

Developing Fade Plans that Support Optimal Functioning

Presented
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Questions to ask before determining the need for Individual Supports

- ◆ Does the current Individual Support Plan meet the needs of the consumer?
- ◆ Are there goals/objectives to increase independence?
- ◆ Have all existing natural resources been utilized?
- ◆ Can the individuals needs be met in a group type service?
- ◆ Have you consulted with Specialized Consultative Services or the PDS Consulting Psychologist for suggestions and recommendations?

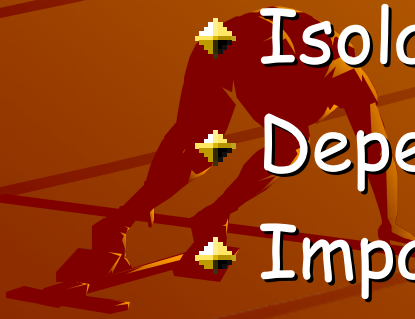
Decision Making Flowcharts Pose the following Questions:

- ✦ Is there a significant health, behavior or transition concern?
- ✦ Has the case manager or another objective individual on the team or that consults with the team observed the individual?
- ✦ What interventions/programs have been tried? What was the success?
- ✦ How long was the intervention attempted?
- ✦ What data was collected to assist in the decision making process?
- ✦ What specific health, behavior or transitional behaviors necessitate the need for the support service

Consider the positive and negative impacts of the assignment of individual supports:

Negative consequences include:

- ✦ May create an unnatural and more restrictive environment
- ✦ Isolation from peers
- ✦ Dependence on staff
- ✦ Impact on peer interactions
- ✦ Failure to develop self-regulating behavior



Consider the positive and negative impacts of individual supports

Positive outcomes include:

- ✦ Align to goals of independence
- ✦ Bridge the individual into a less restrictive environment
- ✦ Use of a Fade Plan can lead to increased independence by individual

Why Build Independence?

- ◆ Builds self-esteem
- ◆ Motivates an individual to achieve
- ◆ Gives the individual a sense of purpose
- ◆ Support for long-term care providers
- ◆ Social acceptance
- ◆ Reduces stereotypic labels



Elements of a Fade Plan

- ✦ Includes background information on consumers strengths, needs, abilities and preferences
- ✦ Defines roles/responsibilities of staff members
- ✦ Fade plan should be included in the ISP
- ✦ The criteria for implementing fading should be tied specifically to goals/objectives from the ISP that support optimal independent functioning
- ✦ Describes support needed during:
 - Transitions
 - Work/Day Activity
 - Behavior
 - Self-help
- ✦ Describes fading plan hierarchy
- ✦ A specific number of episodes/instances of the behavior could be set as criteria



Fading Plan Hierarchy

Most to least intrusive:

- ◆ Full physical
- ◆ Partial physical
- ◆ Verbal prompt
- ◆ Visual prompt
- ◆ Modeling
- ◆ Group staff member, employer, or family member prompt/cue

Guidelines for Effective Fading of Supports:

- ◆ The fading plan should be a gradual process that gives the individual time to adjust to the changes in supervision and enables the individual to experience the success they are achieving.
- ◆ The fading plan needs to be described in a step by step fashion that ends up with 1:1 supervision being discontinued.
- ◆ These should be small steps and designed by the team and psychologist to be successful.
- ◆ Criteria are identified for expanding or generalizing fading to other times and or places.
- ◆ Criteria for abandoning the fading plan or going back one step, etc. should also be specified.
- ◆ Plan should also include direction on where or on what step to resume the fading

Guidelines for an Effective Fade Plan

- ✦ In shaping behavior the goal is to reinforce close approximations of the desired behavior.
- ✦ Use primary reinforcement (ex: praise, recognition, enrichment of job or day activities) in conjunction with secondary reinforcement (additional staff, food, stickers, etc).
- ✦ All secondary reinforcers need to be faded over time After the individual masters a skill, discontinue using the secondary reinforcer
- ✦ Continue providing primary reinforcement when the individual exhibits the desired response/behavior
- ✦ Fading secondary reinforcement is needed to avoid Dependency on Secondary Reinforcer (Additional Staff)

What is the ultimate goal?

- ✦ The fading process is complete when the individual consistently responds correctly
- ✦ The goal is limited assistance from staff, employer or family member



Questions?

