Can No Hit Zones Prevent ACEs and Promote PCEs?

Dr Suzanne Frank(School Health Clinics of Santa Clara County)

April 8,2022

Goals of a No Hit Zone:

Assist in lowering the frequency of disruptive behaviors in clinics and patient care areas

Assist in maintaining a safe and caring atmosphere for patients, families, and staff

Send a clear message against interpersonal violence at ALL ages

Disruptive Behaviors:

- Physical discipline Yelling
- Jerking of body parts, etc.

can lead to more physical and aggressive behaviors

Notes:

Lots of behaviors that lead up to and are pre-cursors to hitting events.

It includes not just hitting behavior but all the behaviors leading up to the hitting event.

What we are looking at is a continuum of violence toward children and want to eliminate anything along the continuum

No **HIT** Zone Policy



PURPOSE

The purpose of this policy is to create and reinforce an environment of comfort and safety for patients, families, and staff working in our facility

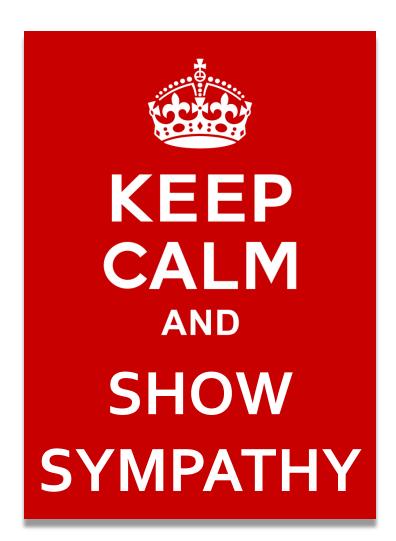
Interruption

Can be used to "de-escalate" a situation in which caregivers begin to raise their voices, curse, or show other signs of stress and inappropriate behaviors that occur prior to physical discipline



Interruption!

- Interruption is the key tool to keeping things from spiraling out of control.
- Other behaviors lead up to hitting behavior such as gripping an arm, grabbing an ear, etc.
- This is the best way to keep a situation under control before children get hit.



Physical Presence

- Warm vocal tone
- Moderated pitch and rate
- Consistent verbal and nonverbal message
- Acknowledge thoughts and feelings of other person

Physical presence notes:

- Your calm, sympathetic, physical presence is probably the most effective response.
- By attending to the situation with your physical presence: the single most important to do.
- It's important to be sure you use a warm tone in your voice, a pitch and rate of speaking that is soothing and not rushed.
- Check to be sure that your verbal message is supported by a consistent nonverbal message.
- Start by acknowledging the thoughts, feelings or emotions of the other person.
- It's not the most natural thing for us to do...you have to practice to get comfortable...
- By reaching out, you're sending the message that I'm paying attention, and I'm monitoring the situation

Scripting examples:

"Can I help you with something?"

"Would you like me to take your child to get a book or sticker?"

• "You've been waiting for awhile. Let me see when you can expect a doctor to see you."

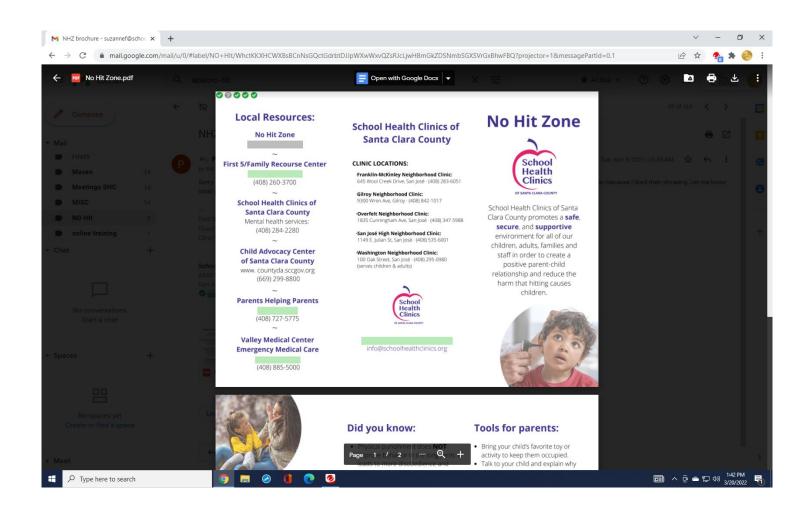
"Most 2-year-olds can't sit still/behave for long periods. Would it help if I found something for him to play with?"

