



Kennedy Krieger Institute

Clinical Research & Comprehensive Care for
Individuals with Severe Problem Behavior

Neurobehavioral Unit

Kennedy Krieger Institute



Neurobehavioral Services



Patient Population & Services

Description of Patients

- 16- bed inpatient hospital
- Diverse patient population
 - Patients served are between 3-21 yrs old
 - Males and females
 - Size
 - Diagnosis
 - Adaptive functioning/skill deficits
 - Communicative abilities
 - Behavioral problems

Topographies of Problem Behavior

SIB	<ul style="list-style-type: none">• head banging, head hitting• self biting• pulling out own hair• skin picking• face slapping	<ul style="list-style-type: none">• eye poking• self scratching• lip/tongue biting• knee to face, knee to chin• tooth/nail self-extraction
Aggression	<ul style="list-style-type: none">• punching/hitting/kicking• hair pulling• scratching/pinching	<ul style="list-style-type: none">• biting• head butting/charging• choking
Disruption	<ul style="list-style-type: none">• throwing objects• breaking/ripping items• knocking over/throw furniture	<ul style="list-style-type: none">• screaming• breaking windows, doors• spitting
Pica	<ul style="list-style-type: none">• rocks, dirt, miracle grow• feces, painted wood, glass• cloth, cleaning agents, soap	<ul style="list-style-type: none">• oil, pens, toothbrush, paper towels• metal, metal spiral from notebook
Other PB	<ul style="list-style-type: none">• elopement• fecal smearing• disrobing• inappropriate sexual behavior• dropping	<ul style="list-style-type: none">• jumping out of windows/off decks• rumination/vomiting• refuse medical procedures• inserting objects into electrical outlets• spitting

Nature of Problem Behavior

- Risk Factors
 - Level of Intellectual Disability
 - Expressive and/or Receptive Language Deficits
 - Diagnosis of Autism
 - Sensory Impairment
 - History (duration) of problem behavior

(McClintock and Oliver, 2003)

