

# Promoting Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials to Your Team



## *Leadership Essentials Guidance*

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Administrators, supervisors, and team leaders are often the connector for their team's engagement in training and access to resources. Below are some suggestions on how to promote interest in and use of the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit among your team members. Also refer to the general guidance included in *Promoting Navigation Essentials to Your Team* for additional information and ideas when using toolkits for staff training. This general guidance is found in the *Leaders' Essentials* toolkit.

Consider using the ideas below to identify small chunks of information to promote the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit.

- **Include in Email Communications.** Email the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit to the team and comment on a video or tool that would be of interest to them. This may be most readily received at the time of a recent youth admission when team members may have questions about the ICF and the IBSRAO Program. An ideal resource in this toolkit to share through email is the "IBSRAO Program" overview. When a youth from the IBSRAO program is enrolled in school, download and attach this brief document in an email to the education team. Include the link to the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit to encourage further exploration of the toolkit.
- **Social Media.** Post a link and comment about the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit on your agency or personal social media. March is National Developmental Disabilities Awareness month which might be a time to share the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit. Many professionals are not aware of residential programs that can support youth with IDD and behavioral health needs and their families.
- **In the Moment.** When discussions include family engagement and problem-solving to support a family of a youth in the ICF, highlight information available in the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit. This toolkit shares information about the parent and caregiver's needs and suggestions for support. Identifying information in the toolkit that is immediately useful can be one of the best ways to promote ongoing use of the toolkit.

- **Promote During Meetings.** In team or staff meetings, have a *Navigation Essentials* Spotlight. Encourage team members to share one video, resource, or strategy from the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit that they found to be helpful. April is Autism Acceptance Month. While many activities during this month focus on youth in the family home, it is a time to also bring awareness that some youth with autism require intensive treatment in a residential program. This can offer a time to spotlight the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit.
- **Create an Essentials Sharing Opportunity.** This can be a virtual event, a monthly email, an informal gathering, or part of another meeting. Encourage team members to share a video, or resource from the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit that they found to be helpful.
- **New Staff.** Include the information about the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit when onboarding new staff that will be working with youth from an ICF or the IBSRAO Program. This can be useful for school staff that may not have had experience with residential treatment programs for youth. It also can be an additional tool for new staff at the ICF. Newly hired staff are often motivated to engage in resources that connect with their role, making this an optimal time to promote the entire set of *Navigation Essentials* toolkits.
- **Recognize Contribution.** Take opportunities to recognize a team member for engaging in the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit, for using strategies, and for sharing with others. Not only will this encourage team members to continue to use the toolkit, but it can also motivate others to explore the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit.
- **Multi-Systems Resource.** Promote the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit as a resource for team members whose professional development goals include learning more about supporting and educating youth with IDD and behavioral health needs. Information about intensive treatment programs for youth is important to team members from multiple systems such as education, mental health, developmental disabilities, medical, and more.
- **School District Teams.** Share the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit with Building Leadership Teams (BLT) and Teacher Based Teams (TBT). The videos and resources included in the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit will help teachers better understand residential programs that serve youth with IDD and behavioral health needs. Include related service personnel and related arts personnel when sharing information about the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit with the team.
- **Resource for Professional Development Plans.** Many teachers need professional development that is both convenient and immediately relevant to their role. Information about residential treatment programs for youth with complex needs such as the IBSRAO Program is often difficult to locate. Remind teachers that the *Understanding ICFs Serving Youth with Intensive Behavior Support Needs Navigation Essentials* toolkit is a readily available resource and can be used to achieve goals in their Individual Professional Development Plans (IPDP).