



The Supports Intensity Scale in the Netherlands & Belgium

American Association on Intellectual and Developmental Disabilities
AAIDD

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B u n t i n x
Training & Consultancy

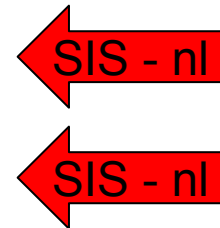
Washington, DC May 27, 2008 - Supports Intensity Scale Leadership Forum

Prologue

Introduction of a new 'product

Adoption cycle

- *Innovators* → 2.5 %
- *Early adopters* → 13.5 %
- (chasm)
- *Main stream acceptance* - *Early majority*: → 34 %
- *Late majority*: → 34 %
- *Laggards* → 16 %



- *Marketing of innovative products is strongly influenced by the adoption cycle*
- *Adoption cycle is driven by communication and/or by observing/copying use of innovative products*
- *Research and dissemination of research outcomes play an important role in providing evidence based instruments and applications*

Applications in the Netherlands & Belgium
2005-2008
An overview

1. Didactic tool for teaching the 'support perspective'
2. Tool for individual examination of support needs → ISP
3. Individual support profile
4. Group profile: management and competence planning
5. Check on internal resource allocation
6. Resource allocation aid (under study: Belgium)
7. Research: management research and scientific research

1. Didactic tool

To teach the concept of 'support-need' in practice

- Discrepancy between individual competences and functional demands of setting (QoL)
- Refers to pattern and intensity of supports necessary for a person to participate in activities linked with normative human functioning.
- The horizon of the person with ID is the 'community' at large and not the facility or organization that is actually providing services
- 'Molar' instead of 'molecular' approach to human functioning
- Using the SIS proves to be a strong learning experience

2. Individual examination

To learn about an individual's support needs

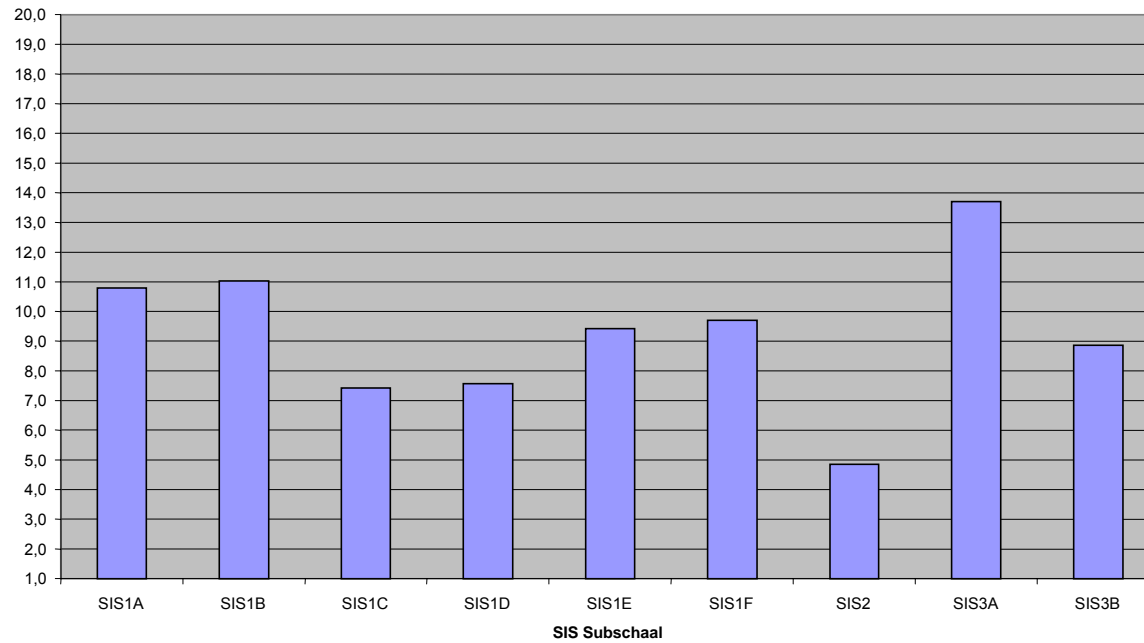
- Qualitative use of the instrument
- SIS as a 84 item 'check-list'
- Guide for an interview or discussion to identify unmet or not yet addressed support needs of an individual

3. Individual Support Needs Profile

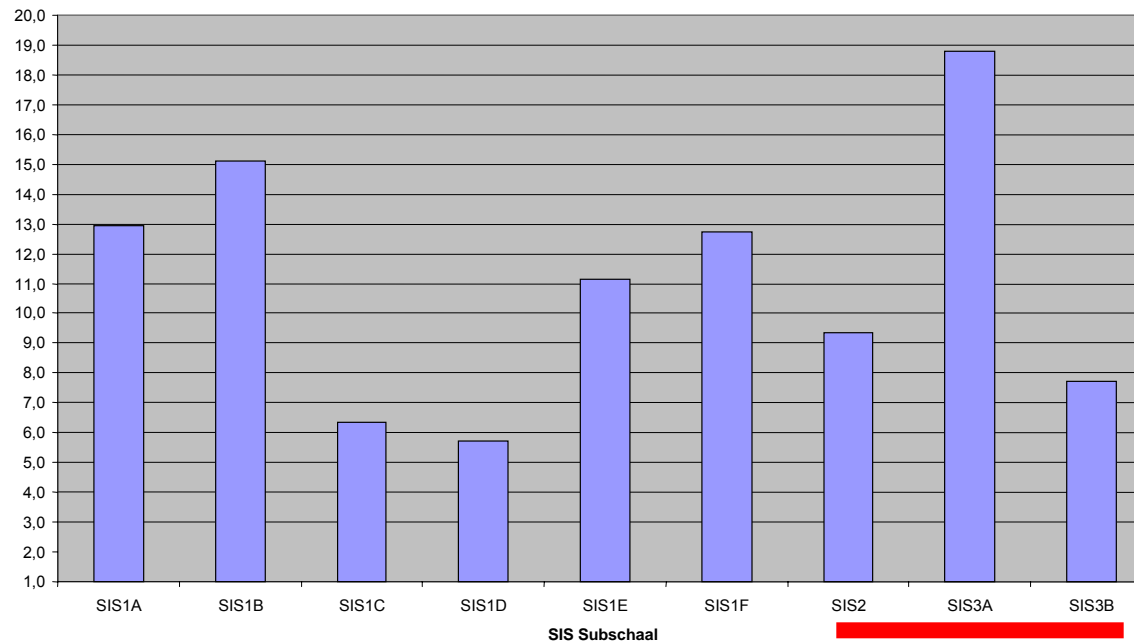
To establish a pattern of individual support needs