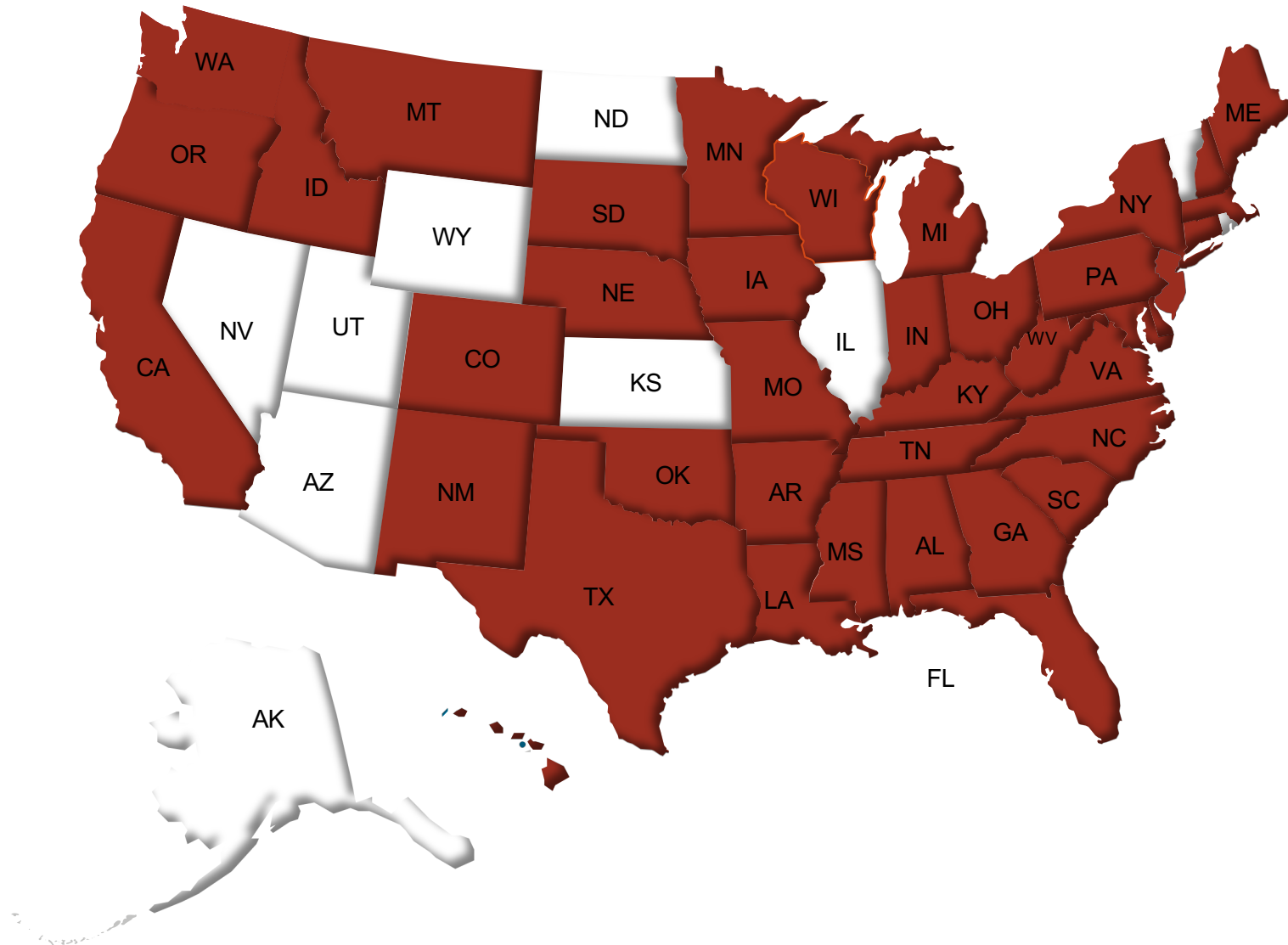
Patients Served

- Individuals served exhibit severe problem behavior
 - Persistent display of behavior/s that produces injury to self or others and subsequently impairs functioning
- Severe Behavior Disorders are characterized by
 - Injury to self and others
 - Limited participation in home, school and/or community settings
 - Resistance to treatment
 - Restrictive interventions and placement
 - Excessive use of medication

Common Diagnoses

- Developmental Disabilities
 - Intellectual Disability
 - Autism Spectrum Disorders
- Medical Conditions
 - Seizure Disorders
 - Feeding Issues
 - Allergies
 - Asthma
 - Visual/Hearing Impairment
 - Respiratory Problems
- Mental Health Diagnoses
 - ADHD
 - OCD
 - Mood Disorders

NBU Referrals by State



Neurobehavioral Continuum of Care

Initial Evaluation

- Interdisciplinary Evaluation
- Discuss behavioral, medical and family needs to determine appropriate services

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Inpatient Services

- Interdisciplinary care
- 24 hr data collection
- Behavioral management
- 3.5 hours of behavioral services
- High staffing ratio: 1:1 or more

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Follow – Up

- Provided by Outpatient services
- Monitor behavior, conduct training and make necessary modifications
- Continued contact with interdisciplinary team

Neurobehavioral Unit Services: Interdisciplinary Team



- Behavioral Psychology Team
 - Assessments
 - Functional analysis
 - Preference assessments
 - Treatment
 - Develop and evaluate interventions
 - Generalization & Training
 - Treatment generalization (home, school, & community)
 - Staff and caregiver training

Applied Behavior Analysis Model



<https://www.kennedykrieger.org/patient-care/centers-and-programs/neurobehavioral-unit-nbu/applied-behavior-analysis/scientific-support-for-applied-behavior-analysis>

Applied Behavior Analysis

- **Applied Behavior Analysis (ABA)** - systematic process of studying, understanding and modifying observable behavior through manipulation of environment
- Principles have been shown to be effective to treat a variety of clinically and socially significant issues (e.g., education, rehabilitation, safety, etc.).
- Uses an experimental approach to manipulate the environment
- Tracks changes in behavior to understand and manipulate the relationship between behavior and environment
 - Behavior – any observable and measurable act (a response).
 - Environment
 - Antecedent – stimulus/event that precedes a target behavior
 - Consequence – the response provided following the behavior
-

Primary Goals of IP Admission

- Achieve at least an 80% reduction in the rate of problem behavior
- Train parents to implement treatment with at least 90% accuracy
- Maintain treatment gains at 3 and 6 months post-discharge

Research and Academia

- Faculty members work as case managers but also pursue research endeavors to further advance the field of Applied Behavior Analysis and Developmental Disabilities
- Opportunity for graduate students to work closely with case managers to pursue research interests
- Several faculty members are current or former members of the *Journal of Applied Behavior Analysis* editorial board

