

Solicitation to Participate

The Pennsylvania Office of Developmental Programs (ODP) has proposed to adopt a system under which private provider agencies would be graded on their performance on a number of ODP selected indicators of quality. Underlying this model is the assumption that service providers should be able to provide all necessary supports and services to a broad range of individuals throughout their lives. In a sense, providers will be shaped towards becoming more comprehensive in their offerings. It is theorized that this model may encourage increased levels of Merger & Acquisition activity because the broad based expectations may exceed the capabilities of smaller providers. The purpose of this survey is to assess the readiness of RCPA members to meet ODP expectations. PLEASE NOTE: data regarding individual agencies will not be shared. All reports will summarize across multiple agencies.

If you have any questions regarding this survey, please contact either Dr. Scott Spreat (sspreat@gmail.com or 215-750-4015) or Carol Ferenz (cferenz@paproviders.org or 717-364-3282). Thank you for your participation.

1. Name of your agency

2. Name of person completing this survey

3. Revenue from Pennsylvania IDD programs in the fiscal year ending 6/30/23

Ability to Offer a Continuum of Services and Supports

ODP has proposed a wide range of performance expectations upon which provider agencies will be judged and potentially rewarded. We have extracted what appear to be key performance expectations, and we would like to ascertain our collective readiness to meet these expectations.

4. How many individuals do you support in each of the following areas?

Supported Living

Life Sharing

Residential Licensed

Residential Unlicensed

5. Do you currently support any individuals who have intensive behavioral needs

Yes

No

6. Do you currently support any individuals who have intensive medical needs?

Yes

No

Employing an Appropriately Credentialed Workforce

7. How many Direct Support Professionals do you employ in your IDD programs?

8. How many of your Direct Support Professionals currently hold credentials from either NADSP or NADD?

9. How many Direct Support Professional positions within your IDD program are currently vacant?

10. How many Direct Support Professionals separated from your organization (for any reason) between 7/1/22 and 6/30/23?

11. How many Front Line Supervisors do you currently employ? Job title may vary; this is the first supervisory level.

12. How many of your Front Line Supervisors currently hold credentials from either NADSP or NADD?

13. How many Front Line Supervisor positions within your organization are currently vacant?

14. How many Front Line Supervisors in your IDD programs separated from your agency between 7/1/22 and 6/30/23?

Supporting Individuals who have Behavioral and/or Medical Complexities

15. Please indicate whether you are supporting ANY individuals who have the following conditions. Check the box if you support at least one individual who experiences the listed condition

- Life threatening Self-Injurious Behavior
- Serious aggression to self or others
- Symptoms of psychosis or other thought disorder
- Requires use of feeding tube
- Requires use of a ventilator
- Currently undergoing chemotherapy
- Currently undergoing dialysis
- Has received an organ transplant
- Seizure disorder
- Requires hospice care

16. How many primary care physicians (MDs or DOs) do you employ to provide medical care? Can be an employee or independent contractor

17. How many Nurse Practitioners or Physician Assistants do you employ to provide medical care? Can be employee or independent contractor

18. How many nurses (RN or LPN) do you currently employ?

19. How many of your clinical staff hold either a psychology license or a BCBA certification?

20. Have most of your Direct Support Professionals received specialized training in how to support individuals who present with behavioral complexities?

- All have received this training
- Most have received this training
- Some have received this training
- None have received this training

21. Have your Direct Support Professionals received training in any sort of crisis management techniques (Ukeru, CPI, Safety Techniques, etc.)?

- All have received this training
- Most have received this training
- Some have received this training
- None have received this training

22. Have Direct Support Professionals received training in dealing with individuals who present with medical complexities?

- All have received this training
- Most have received this training
- Some have received this training
- None have received this training

Regulatory Compliance Expectations

23. How many licensed group homes does your agency operate?

24. How many of these licensed group homes are currently operating under provisional licenses?

25. How many of these group homes are operating under a suspended license?

26. How many licensed day programs do you operate? Can be either 2380 or 2390 license

27. How many of the licensed day programs are currently operating under a provisional license?

Employment Expectations

28. How many clients in your IDD programs hold competitive employment for more than 15 hours per week?

29. How many clients in your IDD programs hold competitive employment of at least 1 hour per week?

30. How many clients in your IDD program hold Supported Employment for more than 15 hours per week?

31. How many clients in your IDD program participate in other forms of **paid** employment, including sheltered workshops

32. How many clients in your IDD program do not have any sort of job that pays them money?

33. How many clients in your IDD program have behaviors that would preclude safe employment in the community?

34. How many clients in your IDD program have medical conditions that would preclude safe employment in the community?

Expectations regarding Admission and Discharge

35. How many applicants for residential admission did you reject during the previous fiscal year (7/1/22 to 6/30/23)?

36. Within the previous fiscal year (7/1/22 to 6/30/23), how many clients did you initiate discharge from your program because of intense behavioral challenges?

