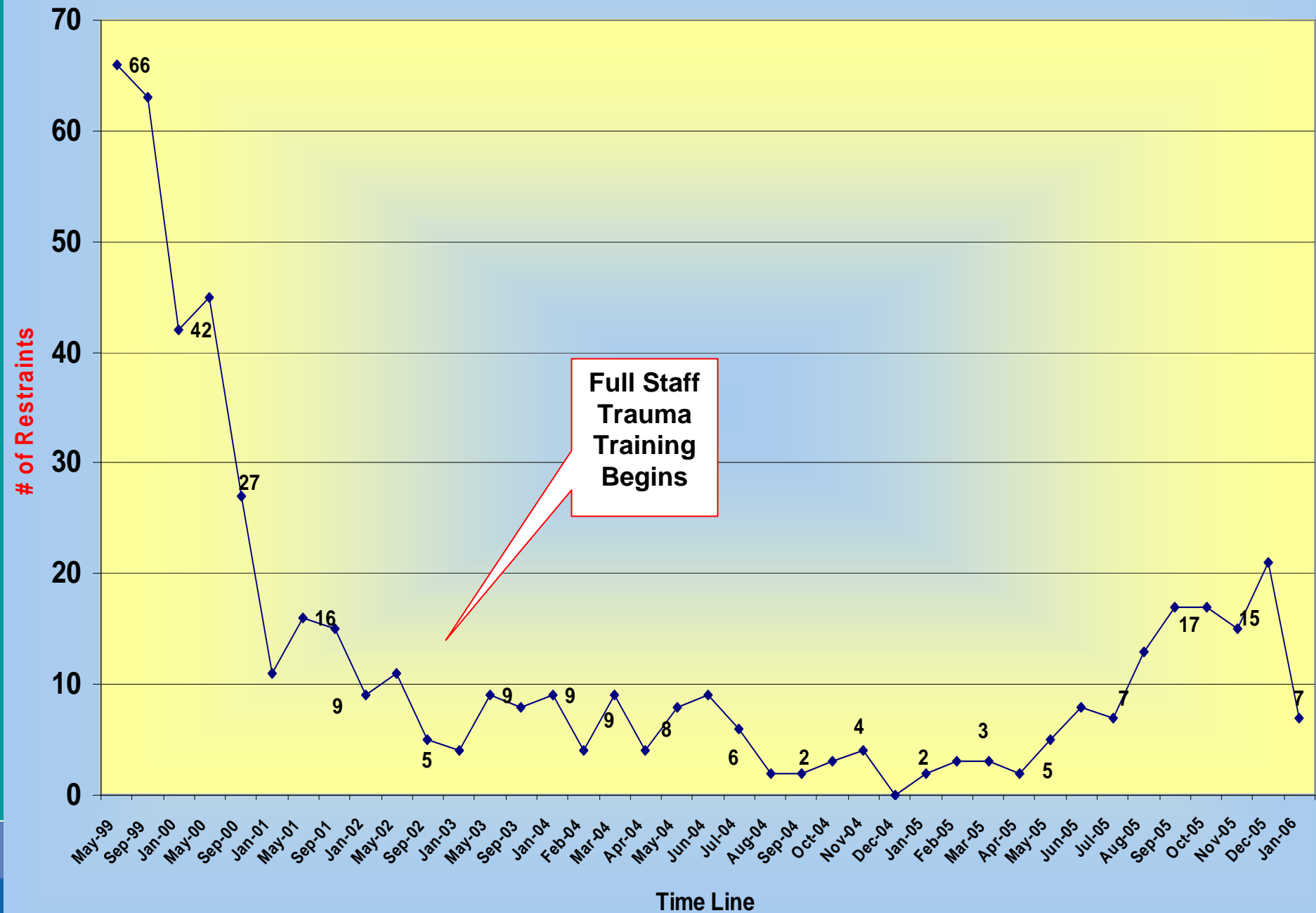
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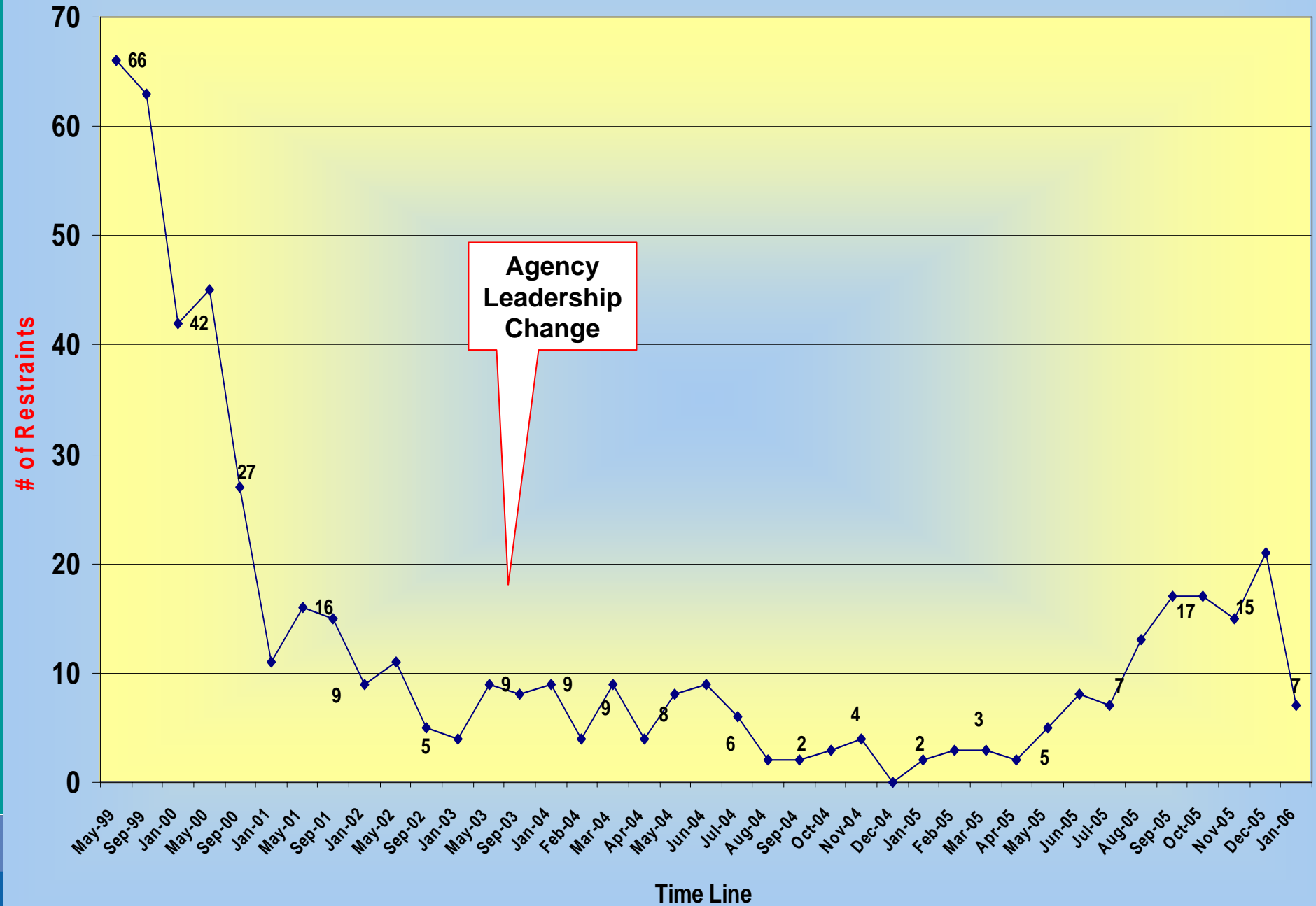
