



# Overview of the DDD Resource Team for Self-Directed Employees

Kenneth Eley, M.S.

DDD Resource Team Supervisor

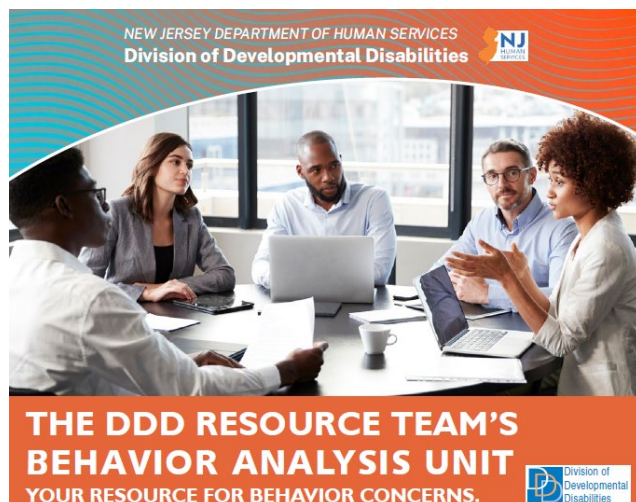
[DDD.ResourceTeam@dhs.nj.gov](mailto:DDD.ResourceTeam@dhs.nj.gov)

609-318-3997

# Training Purpose

To educate providers, caregivers, support coordinators, direct support professionals (including self-directed employees) and others who serve and care for individuals with intellectual and/or developmental disabilities (IDD) about the services available through the Division of Developmental Disabilities' (DDD) Resource Team.

# DDD Resource Team



New Jersey's Division of Developmental Disabilities (DDD) Resource Team has three units that include Board Certified Behavior Analysts, Speech Language Pathologists, and a Registered Nurse who:

1. Provide education and specialized training to any stakeholder, including self-directed employees, caregivers, provider agency staff, DHS/DDD staff, and support coordinators.
2. Provide consultative support to providers that work with individuals who are having challenges at home or in the community with behavior supports, mealtime issues, or medical concerns.

# Behavior Analysis Unit

Consultation	Training
<p>At no cost to the provider or the individual, Board Certified Behavior Analysts (BCBAs) will provide consultative support to behavioral staff to enhance the quality of behavioral supports for an individual receiving services. BCBA staff can also assist with individuals transitioning between residential settings.</p> <p><b>Consultations may include:</b></p> <ul style="list-style-type: none"><li>• Recommending proactive and/or reactive strategies for behavior intervention</li><li>• Providing training on how to develop an effective behavior support plan or revision of an existing plan</li></ul> <p><b>Disclaimer:</b> To provide consultation, it is required that the individual have involvement with a behavior specialist. The DDD Resource Team cannot substitute that level of support if a clinician is not already in place.</p>	<p>The BCBAs have a robust offering of behavior analytical courses aimed at various levels of staff to increase comprehension and competencies on behavior support services.</p> <p><b>Courses include:</b></p> <ul style="list-style-type: none"><li>• Functions of Behavior</li><li>• Functional Behavior Assessments &amp; Behavior Support Plans</li><li>• Data Collection and Interpretation</li><li>• Basic Principles of Applied Behavior Analysis for Direct Support Staff</li><li>• Understanding Pica</li><li>• Token Economy</li><li>• Prevention of Food Grabbing</li></ul>

# Commonly Occurring Behaviors

## Physical Aggression

- Hitting: using a hand or arm with a closed or open fist to make forceful physical contact with another person
- Kicking: using a foot or leg to make forceful physical contact with another person

## Self-Injurious Behavior

- Head-banging: using the head or face to repeatedly make forceful contact with a hard object or surface to harm self
- Skin picking: using fingers to scratch, pinch or pull at one's own skin resulting in visible damage such as redness, open sores, or bleeding

## Property Destruction

- Throwing objects: using force to toss or launch an item that is not designed to be thrown
- Breaking objects: using force to damage an item to the point of becoming inoperable

# Behavioral Scenario

- Shanice lives in a family home and is having difficulties managing her behaviors. When she feels like her SDE staff is not listening to her, she engages in self-injurious behavior such as head banging. Shanice does not currently have a behavior support plan or a behavior support provider identified.
- Shanice has available funds in her budget that can be used toward other services.
- Would a DDD Resource Team referral to the Behavior Analysis Unit be appropriate for this scenario?

Answer Yes or No in the chat box.



