

**ST. MARY’S HOME FOR CHILDREN**  
**PQI QUARTERLY REPORT**  
**Fourth Quarter: October - December 2018**

**Executive Note:** We are in the midst of our Strategic Planning process which will set the course for the agency for the next three to five years. The importance and influence of our PQI committees and processes cannot be overstated. As we move the agency forward, our PQI activities will be instrumental in bringing St. Mary’s to the next level as an organization. A big shout-out to all our staff who commit their time to organizational improvement!

**PQI Note:** The October 23<sup>rd</sup> PQI Fair was well attended with participation from 39 employees. Several Committees report seeing membership increase following the Fair, and the scavenger hunt taught us when you google “Youth Council”, our website is the 5<sup>th</sup> search result – that’s amazing! We’re seeing our programs recognized and highlighted more and more in the community, where our consumers live and work, which is very important. Consumers – clients, youth, parents, adults and families along with employees, independent consultants and interns - are our most important stakeholders! Ask your supervisor how you can become a part of our stakeholder input systems such as a PQI Committee.

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## **Risk Prevention**XX

### **Highlights of Achievement:**

- The visitor confidential policy was reviewed, and we are in the process of creating a documentation system for forms filled out by all contractors/visitors to the agency;
- The pet policy was reviewed, and a system to review approved pet files was created to ensure that all shots/vaccinations are up to date;
- Our whistleblower policy was reviewed and approved by the Board Personnel Committee in October;
- Overtime continues to be an area of risk both on a personnel and financial note. The high overtime leads to burn out and turnover as well as being a drain on agency funds. Overtime continues to be monitored weekly and over the past several pay periods we have seen some progress in reducing this high expense;
- A Committee member attended a risk management seminar provided by the Episcopal diocese. We are pleased with our systems in place, and are exploring improvements in risk reporting and discussion at the board level;
- Agency turnover was discussed. Residential turnover is at a rate of 28.7%. An initiative was decided upon, and we will begin tracking turnover rate by House and by quarter. We will assess changes in relation to initiatives, action plans and/or changes implemented during the quarter that were intended to have a positive impact on turnover rate in the milieu.

### **Goals:**

- Publish and distribute the edited Employee Guidebook.
- Continue to work on the overtime and turnover issues.
- Continue to monitor the Affirmative Action Plans and Business Continuity Plans, and assess data annually.
- Monitor Workers Comp claims/issues to mitigate further risk.
- Establish a risk committee of board members and others to meet regularly to discuss potential risk situation.

**Goals on Hold / Delayed / Discontinued:** None

## **Youth Council**XX

### **Highlights of Achievement:**

- Youth completed training in TCI;
- Youth created welcome bags for youth admitted to St. Mary's;
- Youth created rules for the new campus recreational space.

### **Goals:**

- Youth Council and Youth Mentor will recruit new members as some youth are leaving;
- Youth Council will advertise by word of mouth and through community meeting that they are willing to handle youth grievances;
- Youth Council will participate in modified TCI training and help with Training new staff;
- Youth will become ambassadors to new youth coming in. Youth are in the process of developing strategies to do this;
- Youth will learn to facilitate their own treatment team meetings. Youth are in the process of developing strategies to do this.

**Goals on Hold / Delayed / Discontinued:** None





- Equine Therapy (10 sessions on campus) was a huge success! Certificates and photos were given to students at the November Awards Assembly and two of the small horses were part of the assembly and they were a big hit in the gym!

**Goals:**

- Communicate more explanation regarding the PBIS graphs when sent out starting with the second quarter;
- Continue to work on obtaining funding sources for Technology expansion in the classrooms that will enhance academics and SEL
- Project Based Learning will be added to the curriculum during this school year

**Goals on Hold / Delayed / Discontinued:** None

**Residential Audits (ARTS, Residential, Assessment Center)**xxxxxxxxxxxxxxxxxxxxxxxx

**Highlights of Achievement:**

- The key clinical tracking system continued, providing a snapshot of documents filed available for viewing at any time;
- Preparation work for the transition to Best Notes took place through the quarter. This included the establishment and set-up of all medical, clinical and BBI calendar appointments in a way that will allow for easy search / easy DCYF reporting; creation of Progress, Contact, SOAP and Nursing Notes; establishment of user groups / restriction rights; training of the records and intake departments; all clients data entered; and initial staff training as highlights.

**Goals:**

- Continue implementation of Best Notes into residential, BBI and Nursing;
- Continue efforts to improve timeliness, and all required, documents in record.

**Goals on Hold / Delayed / Discontinued:** None

**Outpatient Audits (EOS, CFTT, STAAR, SAFFE, OSP, Office Based)**xxxxxxx

**Highlights of Achievement:**

- As planned, we will report audit compliance for the year 2018 in the next PQI Quarterly (*final data is obtained at the 2018 Q4 Audit being held on January 30, 2019*).
- A re-vamp of the audit process and forms are underway maximizing Best Notes' reporting abilities. By maximizing the system's ability to report compliance, we free staff time for a more meaningful peer-review process.

**Goals:**

- We are on track with Best Notes implementation in residential, BBI and Nursing, which keeps us on track for explore if the SAE can be made into a Med/Clinical tab;
- Global tags for outside individuals who are affiliated with multiple clients to be further explored;
- Continue to work toward having all records up-to-date with all key clinical documents at all times.

**Goals on Hold / Delayed / Discontinued:** N/A



## **Consumer Satisfaction Surveys** .....

### **Shepherd Outpatient Programs** .....

#### **Highlights of Achievement:**

- 6 Outcome Questionnaires were examined this quarter.
- All 6 outcome questionnaires were extremely positive, with 100% satisfaction in 3 areas, as well as agreeing that they would re-contact the agency if they need counseling/services again, and all would recommend our services to others;
- All 6 participants reported “agree” and/or “strongly agree” to statements relating to skills to cope with symptoms, understanding symptoms and having parenting skills to help their child with symptoms.

#### **Goals:**

- Explore access to Outcome Questionnaire via Survey Monkey in an effort to increase the number of returned surveys.

**Goals on Hold / Delayed / Discontinued:** None

### **Shepherd Families Impacted by Sexual Abuse (FISA)**.....

#### **Highlights of Achievement:**

- Only 1 survey was available for examined this quarter, and it was positive.

#### **Goals:**

- Continue to gather data to monitor participants’ thoughts/experiences with the new curriculum.
- Explore grant funding to secure assistance from Bradley Hospital’s Research Center for Evidence Based Practice to ensure a fidelity model.

**Goals on Hold / Delayed / Discontinued:** None

### **Residential & School Youth Satisfaction** .....

#### **Highlights of Achievement:**

There were no surveys completed.

#### **Goals:**

- Continue efforts to increase survey responses.

**Goals on Hold / Delayed / Discontinued:** None

### **Residential & School Parents Satisfaction** .....

#### **Highlights of Achievement:**

There were no surveys completed

#### **Goals:**

- To increase survey participation.

**Goals on Hold / Delayed / Discontinued:** None