

# Promoting Understanding Behavior: A Framework for Intervention Navigation Essentials Toolkit 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 encourage the use of the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit among your team members. Also refer to the general guidance included in *Promoting Navigation Essentials Toolkits 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 promote the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit.

- **Include in Email Communications.** Email the link for the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit to the team. Explain that this toolkit discusses why behaviors may develop and can help a team understand behaviors and plan proactive supports.
- **Social Media.** Use social media to draw attention to the resources in the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit. Post the link for this toolkit and suggest that the information in this toolkit can be useful for everyone, regardless of the role, agency, or organization.

The *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit is relevant to many situations, topics, or groups. Use social media to connect this toolkit to the interests, needs, and concerns of those that support youth with complex needs and their families. During awareness months, highlight the toolkit to raise awareness of the positive approach to supporting youth with complex needs.

- Developmental Disabilities Awareness – March
  - Self-Harm Awareness – March
  - Autism Acceptance – April
  - Mental Health Awareness – May
- **In the Moment.** Offering information from the toolkit that can immediately assist with behavior concerns is one of the best ways to promote ongoing use of the toolkit. For example: when the team is faced with understanding a youth's behavior and developing supports, suggest they use the tool, *How Behaviors Develop: What Lies at the Core*. Once a team recognizes the value of tools that help explain how to address behaviors, the team will be motivated to go to the toolkit for more information and with little prompting.

- **Navigation Essentials Spotlight.** Consider creating a recurring opportunity to call attention to the *Navigation Essentials* toolkits. This can be a virtual event, a monthly email, an informal gathering, or part of another meeting. The *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit can be promoted during a *Navigation Essentials* Spotlight by sharing that this toolkit is all about how understanding behavior leads to the discovery of the most effective group of supports and interventions.
- **Recognize Team Members' Contributions.** Take opportunities to recognize a team member for exploring the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit and for sharing with others. This can be done casually in a conversation with a few people or during a meeting when asking if anyone has explored the toolkit. Even a small recognition can encourage a team member to continue to use the toolkit and can create curiosity in others about the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit.

**Promote *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit as a resource for Professional Development.**

- **Multi-System Resource.** Every professional, paraprofessional, DSP, therapist, family member, and others that support youth with complex needs searches for information related to behavior. Although much information is available, it remains one of the most requested topics for training and professional development. The *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit is a perfect resource to use in multi-agency/multi-disciplinary training. It can be used for those that are just beginning to understand behaviors. Or it can be used for those that are ready to dig deeper and need tools that can be used by everyone to better understand and support youth with complex needs.
- **Behavior Specialist Support.** Share the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit with the behavior specialist on your team. Ask this person to review the toolkit and highlight information or offer suggestions for use in professional development.
- **New Staff.** Include the information about the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit when onboarding new staff that will be working with youth with behavioral health needs. The toolkit can be used for new staff at the ICF and when training paraprofessionals working with youth with complex support needs in the classroom. 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.
- **School District Teams.** Share the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit with Building Leadership Teams (BLT) and Teacher Based Teams (TBT). The videos and resources included in the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit will help teachers better understand why behaviors may be occurring in school and what they can do to prevent behaviors. Include related service personnel and related arts personnel when sharing information about the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit with the team.
- **Resource for Professional Development Plans.** The foundational information, strategies, and tools included in the *Understanding Behavior: A Framework for Intervention Navigation Essentials* toolkit will meet the professional development needs of many teachers. As the toolkit is both convenient and immediately relevant in daily practice, it is an ideal resource to include in Individual Professional Development Plans (IPDP) that focus on positive behavior supports, inclusive classrooms, and mental health wellness.