# Behavioral Scenario Review

- In Shanice's scenario, a Resource Team referral would not be warranted (yet).
- Shanice's Support Coordinator (SC) should help locate a behavior support provider. If her SC is having difficulty, they should reach out to the SC Helpdesk and possibly submit a Seeking Out Support (SOS form).
- Once Shanice has a behaviorist working with her, if help is needed, a Resource Team referral can be made.

# Choking Prevention Unit

Consultation	Training
<p>At no cost to the provider or the individual, the Speech Language Pathologists (SLP) will provide consultative support to caregivers to enhance the quality and safety of mealtimes for an individual receiving services. SLP staff can also assist with individuals transitioning between residential settings.</p> <p><b>Consultations are county-based and may include:</b></p> <ul style="list-style-type: none"><li>• Providing individualized strategies and techniques for a safe mealtime experience</li><li>• Providing training on preparing modified food and beverage/liquid consistencies</li></ul> <p><b>Disclaimer:</b> The Resource Team SLPs will not provide evaluations or therapy. Such services must be obtained through the community provider.</p>	<p>The SLPs have an array of mealtime-related presentations aimed at understanding swallowing and dysphagia, preparation of prescribed modified diets and reducing choking risks in the community.</p> <p><b>Courses include:</b></p> <ul style="list-style-type: none"><li>• Managing Dysphagia in the Community</li><li>• The Choking Risk of Regular Diets</li><li>• Diet Textures</li><li>• Liquid Consistencies</li><li>• Mealtime Supervision</li></ul>



# Common Mealtime Concerns

## Swallowing Difficulties

- Dysphagia: having trouble moving food or liquid from the mouth, throat or esophagus to the stomach
- Aspiration: food or liquid entering the airway

## Unsafe Eating Behaviors

- Overstuffing mouth
- Eating or drinking too quickly
- Poor positioning during mealtime

## Diet Textures

- **Regular:** a diet that does not require any modification
- **Chopped:** a modified diet with food prepared approximately ½ inch x ½ inch or smaller
- **Ground:** a modified diet with moist food prepared approximately ¼ inch x ¼ inch or smaller
- **Puree:** a modified diet with no measurable size that is creamy and smooth

# Choking Incidents

- The Speech Language Pathologists (SLPs) on the DDD Resource Team are notified by the DDD Office of Risk Management incident reporting units of **all** incident reports coded **MD103** for choking events.
- The SLPs review the incident report and the choking checklist. After review, the SLPs reach out to the Support Coordinator and family/guardian to offer consultation services to assist with preventing future choking events.

# Choking Prevention Scenario

- Ryan enjoys eating large portions of his favorite foods. When doing so, Ryan often overstuffs his mouth and begins to cough. Per his Individualized Service Plan (ISP), staff need to encourage Ryan to keep coughing to prevent choking and they are concerned about the frequency of this occurrence.
- Would a DDD Resource Team referral to the Choking Prevention Unit be appropriate for this scenario?

Answer Yes or No in the chat box.



# Choking Prevention Scenario Review

- In Ryan’s scenario, a Resource Team referral **would** be appropriate.
- SLP staff follow up after choking incidents are reported to DDD, and can provide observations, consultations, and recommendations proactively, before an emergency occurs.
- Individuals without prescribed altered texture diets (people on “regular” diets), have the highest number of choking incidents among DDD service recipients.

# Nursing Support Unit

Consultation	Training
<p>At no cost to the provider or the individual, the Registered Nurse (RN) will provide consultative support to a medical point person at provider agencies or a caregiver to enhance the quality of care for complex medical needs. RN staff can also assist with individuals transitioning between residential settings.</p> <p><b>Consultations may include:</b></p> <ul style="list-style-type: none"><li>• Answering questions on discharge instructions or lab results</li><li>• Recommending follow-up services with a PCP or medical specialist</li></ul> <p><b>Requirements:</b></p> <p>It is required for the individual to have involvement with a medical point person from the provider agency in order to receive consultation services.</p> <p><b>Disclaimer:</b></p> <p>The Resource Team RN will not be providing evaluations or treatment. These services must be obtained through the community provider.</p>	<p>The RN facilitates comprehensive presentations on medical conditions experienced by the I/DD population.</p> <p><b>Courses include:</b></p> <ul style="list-style-type: none"><li>• Potentially Fatal Health Conditions and How to Prevent Them</li><li>• Pressure Ulcer Prevention</li><li>• Gastronomy Tube Care</li><li>• Ostomy Care</li><li>• Seasonal Health Concerns- Hot Weather</li><li>• Diabetes Management</li></ul>

# Common Medical Concerns

## Seizure

- Seizures are sudden, uncontrolled electrical disturbance in the brain that can cause changes in behavior, movements and level of consciousness.
- Seizures should always be timed.