- Quantitative use of the instrument
- SIS as a 7 + 2 domains screener
- Comparison of individual support needs with population (standard scores)
- Measurement as base line for later comparison

Figure: Intensity of support needs profile of an Individual

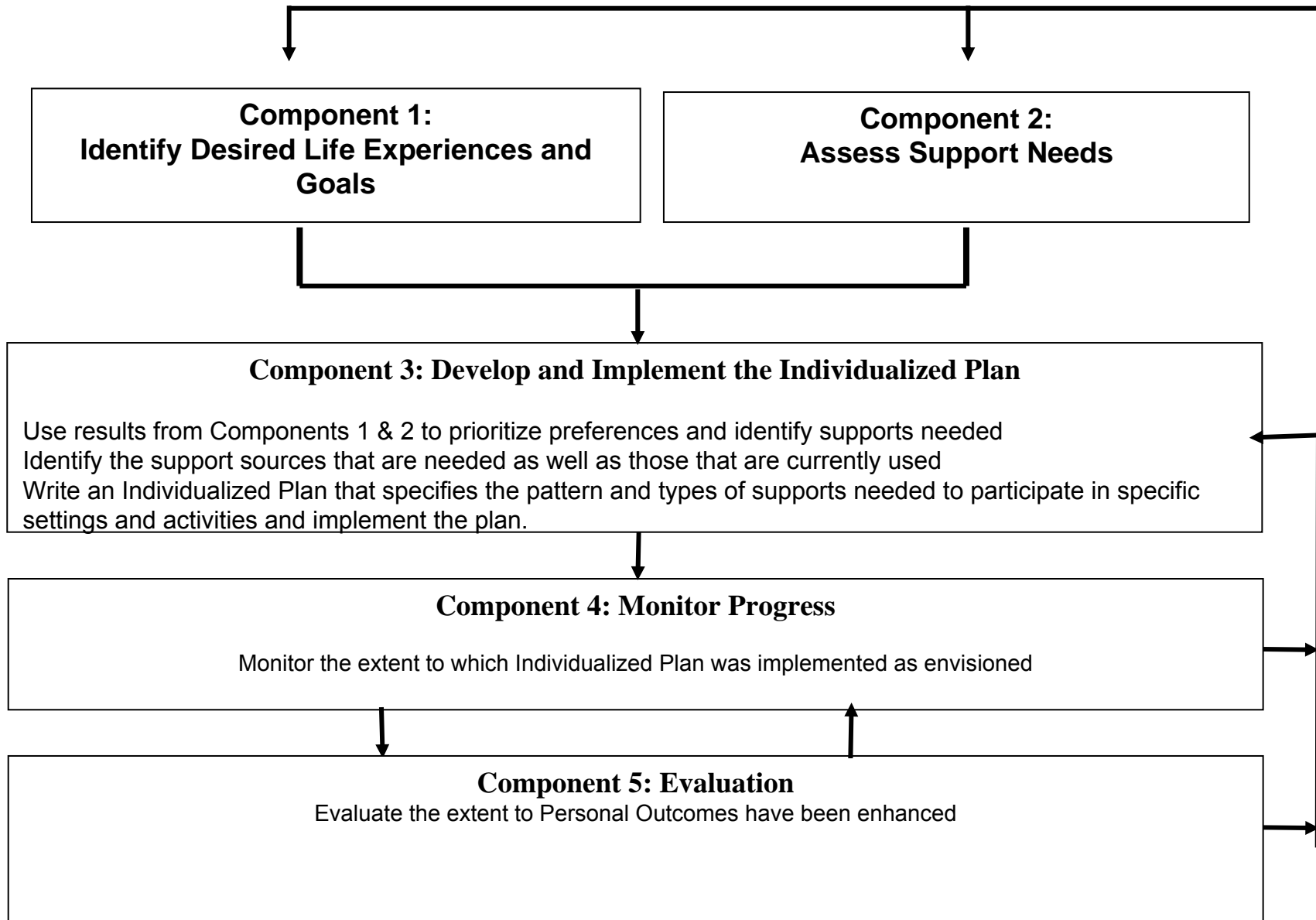


Example: comparison of supports profiles of two individuals with ID



Experimental standards for section 2 and 3. Not included in US manual

A Process for Assessing, Planning, Monitoring, and Evaluating Individualized Supports

