



# WHAT YOU NEED TO KNOW TO IMPLEMENT OR CONSIDER SPECIALIZED SKILL DEVELOPMENT (SSD)

## WHAT IT IS?

The Specialized Skill Development (SSD) service is designed to assist participants in learning adaptive behaviors and skills.

There are three components of the SSD service:

- Behavioral Specialist Services (BSS)
- Community Support (CS)
- Systematic Skill Building (SSB)

## WHERE ARE THEY DELIVERED?

**Behavior Specialist Services (BSS):** In any environment where disruptive or destructive behaviors occur.

**Community Support (CS):** In the participant's community or any unpaid home setting.

**Systematic Skill Building (SSB):** In any environment where paid or natural supports help the participant with skill development.

### How to determine which components of Specialized Skill Development (SSD) Service to use:



*Is there a need to promote desired behaviors to replace disruptive or destructive behaviors?*

**ADDRESS ADAPTIVE BEHAVIORS**

*Is there a need to promote skills (such as conversations, household tasks, employment skills)?*

**ADDRESS SKILL DEVELOPMENT**



**Behavioral Specialist Services (BSS)**

DEVELOPS and TRAINS staff on specialized interventions to increase adaptive behaviors in place of challenging behaviors through MONITORING and implementation of the Behavioral Support Plan (BSP).

*\*BSP is implemented by all services*

**Community Support (CS)**

IMPLEMENTS the Behavioral Support Plan (BSP) and Skill Building Plan (SBP) and collects data for those goals, as directed by the Behavioral Specialist and or Skill Building Specialist. Is LINKED to SSD (see next page).

**Systematic Skill Building (SSB)**

DEVELOPS and TRAINS staff on techniques to acquire adaptive skills and promote independence and integration into the community through MONITORING and implementation of the Skill Building Plan (SBP). Is LINKED to skill-driven services (see next page).

**DEVELOPS, TRAINS  
MONITORS**

**\*FOCUSES ON BEHAVIOR  
(NOT SKILL BUILDING)**

**IMPLEMENTS  
THE BSP\* & SBP,  
LINKED**

**DEVELOPS, TRAINS,  
MONITORS, LINKED**

**\*FOCUSES ON SKILL BUILDING  
(NOT BEHAVIOR)**

## HOW ARE GOALS/ OBJECTIVES DEVELOPED AND LINKED?

**BEHAVIORAL SPECIALIST SERVICES (BSS):** Goals/ Objectives must be supported by a Functional Behavior Analysis (FBA) and address how behaviors will be modified (see [🔗 Best Practice Standards in Behavioral Support](#)). BSS Goals/ Objectives match the Desired Behavioral Outcomes in the Behavioral Support Plan and are NOT linked to any other service. The Goal category is always "Behavior." The Goals/ Objectives should seek to replace a destructive, disruptive, or disturbing behavior with a more desired behavior.

**SYSTEMATIC SKILL BUILDING (SSB):** Goals/ Objectives are linked to the complimentary service (either CS, SE, Res Hab and/ or Day Hab) and address the skill being developed or improved. Goals/Objectives match those in the Skill Building Plan (SBP). The Goal category is never "Behavior" but can be "Social/ Communication," "Employment/ Education," or "ADL." As stated in the [🔗 Best Instructional Practices Manual](#), the Goals/ Objectives should seek to use applied behavior analysis strategies to teach the participant how to do a desired skill.

\*See the *Master Cheat Sheet for all things Goals and Objectives and Responsibilities by Service Category* infographics for specific information related to the SSD responsibilities and expectations of Goals/ Objectives, GAS charts and Monitoring. Each are located in their program specific resource folders: [🔗 AAW folder](#) and [🔗 ACAP folder](#)



### Can SSB be on a plan without being linked to another service?

SSB is designed to be linked to another service (CS, SE, Res Hab and/ or Day Hab), and this should occur in most circumstances. If the team feels there is need for SSB to be on a plan alone, contact BSASP to determine if this is justified.

### Can the Behavior Specialist (BS) work at the same time as Skill Building Specialist (SBS) and accompanying services?

Staff working at the same time should always have a reason for working together. In some cases, it may be appropriate for the BS to work at the same time as the SBS temporarily. For example, a BS may work on a goal of "quitting when frustrated" while the SBS works on collecting data on task completion for the SBP. When the BS and SBS are collaborating, the BS instructs the SBS in implementation of the BSP; however, an SBS does NOT instruct the BS (though they may collaborate) in the SBP, since the BS never teaches skills.

### Why doesn't the Behavioral Specialist Service share goals like Systematic Skill Building?

Unlike SSB, where a specific service is paired to implement the Skill Building Plan (SBP), the entire team is expected to implement the Behavioral Support Plan (BSP). Because of this, it is expected that each member of the team implements the BSP and collects BS data in comparison to the SBP (where only the service sharing the SSB goals, implements the SBPs and collects SSB data).

### How is SSB staff expected to work with linked staff?

The SBS should 1) show staff how to implement the SBP; 2) and train them on using data collection tool; and 3) analyze data and help to make instructional decisions about Goals/ Objectives, such as changing teaching strategies. The SBS should work with all other skill-driven services (CS, SE, Res Hab, and/ or Day Hab). For example, the SBS would be responsible for making sure that the CS and Res Hab staff are using the same instructional strategies and collecting data in the same way.

### Can the BS or SBS work additional hours if the CS staff is unavailable?

Although staff qualified as a BS or SBS are also qualified to deliver CS hours, the BSS and SSB service should not be billed as a replacement for the CS service. If BS or SBS is filling in for CS staff, the staff must bill based on the CS service being provided, not the qualification of the staff providing the CS service.