**Interested in Joining
our Team?**



The Student Population

- Professional working environment
- Large percentage of CA staff are students from local colleges and universities
- Every student is offered the opportunity to bring in their school schedule for us to accommodate
- In addition to other local colleges, we've hired 22 UMBC students in the last year

Common Majors



Tuition Assistance Program

- Students can receive **up to** \$10,500 (tax-free funds) per calendar year towards an Undergraduate, Graduate or Doctorate degree
 - Tuition reimbursement is pro-rated for part-time staff
 - Additional tuition is available but must be taxed
- Employees must complete their six-month initial evaluation period and work 16 or more hours per week to be eligible
- Academic Advising is available for employees to meet with an expert to get a customized education plan that will help meet their goals

Other Benefits

- Medical and Dental coverage
- 401K retirement plan
- Life insurance
- Paid leave (Sick/Vacation/Free Days)
- Other – MTA passes, computer purchase program, discounted cell phones, Live Near Your Work

(Cost of benefits based upon # of hours worked per week)

Pay

- Degreed Employee (BA/S)
 - **\$14.76/hour**
- Non-Degreed Employee
 - **\$14.26/hour**
- Shift Differentials for weekends and overnight shifts

Clinical Assistant Position



Clinical Assistant (CA) Overview

- Entry-level direct care position in the field of Applied Behavior Analysis
 - 120 -140+ full and part-time individuals
 - Provide 1:1 staffing outside of behavior therapy sessions
- Provides valuable information to therapy team regarding behavior maintenance, daily care and treatment feasibility

CA Job Duties

Patient Safety	Staff Safety	Implement Protocols
Toileting	Meals/Feeding	Bathing
Academics	Patient Engagement	Scheduled Activities

+ Data Collection

Details of CA Duties

- Protocol Implementation
 - Each patient has a book which includes protocols relevant to his/her individual care and how to respond to and manage his/her problem behavior.
 - Clinical Assistants must adhere to protocols as written as closely as possible and communicate any concerns.
- Patient Safety
 - Clinical Assistant staff work to keep patients safe during their admission.
 - Trained in blocking techniques to reduce risk of injury from problem behavior.

CA Duties Continued

- Daily Schedule
 - Within the protocol book, there is an individualized schedule that outlines the various activities throughout the day.
 - The schedule includes a combination of academics, group activities, outings and structured leisure time.
- Data Collection
 - Track data on total number of problem behavior throughout the day, including type of behavior, time of behavior, antecedent to behavior, etc.

Data Collection – Data Sheets

12:00	W	S		8:00	W	S		4:00	W	S	
12:30	W	S		8:30	W	S		4:30	W	S	
1:00	W	S		9:00	W	S		5:00	W	S	
1:30	W	S		9:30	W	S		5:30	W	S	
2:00	W	S		10:00	W	S		6:00	W	S	
2:30	W	S		10:30	W	S		6:30	W	S	
3:00	W	S		11:00	W	S		7:00	W	S	
3:30	W	S		11:30	W	S		7:30	W	S	
4:00	W	S		12:00	W	S		8:00	W	S	
4:30	W	S		12:30	W	S		8:30	W	S	
5:00	W	S		1:00	W	S		9:00	W	S	
5:30	W	S		1:30	W	S		9:30	W	S	
6:00	W	S		2:00	W	S		10:00	W	S	
6:30	W	S		2:30	W	S		10:30	W	S	
7:00	W	S		3:00	W	S		11:00	W	S	
7:30	W	S		3:30	W	S		11:30	W	S	
			Staff Name				Staff Name				Staff Name

W = awake S = asleep

Baseline Sleep - Primary

Patient:

Check your break slip for bedtime.

Time Asleep: _____

Time Awake: _____

Data Collection – Data Sheets

midnight – 12:30					Y	N	
12:30 – 1:00					Y	N	
1:00 – 1:30					Y	N	
1:30 – 2:00					Y	N	
2:00 – 2:30					Y	N	
2:30 – 3:00					Y	N	
3:00 – 3:30					Y	N	
3:30 – 4:00					Y	N	
4:00 – 4:30					Y	N	
4:30 – 5:00					Y	N	
5:00 – 5:30					Y	N	
5:30 – 6:00					Y	N	
6:00 – 6:30					Y	N	
6:30 – 7:00					Y	N	
7:00 – 7:30					Y	N	
7:30 – 8:00					Y	N	
8:00 – 8:30					Y	N	
8:30 – 9:00					Y	N	
9:00 – 9:30					Y	N	
9:30 – 10:00					Y	N	
10:00 – 10:30					Y	N	
					Y	N	
10:30 – 11:00					Y	N	
					Y	N	
11:00 – 11:30					Y	N	
11:30 – noon					Y	N	
Time	SIB	AGG	DIS	Biting Others	Tantrum	Staff Name	

Unit Data – AM

Patient:

Self-Injurious Behavior (SIB): Biting self on any part of body, hitting any part of his head and/or face, scratching self, hitting any part of body from a distance of 6" or more.

