



Adults with Developmental Disabilities: The Series Data Collection: Charting the Course to “Fix It”

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Reasonable Expectations?

- Is the data that we're asking the staff to collect truly Reasonable? Doable? Is it a "set up to fail"?
- Are the definitions for identified target behaviors to both increase and decrease, concise and clear enough to ensure that data is being collected/maintained on what we actually want to measure?
- Have we made the data collection system as "user friendly" as it can possibly be?
- Have we explained to staff the importance and relevancy of what and why we're asking them to collect and maintain requested data? Do they truly **understand its purpose?**
- Do staff have the ability, given **all** of their other responsibilities, to make data entries in reasonable proximity, temporally, to when they have been observed/witnessed?



Methodology

- How have we determined what the optimal method of data collection should be; is it person and situation specific? I'm not a fan of "generic" data collection systems, because they don't typically take into account individual differences
- Other than simple frequency counts, which are inherently flawed, have we considered, or would it be appropriate to utilize a latency measure?, interval spoilage?, intensity measure?, duration measure?, etc.
- Would it be appropriate, or an option, for the supported person him/herself to "collect their own data"? Self-monitoring can be a very effective method of becoming aware of and/or altering one's own behavior. Be aware that regular "reviews" of self-maintained data need to be conducted because, just like us, supported persons are not always 100% honest/accurate!
- Do staff understand that documenting the **absence** of a behavior is just as important as documenting the **occurrence** of a behavior?
- Poll Question #1



Feedback

- How often are we sharing the information, **with staff**, regarding the analysis of data we are conducting and what it shows/reflects?
- Consider “posting” positive data results (graphs) and providing that visual and verbal feedback to both staff and supported individuals; this can become a regular (albeit brief) agenda item at staff meetings; this can be a **very** powerful and effective tool!
- Similarly, if there are significant “problems” or “issues” regarding requested data collection (which is almost inevitable) this can and should also be raised and discussed at staff meetings
- Reiterate and remind staff how **imperative** it is that data be collected and the fact that all of us use data, literally hundreds of times each day, to make decisions
- Poll Question #2

Data Integrity Checks



- It is incumbent upon us, as professionals, to **question the data** if we have reason to believe it is not accurate or reliable! **Do not accept data simply because someone provides you with “numbers”;** if it doesn’t “feel” right, or “look” right, we must question what is provided to us!
- Someone in a supervisory, management position, should conduct “daily integrity checks”; if this is done, we can “fix” inaccurate or missing data before it becomes a runaway train!
- Can we consider using third shift/overnight staff in a more productive manner as it relates to monitoring, tracking, ensuring that data is and has been collected and entered?
- I oftentimes suggest the residential manager “start” their day, by quickly reviewing data and documentation from the previous day; if the data looks inaccurate, question or clarify it; if the data is missing, make the staff person responsible for collecting it “fix it”!

Reinforcement for Staff!

- Why would/should staff be motivated or compelled to take accurate and reliable behavioral data when they have numerous other job responsibilities and expectations?
- Strongly suggest the development of a reinforcement/reward system whereby staff can receive some type of incentive, recognition, appreciation, and acknowledgement for maintaining accurate and reliable data
- I have had some success with developing both independent and interdependent group contingencies whereby residential staff receive some type of incentive/acknowledgement (preferably tangible, though not necessarily) for the quality of behavioral data collected and submitted
- This can actually develop into a “healthy competition” when you “pit” the residences against one another!
- Poll Question #3





THANK YOU FOR YOUR TIME AND ATTENTION!

Questions and Answers

For more information, please visit my website:

Premierbehavioralsolutions.com