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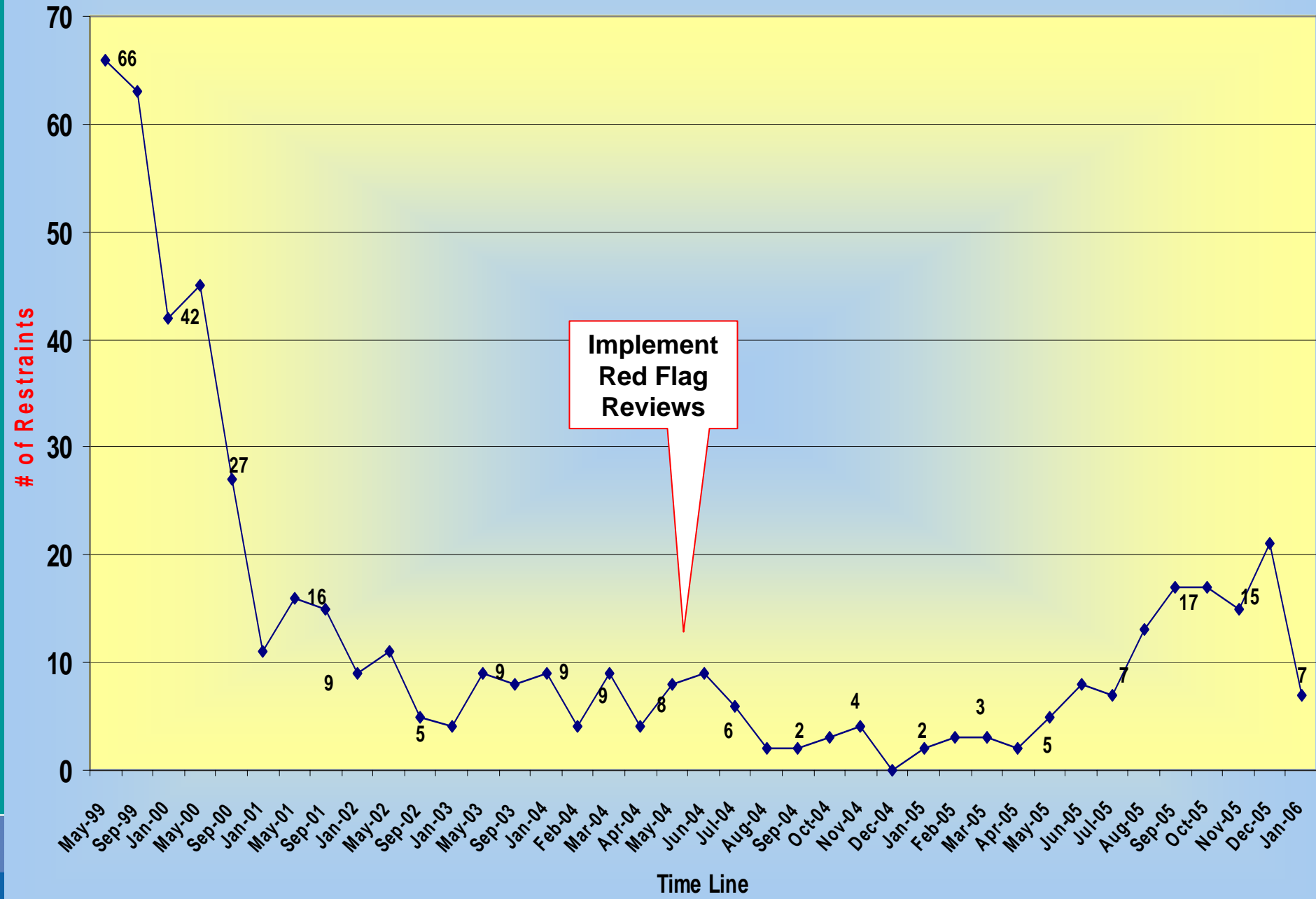
