PRCP psychogeriatric resource
consultation program of toronto

Behaviour Support Resource Team (BSRT) Lead Training

Course Description

This 4+1 day knowledge to practice program builds the skills of a long-term care home staff member who has been identified as organizational lead for the management of responsive behaviours. The lead role is a human resource to long-term care that is supported by BSO investments in several LHINs. The Behavioral Support Resource Team Leads training program provides an interactive small group, scaffolded learning training environment adapted to specific geographic and service contexts that is aligned with BSO standardized curriculum, team development and change management principles. This course is included under core curricula in the BSO Behavioural Education and Training Supports Inventory (BETSI).

Demonstrated outcomes of the program are increased knowledge, understanding of the lead's role, and confidence in its implementation. Narrative evaluations describe better care planning and efficiencies in supporting consultation services arising from role implementation. A lead's community of practice, peer to peer mentoring and coaching processes help sustain program implementation. A companion one-day Behavioural Support Resource Team training program complements the lead's training role. Developed in the long term care environment, the program is adaptable to meet the needs of any organization in which responsive behaviours emerge.

Goals of Program

- Increased knowledge of responsive behaviours
- Increased knowledge of BSO tools and frameworks
- Increased understanding of the Lead role; and
- Confidence in the ability to implement the role

Participants receive a toolkit with course material and resources to support implementation of role.

Cost: $750

Information and Registration: kerri.fisher@sunnybrook.ca

Build a Behaviour Support Resource Team

Purpose: The purpose of this workshop is to assist staff and management in Long Term Care Homes (LTCHs) to develop an in-house Behaviour Support Resource Team (BSRT). This team will serve as a peer resource on responsive behaviours across the organization. It will help optimize the contribution of your internal and external psychogeriatric resources and facilitate the creation of routine Behavioural Support Rounds attended by both regulated and unregulated providers.

Who should attend the workshop? Participants from each LTCH should include administrator, staff who already have psychogeriatric training (e.g. P.I.E.C.E.S, U-First, GPA), and other staff who are natural opinion leaders in your organization with an interest in non-pharmacological approaches to managing challenging responsive behaviours. It is highly recommended that participants include both regulated and unregulated care providers. LTCHs are encouraged to identify 3-6 staff members in building their BSRT.

Each workshop is designed to train BSRTs from 6 LTC Homes.

How were the BSRT learning objectives identified? Our team of Psychogeriatric Resource Consultants (PRCs) in Toronto, who help LTCH staff build their capacity to care for challenging responsive behaviours, have found that a BSRT optimize care. A structured learning needs survey based on the Behavioural Education and Training Supports Inventory (BETSI), identified the value and need for BSRT. A regional consensus building process and workshop evaluations confirmed the value of the BSRT approach.

What teaching and learning methods will be used during the workshop?

The workshop will include a series of lectures, small and large group structured discussion, interactive design exercises and case based simulation.

Learning Objectives:

By the end of the session, participants will be able to

1. Identify responsive behaviours likely to benefit from BSRT intervention

2. Identify the internal and external human resources who will contribute to the work of the BSRT.

3. Develop a BSRT process design for their organization that includes communications, referrals, decision-making and intervention processes regarding behaviour management.

4. Test and refine their BSRT process design in a simulated case-based exercise and large group discussion.