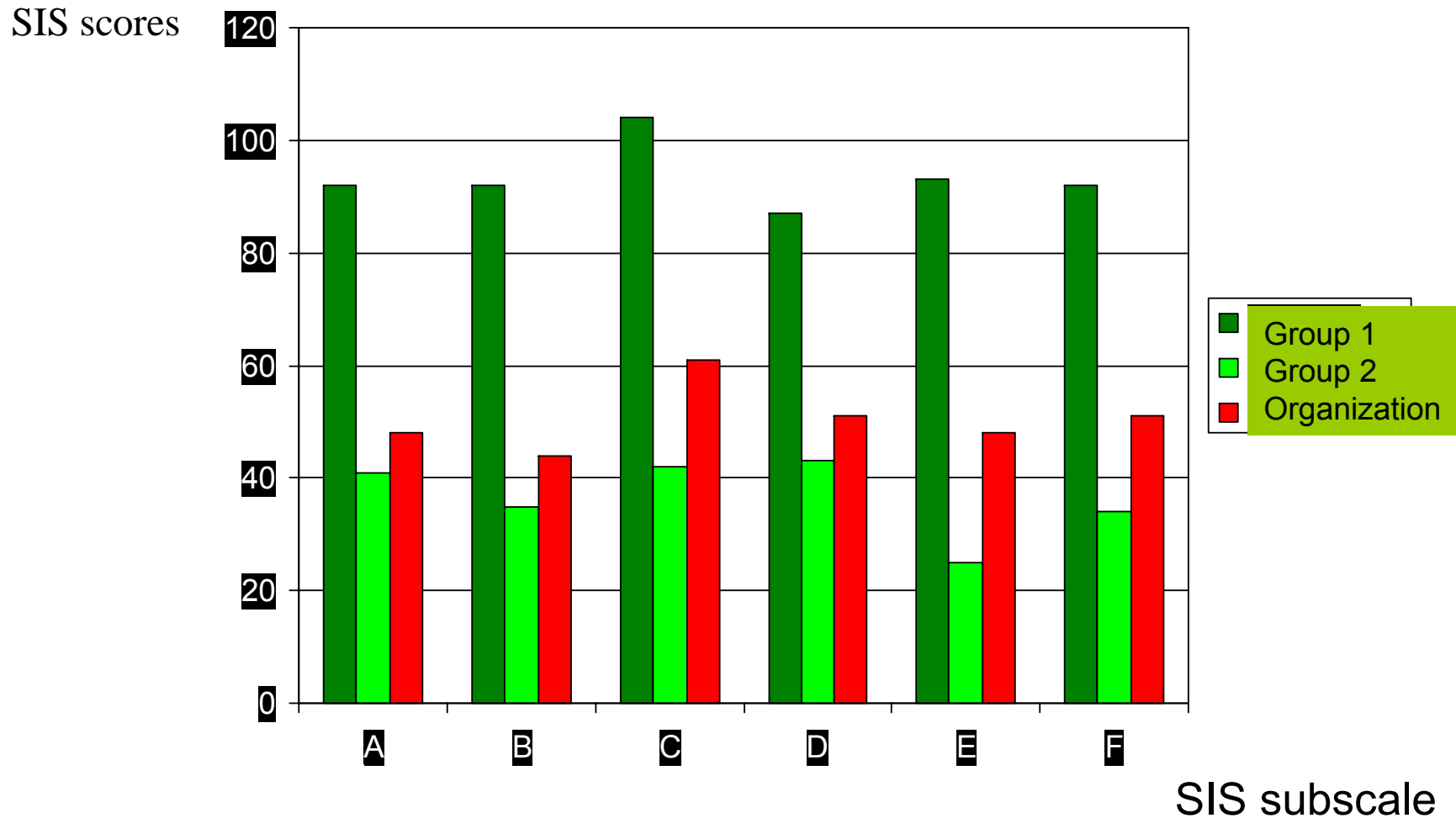


4. Group Support Needs Profile

To establish a pattern of group support needs

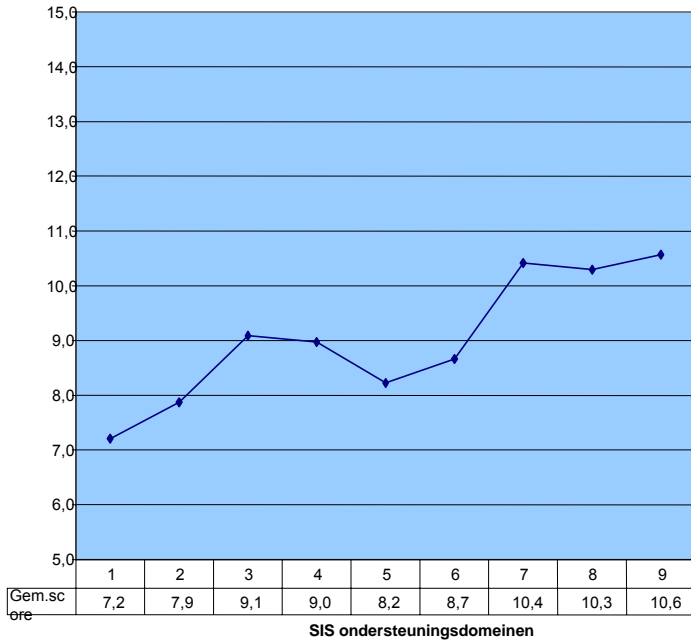
- Quantitative use of the instrument
- SIS as a 7 + 2 domains screener
- Comparison of group support needs
- Measurement as base for analysis of match between support needs pattern and resources allocation or access to relevant resources / competences

Example of the use of aggregated SIS scores within a residential services organization

