

Employees who have developed a systematic (planned) approach to intervention during incidents of potential assault/aggression are less likely to injure or be injured than those who have not! By using an approach rather than techniques Pro-Act promotes a critical thinking and a problem-solving framework. The problem-solving framework is comprised of several key principles:



Purpose

The purpose principle emphasizes the fact that Pro-Act is an Emergency response rather than a primary plan. This insures that staff are creating planned ways to support students' needs rather than being reactive. These primary plans are reflected in Sierra Schools well developed behavior management system (level system), rotational model and relationship building.



Professionalism

The professional principle addresses how employee attitudes influence student behavior. The emphasis is staff accountability for their job choice and performance. Staff that accept responsibility for their job choice and the disciplined management of their attitude, mood and motivation are less likely to contribute to unnecessary risk.



Preparation

The preparation principle emphasizes the importance of reducing avoidable risk. Fully prepared staff have: proper attire, adequate mobility, the impact of the environment on student behavior/needs, well-practiced observational strategies and a plan for maintaining self-control.



Identifying Triggers & Alternatives

The triggers & alternatives principle emphasizes staff's ability to identify possible triggers for students while working to establish possible alternatives to assaultive behaviors. It is one thing to ask students to stop a specific behavior, it is another to teach them what behavior they can replace it with.



Crisis Communication

Staff are pushed to think critically when/how they are responding to students displaying aggressive behaviors. These responses consist of effective verbal and non-verbal ways to de-escalate students.



Evasion

This principle emphasizes staff's responsibility to evade assaultive behavior to maintain safety rather than using restraint. Evasion is a critical principle in that it avoids or minimizes physical contact.



Restraint

Pro-Act restraints are done only by fully certified Pro-Act staff, done in teams (no one person restraints), protect breathing & circulation (only holding limbs) and avoid pain. **It is emphasized that the safest restraint is no restraint.**



Debriefing

Staff are responsible for debriefing assaultive incidents and incidents of conflict in a way that models healthy problem solving, includes the student, re-evaluates triggers & alternatives and looks at ways to adjust the primary plan.