No Hit Zone Materials

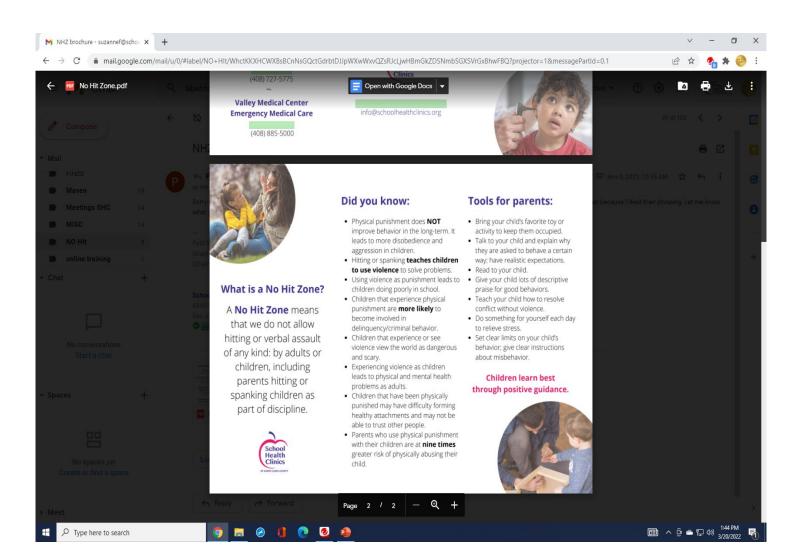
- Psychoeducation and intervention with a family
- The NHZ brochures and discussion help build parenting and discipline skills (Do you want to parent differently than you were parented?)

 The parenting discussion leads to creating positive childhood experiences which align with the 4 HOPE blocks presented by Dr Sege

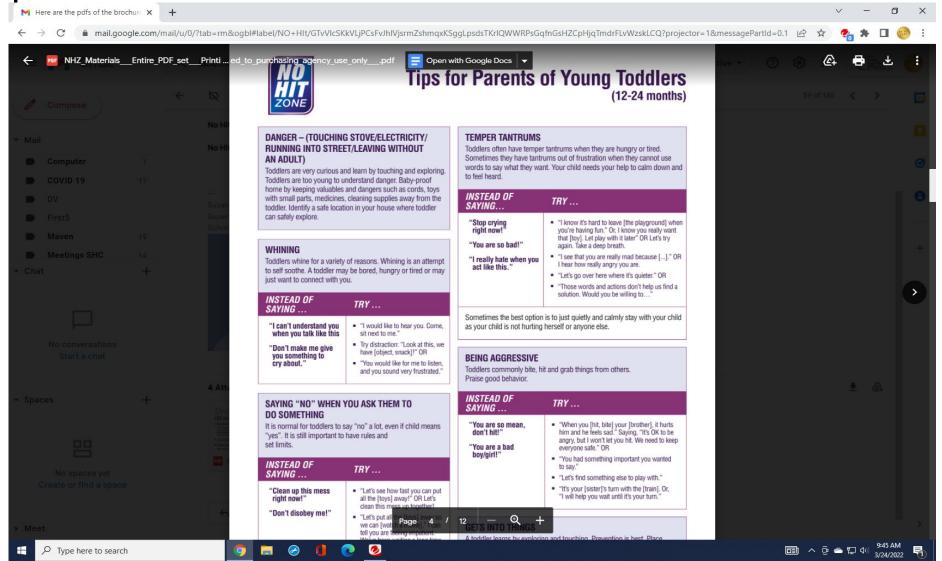
SHC No Hit Zone trifold brochure



SHC NHZ trifold brochure(reverse side-with PCE and discipline education)



APSAC NHZ Tip sheets for Parents by age: Sample 12-24 months



Scott Fairhurst, Ph.D. Pacific Clinics: SHC and Pacific Clinics are a CCBHC

- 1. De-escalation training 6 session for all staff School Health Clinics of Santa Clara County
- 2. During monthly staff meeting 30-60 minutes

Asking and listening is a form of doing...

"Help me understand"

What is Escalation ?(De-Escalation training Session #1)

- An event or symptoms or pattern
- Intensive, impulsive, disorganized over reaction
- Threat
- Pattern-can be predicted, so can be prevented
- Maintain dignity; humiliation is an aggressive act

SHC: De-escalation Training (session # 2)

- Demonstrating our own self-control
- How we infer that another person is angry
- Gaining insight into our own biases
- The Cognitive-Behavioral model of anger escalation
- Ways to Agree
- The notion that "If we can predict it, we can prevent it"

- Control yourself=composure
- Anger + a weapon=danger
- Triggers: HR, BP, and adrenalin increase
 Lead to anger and behavior change
- Anger expression: express aggressively
- Anger control: controlled expression

Treat escalation: 3 ways to practice

- The truth: find a way to agree
- The principle
- The odds: "Anyone who goes through this would be upset"

Our Handy Guide

(Bowers, 2014) tinyurl.com/myf86dy

TALK DOWN TIPS

CONTROL YOURSELF

- Act calmly and confidently. Show no fear, subjection, or servility
- ⇒ Have lowered, uncrossed arms and open hands.
- => Relax face, don't frown, or purse lips.
- > No hesitation or uncertainty of speech, use silent statements.
- => Breathe deeply and concentrate on situation.
- Relax body, no hands on hips or in pockets, don't finger wag or prod.
- ⇒ Have slow and gentle movements.
- ⇒ Don't corner patients, threaten or make false promises.