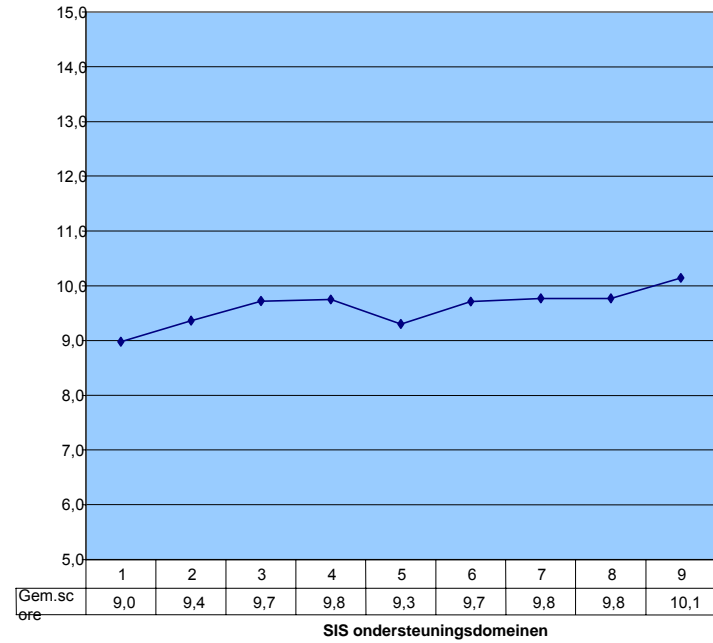


Profile of intensity of support needs in two groups (group 1 & 2) and in the service at large

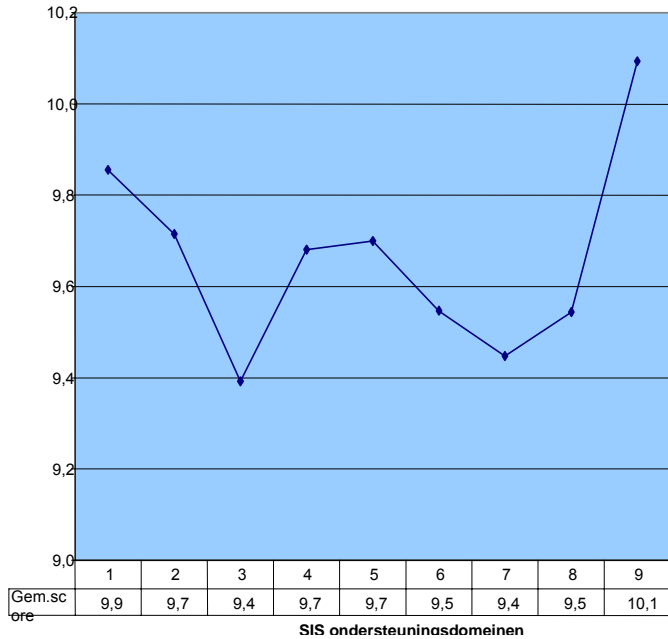
Support needs profile Group A



Support needs profile Group B



Support needs profile Group C



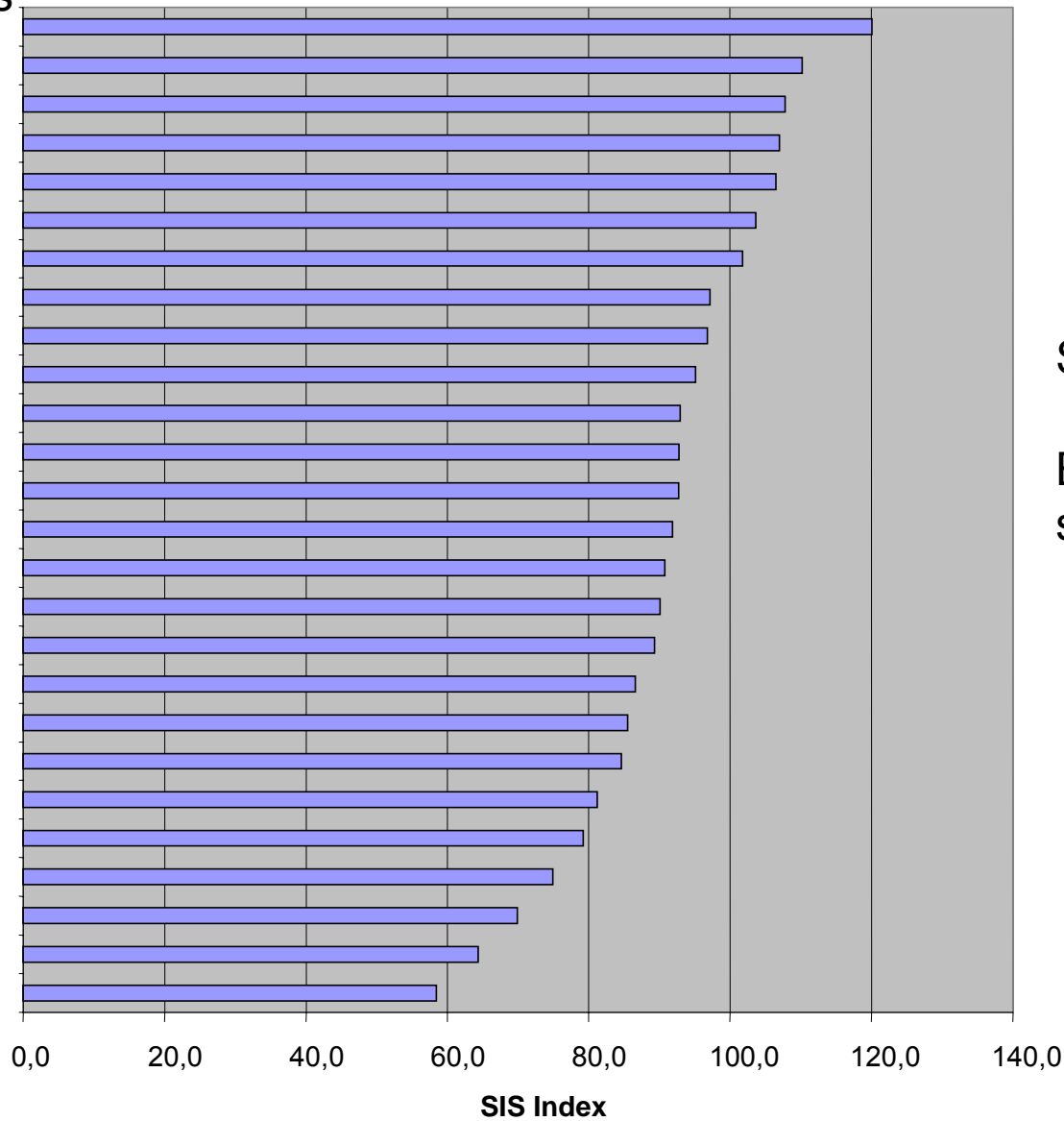
SIS profiles of three different target group settings

