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 individual's 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?