

ALIGNMENT



Missouri 13 CSR 35-71.045 and
13 CSR 35-71.070

Missouri Department of Social Services -
Children's Division

Correlation to the Crisis Prevention Institute's (CPI) *Nonviolent
Crisis Intervention*® training program



10850 W. Park Place, Suite 600, Milwaukee, WI 53224 USA
800.558.8976 • 888.758.6048 TTY (Deaf, hard of hearing, or speech impaired)
info@crisisprevention.com • crisisprevention.com

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CPI commends the Missouri Children's Division for adopting changes to 13 CSR 35-71.045 and 35-71.070 which update regulations for expanded requirements for staff training and the protection and care of a child in facilities operated or licensed by the Department of Social Services - Children's Division. Since 1980, CPI has supported organizations that strive to become restraint-free. Not only will the *Nonviolent Crisis Intervention*® training program meet the expectations outlined in 13 CSR 35-71.045(6) Staff Training and 35-71.070(1)(E) Physical Restraint, but CPI's train-the-trainer program and its family of advanced programs also offers a comprehensive array of curriculums that can meet a broad range of needs of facilities in the state of Missouri licensed and operated by the Department of Social Services - Children's Division. CPI's *Nonviolent Crisis Intervention*® training program supports a restraint-free environment with an emphasis on crisis intervention and verbal de-escalation techniques to better assist staff with achieving this goal.

Additionally, by participating in the *Nonviolent Crisis Intervention*® program, staff will gain the skills and confidence necessary to handle crisis situations with minimal anxiety and maximum security. The training will help staff intervene more safely when behavior become dangerous and, most importantly, it won't damage the therapeutic bond staff have worked so hard to establish with those in their care. The following chart is designed to assist you in identifying some of the ways in which CPI's *Nonviolent Crisis Intervention*® training program can help the facilities licensed and operated by the Children's Division in the state of Missouri develop policies and procedures in relation to the prevention and reduction in the use of physical restraint and seclusion. It will also assist in identifying areas that may require a review and/or revision in your facility's current policies and procedures.

Program Alignment

13 CSR 35-71.045 - § 6 - Staff Training	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training Program
<p>(A) An agency shall establish and submit to the licensing unit an annual written plan of training each year for all employees and contracted personnel.</p>	<p>(A) When a staff member attends a CPI four-day Instructor Certification course and becomes certified to go back and to teach other staff within their school or school district, and after he/she holds a formal training event at the school, the Certified Instructor submits all participant names. CPI documents the training and maintains the training records of each Certified Instructor. All training information for that Certified Instructor is accessible through the Instructor's online account on the CPI website.</p> <p>CPI offers training with three distinct approaches which can assist staff to meet the training requirement.</p> <p>One-Day Introductory Seminar: Learn to organize your thinking about how behavior escalates and how to respond appropriately during moments of chaos.</p> <p>Two-Day Foundation Course: Build on content from the Introductory Seminar by reinforcing preventive techniques and practicing the principles of non-harmful physical intervention.</p> <p>Four-Day Instructor Certification Program: Gain the skills and confidence to teach the program to staff at your facility. Instructor Certification is the premier choice of most organizations.</p>

13 CSR 35-71.045 - § 6 -Staff Training	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training Program
<p>1. Employees and contracted personnel shall have forty (40) hours of training during the first year of employment and forty (40) hours annually each subsequent year; and</p> <p>2. Direct care staff and immediate supervisors must maintain certification in . . . crisis management, a current recognized and approved physical restraint program . . .</p> <p>(D) The training plan shall include, but not be limited to . . . :</p> <p>4. . . . crisis intervention, de-escalation techniques, and behavior management techniques;</p> <p>7. Proper, safe methods and techniques of physical restraint;</p>	<p>(1) CPI also supports that all staff should receive this training at the time of employment and every 6 to 12 months thereafter. Training should be an ongoing process made up of formal and informal training events.</p> <p>(2) CPI's <i>Nonviolent Crisis Intervention</i>® training program is an evidence-based, internationally recognized training program that equips staff with the skills to safely and effectively prevent and manage crisis moments by using positive behavior supports. The curriculum focuses on prevention by recognizing the early warning signs of potential crisis situations and equipping staff with nonverbal and verbal de-escalation skills. CPI's <i>Nonviolent Crisis Intervention</i>® training program teaches restraint techniques—to be used as a last resort—that may be implemented to provide for safety when an individual is an imminent danger to self or others.</p> <p>(B)(4) The strategies taught in the <i>Nonviolent Crisis Intervention</i>® training program provide stakeholders with a proven framework for decision making and problem solving to prevent, de-escalate, and safely respond to disruptive or assaultive behavior. Furthermore, the philosophy relating to <i>Care, Welfare, Safety, and Security</i>™ expands throughout the continuum of interventions necessary when working toward reduction or elimination of restraint use. The program realistically addresses the serious issue of physical intervention through careful assessment of risks and an evaluation of what may be considered "last resort." CPI's Physical Intervention – Disengagement Skills principles and dynamics are taught, recognizing the critical importance of staff confidence and ability to safely respond to dangerous situations. CPI's <i>Nonviolent Crisis Intervention</i>® training program focuses on the detection of early warning signs of potential crisis moments. Those who participate receive as part of the curriculum verbal and nonverbal de-escalation strategies, empathic listening skills, limit-setting skills, and the knowledge of how relationship building can help de-escalate a crisis, as well as information about how to support positive behavior changes.</p> <p>(7) CPI's curriculum includes a section on the risks of restraint, including information about monitoring for signs of distress and ways to minimize the risks of restraint use. CPI's full course (Units 1-10) includes not only preventive techniques, but also the safe use of restraint as a last resort. CPI supports that physical interventions that compromise safety or impair an individual's ability to breathe should not be used. During the use of physical interventions, staff must closely monitor the well-being of the individual.</p>