Built from individual SIS profiles

Example of profile with 9 subscales (standards for section 2 & 3 experimental, not available in US manual)

SIS Index Ranking for different groups of a Dutch residential service

groups



SIS Index scores of 26 groups

Built from individual SIS Index scores

5. Check on internal resources allocation

To examine present allocation of resources (FTE or \$) as a function of client support needs intensity

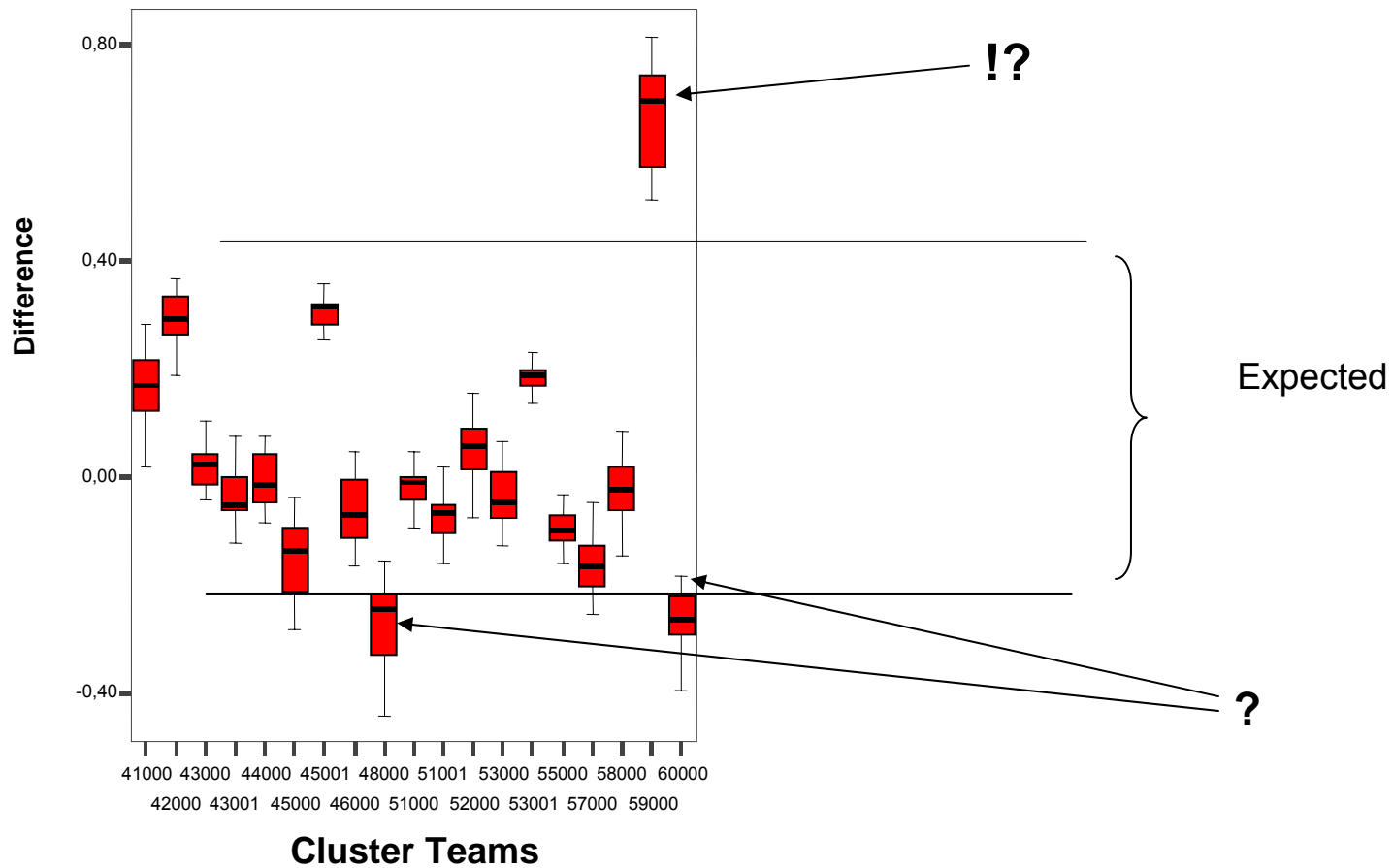
- Take present number of staff (FTE) and/or costs per team / client group
- Take SIS-Index of all clients in service
- Take total amount of available FTE (staff) and/or \$
- Calculate 'value of 1 SIS-point' (in FTE or \$)
- Recalculate allocation on the basis of SIS-Index
- Check differences – analyze differences