37. Within the previous fiscal year (7/1/22 to 6/30/23), how many clients did you initiate discharge from your program because of intense medical needs?

38. Within the previous fiscal year (7/1/22 to 6/30/23), how many client did you initiate discharge from your program because of legal issues?

39. Please indicate your agreement with this statement - My agency considers control over the admission and discharge process to be a significant risk management issue.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Integration of Behavioral Supports

40. What credentials are held by individuals who develop behavior change strategies for clients within your residential programs? Check all that apply.

- BCBA
- License in Psychology
- Licensed Professional Counselor (LPC)
- Licensed Social Worker
- Masters degree but no license
- no specific credential is required
- Program offers no behavior change treatment

41. Regarding behavior change strategies, who performs the functional analyses, develops the treatment plan, and monitors its impact?

- Licensed or Board certified only
- Mixture of licensed and unlicensed clinicians
- Unlicensed clinicians only
- Program offers no behavior change treatments

42. Please rate the difficulty your agency encounters in recruiting appropriately trained clinicians (BCBAs and/or licensed psychologists)

- The demand for such professionals is fully met
- Some difficulty in hiring such professionals
- Extreme difficulty in hiring such professionals
- Program does not employ such individuals

Other ODP Expectations

43. Risk Management - How difficulty does your agency find it to complete incident reports in accordance to ODP timeframes?

- Significant challenge
- Moderate challenge
- Minor challenge
- Not a problem at all

44. Technology - How many of your group homes employ remote observation strategies for at least part of the day?

- All
- Most
- Some
- A few
- None

45. Technology - Would any of your group homes be classified as a "smart" home in terms of use of technology?

- Yes
- No

46. Data Management - Do you have an electronic health record for all residents of your group home?

- Yes
- No

47. Do you have an electronic health record for all individuals who participate in life sharing?

- Yes
- No

48. Do you have an electronic health record for all individuals participating in supported living?

- Yes
- No

Assessment of Outcomes

49. Does your agency measure client satisfaction on at least an annual basis?

Yes

No

50. Is your agency able to document and summarize ISP goal attainment across individuals? This means that you are able to summarize, across all clients, the percentage of goals on which progress was evident.

Yes

No

51. Is your agency able to provide an objective overall index of life quality for persons who receive residential supports from your agency?

Yes

No

Meeting ODP Expectations Regarding Selective Contracting

52. At this point in time, how well would your agency be able to meet ODP expectations regarding comprehensiveness and breadth of services regarding selective contracting?

- We would be able to fully comply
- With minor program modifications, we would comply fully
- Full compliance would require major program modifications
- Full compliance would require major program modifications and the development of linkages / affiliations with other agencies
- compliance would be impossible

53. What changes would you have to make in order to comply with ODP proposed guidelines regarding Selective Contracting? Check all that apply.

- None - we would fully comply today
- Hire additional professional staff (therapists, doctors, etc.)
- Establish contractual arrangement with consultant professionals
- Merge/ affiliate with another agency
- Significantly expand our program offerings to establish a full continuum of services/support
- Significantly increase DSP wages to reduce vacancy rates and to compensate DSPs with additional credentials
- Develop expertise in dealing with individual who have medical complexities
- Develop expertise in dealing with individuals who have significant behavioral challenges.

54. Do you believe that Selective Contracting will pressure you to consider merging or affiliating with another agency?

- Yes
- No

55. Since the release of the ODP Selective Contracting Concept Paper (May 2023), have you been approached by another agency regarding possible merger/affiliation?

- Yes
- No

56. What factors might lead your organization to consider affiliation with another agency?

Please check all that apply.

- Inability to provide all services on the ODP continuum
- Inability to hire a sufficient number of clinical staff
- inability to hire a sufficient number of Direct Support Professionals
- Inability to maintain a positive operating margin
- Merger/affiliation with another agency might enable us to draw down promised bonus funding
- By merging, we might become a more significant force within the system
- Needing to survive an economically challenging period

57. Which services do you find most economically challenging to provide?

- Residential
- in- home supports
- day services
- Clinical Services
- Medical Services

58. I believe that Selective Contracting models are:

- a generally good dea
- a generally poor idea
- a neither good nor poor idea
- my response would have to depend on what performances are considered

60. Please rate your ability to hire appropriately trained professional staff (physicians, psychologists, nurses, etc.)

- No significant difficulties
- Moderate level of difficulty
- extreme difficulty

61. Please rate your ability to hire Direct Support Professionals

- No significant difficulties
- Moderate level of difficulty
- Extreme difficulty
- Extreme difficulty as evidenced by a vacancy rate of 15% or more

62. What opportunities do you foresee coming from ODP's Selective Contracting?