LIVES in the BALANCE

# Collaborative & Proactive Solutions (CPS)

## Pathway for Services and Schools in Ireland

### Season: *Imbolc* (*Im-bolk*): nurturing new ideas and bringing them to life

| Implementing CPS | Activities |
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| Learn about CPS, prepare for it, create the right environment and gather together your core group of people:<br>• Gather a small group of interested people, including managers, staff of different disciplines or professions, who have an interest in finding out more about CPS. Meet regularly to learn about CPS and plan how it could be introduced to your service or school.<br>• Introduce CPS to all staff, including managers, clinical/educational staff, support staff, and administrators. Create curiosity and engagement. | • Everyone in the building/programme will watch a 45-minute video on the principles and practices of CPS. This will provide a cohesive understanding of concerning behaviour, and common language.<br>• Make CPS books available to all staff.<br>• Encourage engagement with free CPS materials from livesinthebalance.org, including videos, podcasts, social media pages, free resources, access to research, etc.<br>• Form an implementation committee, and create an implementation plan. Meet regularly to identify needed supports, potential pitfalls, and next steps. |

### Season: *Bealtaine (Byowl-tinna):* season of growth and productivity

| Implementing CPS | Activities |
|---|---|
| Dig in! This is the time of peak growth and development of CPS in your service. Starting small, then building momentum, learn the principles and strategies of CPS. Not all staff need to be trained to the same level. A range of training can be accessed, including introductory training for all staff, Skills Training for those who want to dig in and get started, and Certification Training for a smaller number of staff who would then be able to provide coaching and leadership to colleagues. This range of training facilitates team working by providing a common understanding and language, and a range of expertise to draw on. | • Watch a one-day training video from Dr. Greene on CPS. This is for everyone in the building/programme, and will support a coherent understanding and common language. Following this:<br>  ○ Working alone or in pairs, try writing unsolved problems.<br>  ○ Try having Plan B conversations.<br>• Identify 5-6 staff who would like to learn more and become CPS Champions in your service or school. Provide them with a 6-session CPS Skills Training with small group instruction practicing CPS with child or adult clients/students.<br>• Consider providing CPS Certification Training to 2-4 staff to who will then provide coaching in CPS to other team members and leadership in the CPS model. |

### Season: *Lughnasa (Loo-na-sah):* a season of harvesting, celebrating and sharing bounty

| Implementing CPS | Activities |
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| Share the wealth! Use CPS broadly. Those who availed of the CPS Skills Training can share their knowledge through case discussion, and inviting others to shadow when they use CPS with clients. Certified CPS staff can coach untrained and new staff to use CPS effectively. Sharing CPS will support implementation and long-term sustainability. | • If the team has capacity, support within-team training through shadowing and coaching new or newly-interested staff to learn and use CPS independently.<br>• Include CPS as a standing agenda item at relevant meetings. Use time for case discussion, practical issues, and reflection.<br>• Include CPS training in Induction for new staff. |

### Season: *Samhain (Sah-win) :* the traditional Celtic New Year

| Implementing CPS | Activities |
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| Consolidation and reflection. Remember to use CPS as both an intervention for distressed behaviour and also as a framework for supporting all children and adults in a way that is child/person-centred, neurodivergence-affirming, practical, and compassionate. | • Continue to coach others including new staff in your service or school.<br>• Schedule regular group supervision, provided by within-team Certified CPS Providers, or if unavailable, consider external CPS group supervision.<br>• Staff may wish to become CPS Apprentice Trainers. This is an important step in Ireland becoming self-sufficient in CPS. |

### And the cycle continues...

| Implementing CPS | Activities |
|---|---|
| As in nature, one season runs into the next. A service or school that has incorporated CPS into its way of working will continue to grow and benefit as they find ever more meaningful ways to support people collaboratively and proactively. | • Continue to explore ways to work together to a coherent framework and common language through CPS.<br>• Seek targeted training if needed in specific topics, such as CPS with non-speaking children or adults.<br>• Continue to provide group supervision, through team-based CPS Certified Providers or external supervisors. |