Example 1

Salary costs and Full Time Equivalent (FTE) Staff

Location Cluster WVZ code	Number of clients	Salary costs	Number of DS staff	Average cost /client	Average DS staff / client
HVL 41000	27	366.500	14,92	13574	0.5526
HVL 42000	27	476.350	19,75	17642	0.7315
HVL 43000	23	251.840	10,11	10949	0.4396
HVL 43001	29	296.450	12,40	10222	0.4276
HVL 44000	37	397.160	15,78	10734	0.4265
HVL 45000	33	377.440	12,76	11438	0.3867
HVL 45001	11	219.230	8,44	19930	0.7673
HVL 46000	31	307.430	12,01	9917	0.3874
HVL 48000*	33	97.410	5,27	2951	0.1597
OZL 51000	24	387.000	10,83	16125	0.4513
OZL 51001	41	380.000	15,15	9268	0.3695
OZL 52000	49	581.100	24,92	11859	0.5086
OZL 53000	27	329.000	12,17	12185	0.4501
OZL 53001	20	311.000	12,02	15550	0.6010
OZL 55000	32	326.350	10,83	10198	0.3384
OZL 57000	24	360.830	8,12	15034	0.3383
OZL 58000	54	528.910	22,27	9795	0.4124
OZL 59000	20	506.160	21,87	25308	1.0935
OZL 60000**	25	39.694	2,31	1588	0.0924
Total	567	6.539.854	251,93		

Discrepancies between actual allocation of Staff (FTE) and allocation on the basis of SIS-Index



Example 2

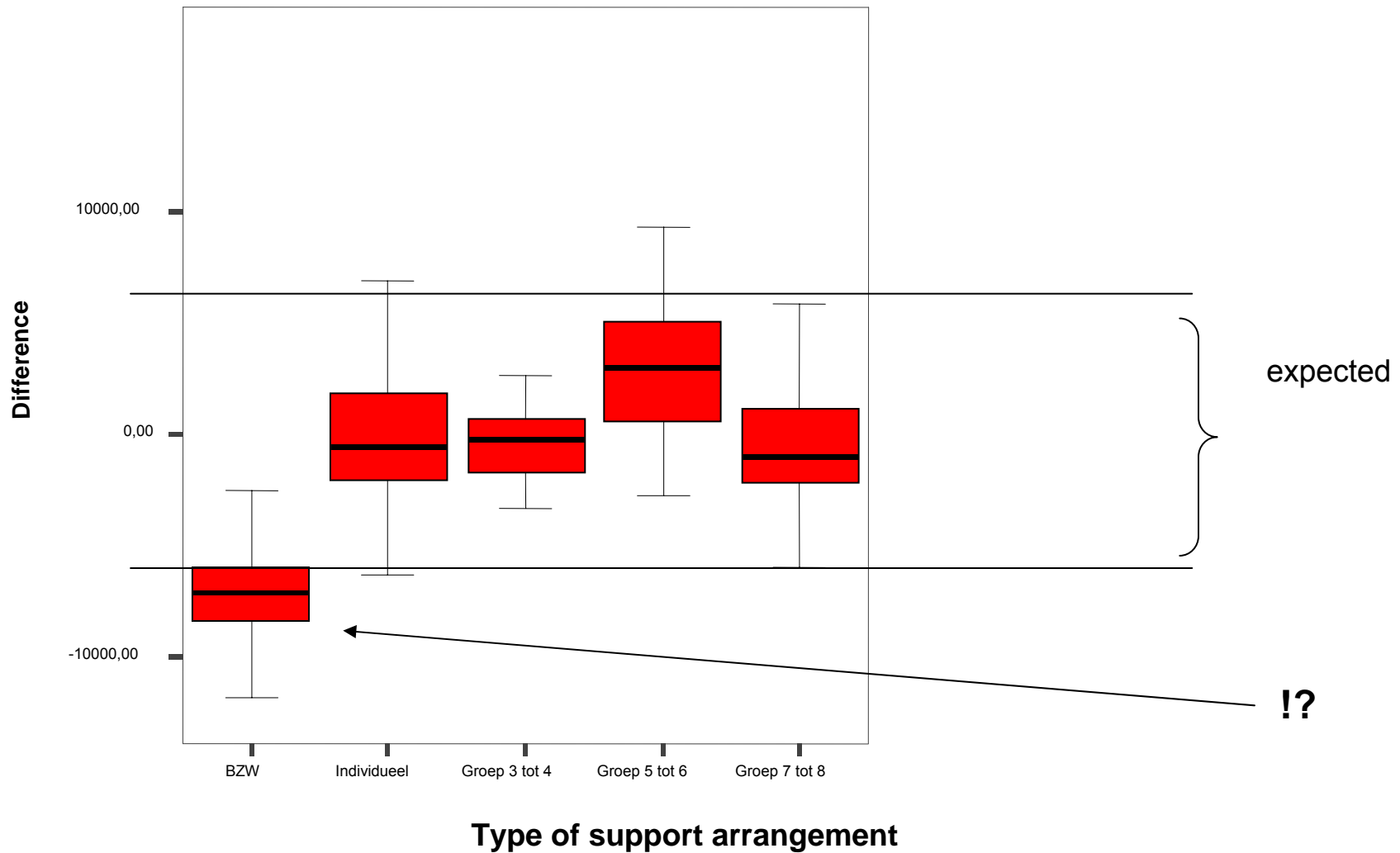
Comparison of actual \$ / staff budget and budgets on the basis of Support Needs Intensity (SIS-Index)

- a. Present \$ and FTE budget,
- b. SIS based \$ and FTE budget,
- Δ. Difference a-b per type of support arrangement