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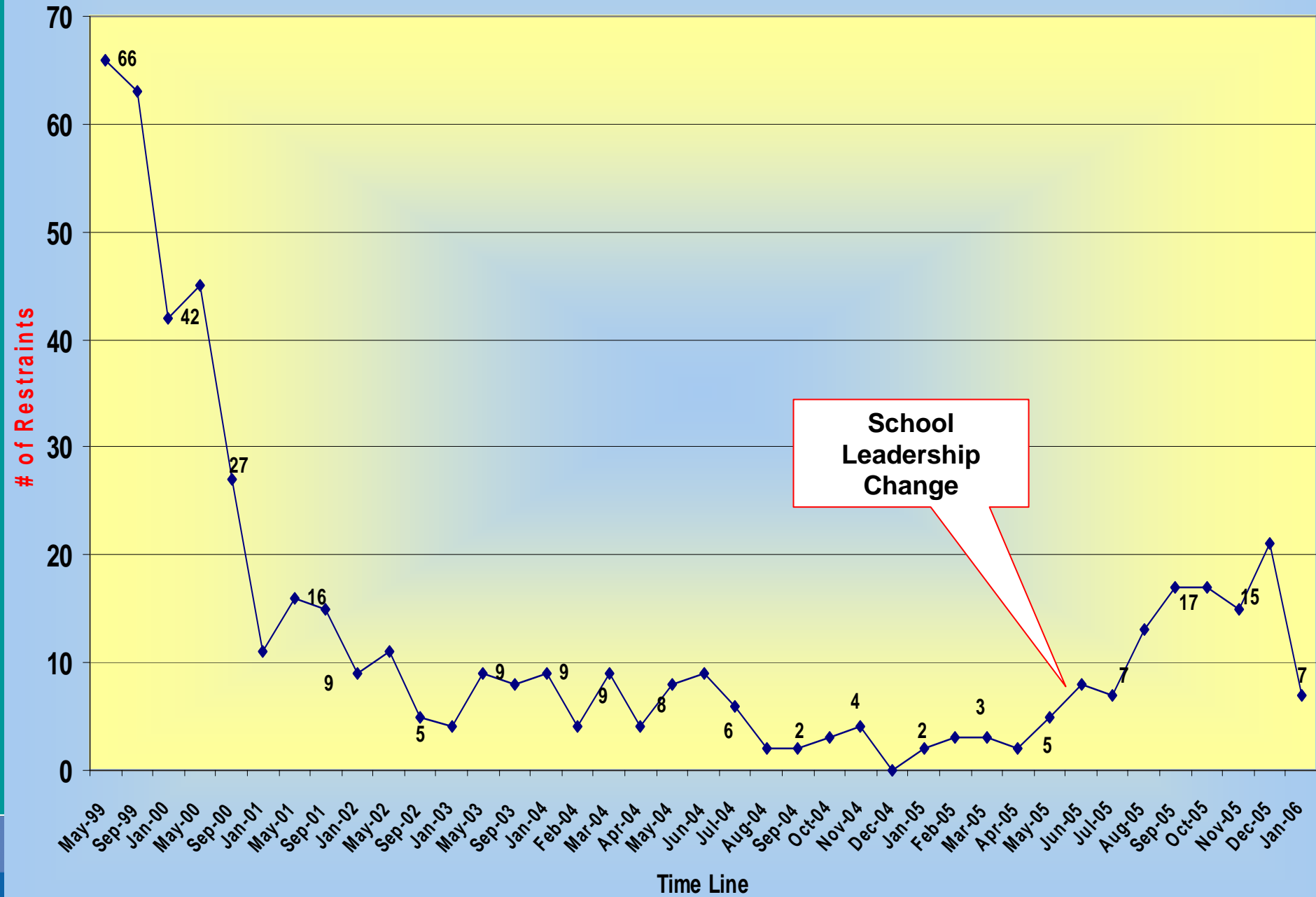
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SYSTEM WIDE APPROACH TO REDUCING RESTRAINT INCIDENTS





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