- ⇒ Don't judge, criticise, show irritation, frustration, anger, or be retaliative. This is not personal and it is not about you.
- ⇒ Don't argue or say they are wrong or you are right.
- ⇒ Don't defend or justify yourself.
- ⇒ Show no reaction to abuse or insults directed at you, ignore them or partially agree them.
- ⇒ Prepare responses in advance to typical insults.
- ⇒ Let patient save face by having last word so long as they are complying.







DELIMIT

- ⇒ Separate yourself from others/audience/ people at risk
- ⇒ Move to a quiet place, ask to come aside
- ⇒ Invite patient to sit down
- ⇒ Establish aid/support/backup
- ⇒ Maintain distance

CLARIFY

- ⇒ Ask what's happening, use open questions
- ⇒ Sort out confusions
- ⇒ Use patient's name
- ⇒ Orient patient to time, place, and person
- Speak clearly, say who you are, remind of existing relationship, and offer your help
- ⇒ Wait a second and gain turn
- ⇒ Paraphrase and check what they have said

RESOLVE

- ⇒ Request/ask politely, don't command or be authoritarian
- ⇒ Give reasons, explain rules, reasoning behind them, be honest, express fallibility (or even agree that it's unfair)
- ⇒ Give patient opportunity to control him/herself
- ⇒ Make a personal appeal, remind them of previously agreed strategy
- ⇒ Deal with the complaint, apologise, make a change
- ⇒ Outline consequences of different courses of action
- ⇒ Offer choices and options, leaving power with patient
- ⇒ Be flexible, negotiate, avoid power struggle, compromise
- Ask if there is anything else you can do or say that will gain their cooperation, ending positively







RESPECT & EMPATHY

- ⇒ Show interest, concern and expression congruent with words.
- ⇒ Have a concerned and interested tone of voice.
- ⇒ Listen, hear, acknowledge feelings and needs, be sympathetic.
- > Take time to hear the patient out, be patient and don't hurry them.
- >> Don't yell over them or shout wait until they take a breath
- ⇒ Make eye contact (exercising care not to be confrontational)
- ⇒ Extend self and thinking to understand patient viewpoint ⇒ Show sincerity, authenticity, and genuineness

- ⇒ Don't tell the patient what they should or should not be feeling
- ⇒ Don't discount, trivialise or undermine their emotional expression
- ⇒ No advice giving and no orders, no "if I were you I would..."
- ⇒ Don't mock patients or treat them as a child
- ⇒ Don't overly smile or this may be seen as condescending
- ⇒ Answer all requests for information, however they are phrased
- ⇒ Empathise with feelings, not aggressive behavior ("I understand you are angry but it is not ok to hit so and so...")

(use the word "Structure" instead of "Delimit")

DELIMIT

- Separate yourself from others/audience/ people at risk
- > Move to a quiet place, ask to come aside
- > Invite patient to sit down
- => Establish aid/support/backup
- ⇒ Maintain distance



CLARIFY

- > Ask what's happening, use open questions
- ⇒ Sort out confusions
- ⇒ Use patient's name
- ⇒ Orient patient to time, place, and person
- Speak clearly, say who you are, remind of existing relationship, and offer your help
- Wait a second and gain turn
- > Paraphrase and check what they have said



RESOLVE

- ⇒ Request/ask politely, don't command or be authoritarian
- Give reasons, explain rules, reasoning behind them, be honest, express fallibility (or even agree that it's unfair)
- ⇒ Give patient opportunity to control him/herself
- ⇒ Make a personal appeal, remind them of previously agreed strategy
- Deal with the complaint, apologise, make a change
- ⇒ Outline consequences of different courses of action
- Offer choices and options, leaving power with patient
- ⇒ Be flexible, negotiate, avoid power struggle, compromise
- Ask if there is anything else you can do or say that will gain their cooperation, ending positively

Session # 3 Address the Escalation and prevent the next one

Concept Analysis of the literature has identified key themes:

- Self-regulation
- Assessment
- Maintaining Safety
- Communication
- Actions

Clarify:

What Are We Supposed to Say, In the Moment?

Coaching self-control

Breathing, counting, checking heart-rate,

Identifying needs

"I want to understand why this means so much to you"

Respectful limit setting

- Using "let's" instead of "you need to"
- Injury is unacceptable
- If necessary, inform the client that assault may lead to arrest

Richmond, J.S., Berlin, J.S., Fishkind, A.B., Holloman, G.H., Zeller, S.L., Wilson, M.P., Rifai, M.A., & Ng, A.T. (2012)

Help parents promote supportive relationships (HOPE block #1)

- key pillar of the HOPE framework is crucial. "Being in healthy, sustained relationships is good for kids,"
- "The relationship with their parents sets the stage for all other relationships, and we've also found that kids who have two or more close relationships with a trusted adult outside the home including teachers, coaches and grandparents are more likely to be resilient.

HOPE blocks 2,3,4:

- (2)Safe, equitable **environments** where kids can flourish and feel a sense of belonging (think schools, parks, playgrounds, and communities)
- (3)**Engagement** (a sense that you matter to other people and your communities),
- (4) opportunities to develop **social and emotional intelligence** (much of which comes from playing with peers).

Family Handout