Type of Support Arrangement	a. present budget \$	b. SIS calculated costs \$	Δ\$ a-b	a. present staffing FTE	b. SIS calculated staffing FTE	ΔFTE a-b
Sup.Living N=69	3622,5174	10370,0012	-6747,4838	,175491	,3992	-,2237
Indiv. Appmt. N=169	12511,3860	11162,4764	1348,9096	,510881	,4297	,0812
Group 3 tot 4 N=72	11528,1032	11704,2121	-176,1089	,432228	,4506	-,0183
Group 5 tot 6 N=92	14238,0049	11287,2229	2950,7819	,538217	,4345	,1037
Group 7 tot 8 N=163	12329,9846	12467,6071	-137,6226	,442215	,4799	-,0377
Total N=565	11529,3545	11531,5687	-2,2142	,444540	,4439	,0006

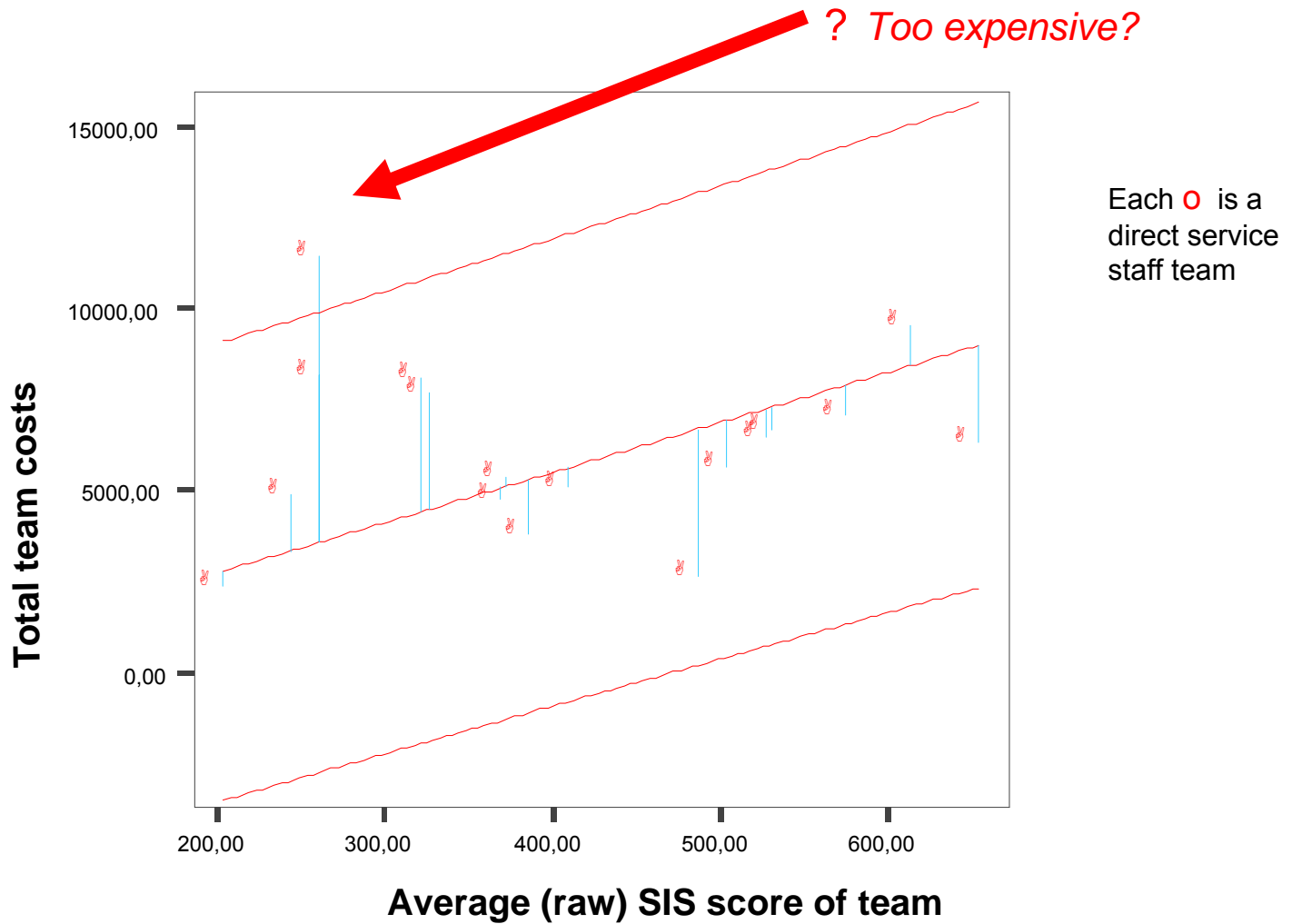
Support arrangement and salary costs

Comparison of actual costs and costs on the basis of Support Needs Intensity (SIS-Index)



Example 3

Regression mean SIS-score and personnel **costs**



Checking resource (staff / money) allocation

Be careful

- Consider carefully ALL client resources before allocating budgets to specific groups or teams.
- General client support needs intensity (SIS-Index) is NOT the only factor that impacts on internal resource allocation (location of service, medical and behavioral needs...)
- Beware of homogeneity /heterogeneity of the service population: SIS is good predictor of costs in heterogeneous groups, not in homogeneous groups
- No instrument is 100% perfect and no application is 100% perfect: decisions need careful consideration of context and impact on clients / staff.

