



# Hilltop Residential Facility

## Behavior Management Program

The Behavior Management Program is a system to assist residents and staff to measure progress and define privileges. Every resident who is placed at Hilltop begins on the Orientation phase. Residents remain on the Orientation phase for four weeks. During this time, they are presented to the Treatment Team. Once a resident has been successfully presented and a Treatment Plan developed, they are eligible to move to the next level.

Residents must successfully meet weekly requirements in order to move to the next level. The four other phases in the Hilltop program are Freshman, Sophomore, Junior and Senior. Each of the phases has four levels and residents are allowed more privileges as they attain higher levels. It is very rare for a resident to meet the standards required to move phases every week. Each phase is also signified by a number. Orientation levels are 0-1 to 0-4; freshman 1-1 to 1-4, sophomore level 2-1 to 2-4, junior level 3-1 to 3-4 and senior level 4-1 to 4-4.

Level Movement meetings are held every Thursday. Residents must identify three goals related to their behavior and why they were placed at Hilltop. Every Thursday, residents and staff will provide each youth feedback about whether they met their goals. If a Resident does not meet his/her goals, he/she will not be able to move up to the next level. Residents are also evaluated on a weekly basis through a point system. Residents earn points based on their behavior and attitude. The point system is designed to give the resident information and provide insight on how they are interacting with others. Many times Residents mistakenly focus on points rather than definition of the points. Residents earn points based on a structured system defined as follows:

- 0 = Power Stage (Might makes right, out of control, don't care, hurtful)
- 1 = Deals Stage (Makes excuses, blames others, manipulates)
- 2 = Relationship Stage (Cares what others think, accepts responsibility)

3 = Responsibility Stage (Does what is right because it is the right thing to do.)

The point system is designed to help Residents understand how their behavior and attitudes affect other people and requires them to take responsibility for their actions. This is not an easy system and residents frequently move through the early levels quickly, but begin to struggle as more is expected of them.

A disciplinary process is in place that for significant violations. The youth will be subject to a due process hearing which allows the youth a fair determination of consequence for negative actions and the right to an appeal.