## Dehydration

- The absence of having enough water in your body which can lead to organs and bodily functions ceasing to operate normally.
- Dehydration can contribute to other issues such as kidney related issues and constipation.

## Constipation

- Constipation is generally described as having fewer than three bowel movements in a week.
- Chronic constipation can cause a bowel blockage, which can be fatal.

# Nursing Scenario

- Malik recently had a medical procedure performed. Due to complications, Malik now requires the use of a feeding tube. His family and self-directed employee (SDE) staff are unfamiliar with g-tube care and unsure whether they can continue to serve Malik.
- Would a DDD Resource Team referral to the Nursing Support Unit be appropriate for this scenario?

Answer Yes or No in the chat box.



# Nursing Scenario Review

- In Malik's scenario, a Resource Team referral would be appropriate.
- Nursing staff can visit Malik in person to observe his needs and talk to his recent caregivers.
- Nursing Support Unit staff can discuss existing supports with his family and SDE staff regarding his g-tube feedings, medication administration and care.
- Nursing Support Unit staff can provide recommendations for what is needed to safely support Malik moving forward. This may include clinical staff involvement such as a nurse or behaviorist, advocating for durable medical equipment (DME) or adaptive equipment, or recommending follow-up with a specific medical specialist.

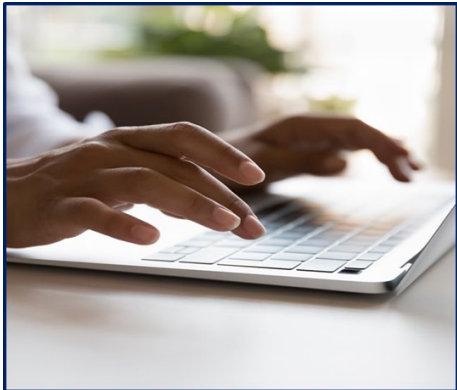


# Consultation Forms

Expectations	Form Locations
<ul style="list-style-type: none"><li>• The Support Coordinator completes the referral, uploads it to iRecord, and then emails the DDD Resource Team for processing.</li><li>• The Support Coordinator can consult with the family and or guardian to complete this form.</li><li>• All efforts should be made to include all the requested information and related documents. This may include requesting information or documentation from the family or guardian.</li></ul>	<p>Referral forms are available in two locations on the DDD website:</p> <ul style="list-style-type: none"><li>• <a href="#">Support Coordination Information</a> webpage → Support Coordination Documents and Forms → Resource Team</li><li>• <a href="#">Health and Safety</a> webpage</li></ul>

# College of Direct Support

## Online Webinars



- Adaptive Equipment and Documentation
- Behavior Support and Documentation
- Mealtime Safety and Documentation
- Substance Use and the I/DD Population
- Suicide Prevention and the I/DD Population

Recorded trainings on the [College of Direct Support](#) are available 24/7.

# DDD Resource Team Website

Items	Description
Course Descriptions:	A brief summary of all the courses offered by the Resource Team.
Monthly Calendar:	A list of all the workshops being offered for the month.
Resource Team Flyers:	An overview the services provided by the Resource Team Units.
Consultation Request Forms:	Referral forms are available for each of the Resource Team Units.
Sample Tracking Sheets:	Examples of tracking sheets for collecting medical and behavioral information relevant to a person's care.
DDD Prevention Bulletins:	Prevention handouts that address common health and safety issues for individuals with intellectual/developmental disabilities.
Mental Health Resources:	Crisis Assessment Response and Enhanced Services (CARES), administered through Trinitas Regional Medical Center Behavioral Health/RWJ Barnabas Health, provides crisis response and stabilization services for a period up to 120 days to adults (age 21 and older) with intellectual and developmental disabilities (I/DD). <b>CARES referrals can be made by calling 1-888-393-3007, 24 hours a day, 7 days a week</b>

# DDD Resource Team

- Contact us for workshops or a consultation
- Sign up for our monthly workshop calendar

## Our Staff includes:

- Board Certified Behavior Analysts
- Speech Language Pathologists
- Registered Nurse



[ddd.resourceteam@dhs.nj.gov](mailto:ddd.resourceteam@dhs.nj.gov)



[www.nj.gov/humanservices/ddd/individuals/healthsafety](http://www.nj.gov/humanservices/ddd/individuals/healthsafety)



# QUESTIONS