6. Resource allocation aid

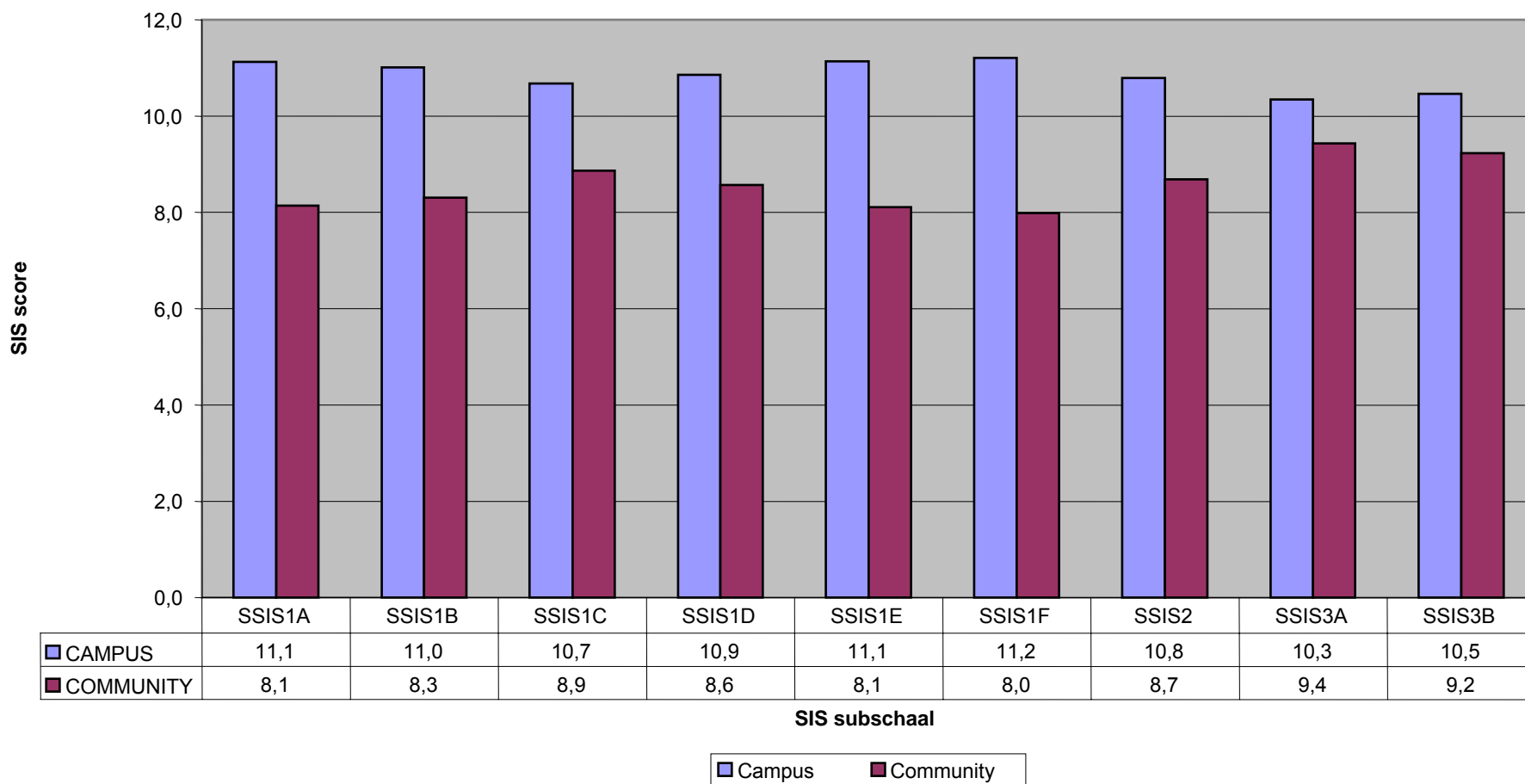
- The 'National Agency on Persons with Disabilities' (VAPH) in Brussels is responsible for the allocation of financial budgets to service organizations and individual persons with ID in Flanders, involving over 20,000 persons.
- 16,000 SIS protocols were collected in a study to improve the present allocating instrument. Flemish standard norms were established in 2007.
- VAPH intend to use the SIS as an additional instrument for budget allocation in both their service-based and client-based budget allocation system.
- VAPH is still studying effects of additional disorders on the allocation of client budgets.

7. Research: management research and scientific research

- RADAR-study: what is the relation between our present distribution of staff over support teams and the support needs of our clients?
- PEPIJN & PAULUS: are teams serving clients in the community more expensive than teams serving clients 'on campus'?
- What are typical differences in support needs patterns of different groups of clients such as persons with autism spectrum disorder, persons with sensorial disorders? (University of Leuven, Belgium and Maastricht University, Netherlands)

Comparison of SIS profiles of clients in community and institutional settings of The same organization (N=685)

**Average score SIS subscales (Section 1 A-F; Section 2; Section 3 A-B) of clients
On campus versus community**



... covariate analysis showed that this organization was allocating its resources in accordance to client support needs and that 'location' was not a discriminating factor, although support needs intensity of locations were different...

SIS application conclusions

Functions of the SIS

(why would you want to use the SIS?)

1. Raise awareness (teaching the 'supports perspective' – a SIS introduction is now part of medical education program at Maastricht University)
2. Selecting goals in the context of Individual Supports Plans (using SIS as a frame of reference or 'checklist')
3. Base line measurement for assessing development and evaluation of effects over time
4. Group profile (planning purpose – selecting competences of staff)
5. Funding analysis – allocation of resources at organization / corporate level and at national level
6. Research (management research and scientific)

Plans for the future

- International comparison
 - Standardization studies are now available from:
 - USA
 - Belgium
 - The Netherlands
 - Italy
 - Spain
 - To compare:
 - characteristics of distributions (there are differences in variance / SD of raw scores)
 - effect of cultural factors
 - experiences from practice and applications



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