Aggression: Grabbing, pushing, hitting, punching, pinching, scratching, kicking, head butting, pulling hair, throwing items within 2 feet of a person

Disruption: Ripping, dumping, breaking, swiping, kicking items/surfaces, writing on surfaces, throwing objects (not within 2 feet of a person)

Tantrum: Screaming, crying, and/or whining for 30 seconds or more.

Shifts Available

- Day shift: 7 a.m. – 3:30 p.m.
- **Evening shift: 3 p.m. – 11:30 p.m.**
- Night shift: 11 p.m. – 9:30 a.m.
- Full-Time: 40 hours per week
- Part-Time: 16, 20, and 24 hours per week

Orientation and Training Schedule

- The training schedule is not flexible.
- 2 ½ weeks long

HR Orientation	Monday and Tuesday	8 a.m. – 4:30 p.m.
Classroom Training	Wednesday through Monday	8:30 a.m. – 5 p.m.
Hands-on Training	Tuesday through Tuesday	Day or Evening

Promotion Opportunities

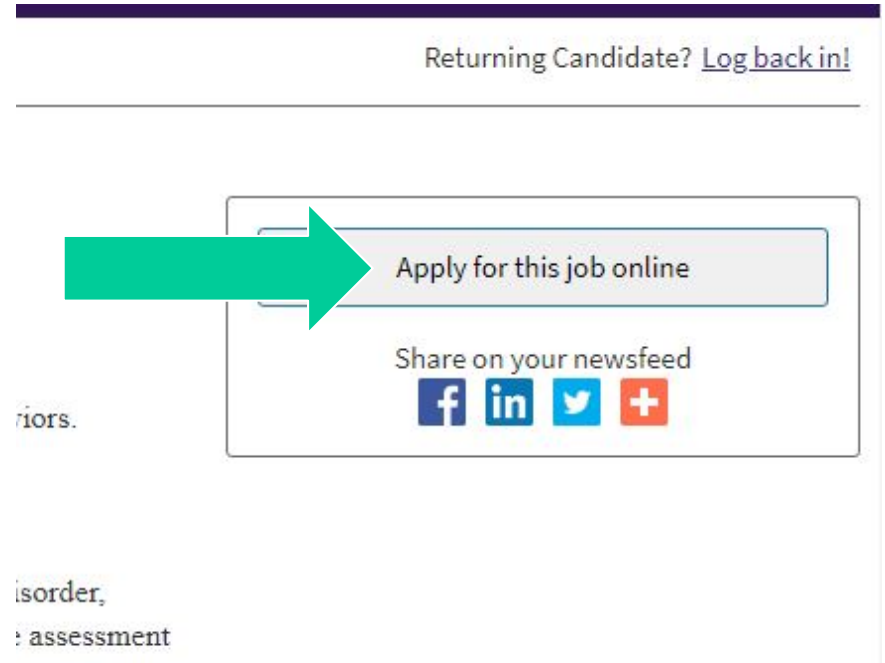
- Many opportunities for advancement with the Behavior Psychology Department as well as the entire Institute.
 - CAII, BDS, CS, Case Manager (Faculty)
 - Unit Administration
 - SLP
 - OT
 - PT
 - Special Education
 - Social Work
 - Nursing

Our COVID-19 Response

- ❑ **Social Distancing-** Enforced throughout the Institute
- ❑ **Mask and Face Shield Use for Patient Care-** KKI will supply you with a mask and face shield
- ❑ **KKI Screening-** Staff will be double-screened daily for any COVID- related symptoms upon entrance to the building and again by the department
- ❑ **Temperature Checks-** Performed at the front entrance of the 707 building
- ❑ **Universal Testing-** Done with all potential inpatients prior to them being admitted to the hospital
- ❑ **COVID-19 Hotline**

How to Apply

- Go to: www.kennedykrieger.org/careers
- Keyword search “Clinical Assistant”
- Hit “apply for this job” and fill out an application online
- Encourage students to reach out to recruiters via email to express their interest after submitting an application



Questions?

