

What To Do When a Behavior Support Plan Doesn't Work

After a team conducts an FBA and creates a Behavior Support Plan (BSP), the challenging behavior sometimes persists. There are a series of questions and actions to take when we hear that a BSP is not working. **It may seem obvious, but the first question to ask is whether the plan is being used...**

If the plan is not being used:

1. Do staff have a copy of the plan?
2. Have staff been trained to support the plan?
3. Does the student agree with the goals and strategies in the plan?
4. Do staff members agree with the goals and strategies in the plan?
5. Are classroom resources available to support the plan (time/schedule, materials, technology, etc.)?

If the plan is being used:

1. Was the student involved in designing the plan? If not, how can we involve student voice to help us:
 - a. understand the function of the behavior
 - b. identify meaningful reinforcers
2. Review Data
 - a. What data did the team plan to gather? What data do we have?
 - i. If there is no data, how do we know if it is really not working?
 - b. Does data actually show that the plan is not working?
 - i. What pace of growth did the team anticipate?
 - ii. Has there been enough time for the student to learn new skills and demonstrate growth?
 - iii. Are we accepting approximations of the replacement behavior (like we would for a student learning to read)?
3. Does the replacement behavior actually serve the same function as the targeted behavior?
4. How frequently are we teaching the replacement behavior?
5. Have we created intentional opportunities for successful practice of the replacement behavior?
6. Check for efficiency of replacement behavior
 - a. Is it easier to use the targeted behavior?
 - b. Is the replacement behavior being prompted?
 - c. Is the replacement behavior being reinforced in a way that is meaningful and motivating to the student?
7. Are we teaching the student to use coping strategies?
8. Are there new factors to consider (changes in Setting Events: life at home, social relationships, schedules, etc.)

If the team has considered all of these questions – and given sufficient time for the student to learn new and apply new skills – and the plan is still not working, it may be necessary to revisit the FBA and consider a different function of the behavior.