

Extended Day Treatment - Performance Incentive Plan

This performance incentive plan targets DCF-funded Extended Day Treatment programs and is intended to promote improved family engagement, quality of care, and child and family outcomes for all children/families served.

- A total of \$120,000 will be available each State Fiscal Year to be distributed to those DCF Grant-Funded programs that meet the specified performance targets as outlined below.
- The maximum performance target for each program each year will be the total number of DCF Funded Treatment Slots X \$280.00. A program with 15 DCF funded treatment slots would be entitled to a maximum of \$280.00 X 15 = \$4,200 if all performance targets are met.
- Performance targets for year 1 (SFY 09) and year 2 (SFY10) are described below.

Year 1 Performance Targets: January 1, 2009 through June 30th, 2009

1. Domain - Family Engagement in Treatment

○ Multi-Family Groups (MFG) Implementation

- **Value:** \$ 98. per treatment slot (35% of Maximum)
- **Performance Indicator:** % of active cases that have parents/caregivers who attend at least one MFG per month
- **Performance Measure:** For 50% or more of the active cases each month, the child/youth's parents or caregivers attend at least one MFG per month.
- **Source of Data:** CT EDT Learning Collaborative Monthly Reports
- **Effective Date for Incentive Calculation:** January 1, 2009 through June 30, 2009
- **Methodology for Incentive Calculation:**
 1. Calculate the % of active cases where the child/youth's parents or caregivers attended at least one MFG per month by using the following formula each month
 - **Numerator:** # of active cases with parents/caregivers attending at least 1 MFG per month
 - **Denominator:** Total # of active cases per month*

**If a child/youth was discharged at any time during the month prior to the dates of any scheduled MFGs, this child/youth would not be counted in these statistics.*
 2. Add the percentages for each month and divide by the total number of months in the time period, i.e. 6 months for SFY '09 to determine the aggregate percent, which represents the level of attainment.

2. Domain - Quality of Care

○ Risking Connection Training

- **Value:** \$ 98. per treatment slot (35% of Maximum)
- **Performance Indicator:** % of EDT Staff that receive Risking Connection training
- **Performance Measure:** 85% of EDT Staff at each program site successfully completes the DCF-funded Risking Connection Training by the end of the initial training cycle, May 1, 2009.
- **Source of Data:** TREATI Attendance Training Records (Vendor)- March, April, May 2009 & Provider's Site-Specific EDT Personnel & Training Records. Subject to DCF Verification that may include random site visits to review personnel records to document the identity of all EDT staff as of March 1, 2009.
- **Effective Date for Incentive Calculation:** May 2, 2009

■ **Methodology for Incentive Calculation:**

1. **Numerator:** # of EDT Staff* at each program site that have completed the Risking Connection training by 5/01/09
2. **Denominator:** Total # of EDT Staff at each program site*
**EDT Staff that are working in the program as of March 1, 2009 includes Program Directors, Clinicians, Direct Care Workers, Adjunct Staff such as Art Therapists, Recreation Therapists, but excludes Psychiatrists and APRNs. EDT staff that has taken the Risking Connection training prior to March 2009 are considered trained and are counted in both the numerator and denominator.*

3. **Domain - Child and Family Outcomes**

○ **Ohio Scales Implementation**

- **Value:** \$ 84. per treatment slot (30% of Maximum)
- **Performance Indicator:** % of families/caregivers that are administered the Ohio Scales at Intake and Discharge
- **Performance Measure:** 85% of families/caregivers complete the Ohio Scales at Intake, and 50% of families/caregivers complete the Ohio Scales at Discharge
- **Source of Data:** Provider Report subject to DCF verification*
**DCF Verification may include random site visits to review Ohio Scales documents that are contained in client records.*
- **Effective Date for Incentive Calculation:** April 1, 2009 through June 30, 2009
- **Methodology for Incentive Calculation:**
 1. Calculate the % of families/caregivers that complete the Ohio Scales at Intake each month by using the following formula:
 - **Numerator:** # of active cases with completed Ohio Scales by the respective families/caregivers at Intake
 - **Denominator:** Total # of active cases
 2. Add the monthly percentages and divide by the number of months in the time period, i.e. 3 months for SFY '09 to determine the aggregate percent, which represents the percent of attainment.

AND

 3. Calculate the % of families/caregivers that complete the Ohio Scales at Discharge each month by using the following formula:
 - **Numerator:** # of active cases each month with completed Ohio Scales by the respective families/caregivers within 30 days of Discharge
 - **Denominator:** Total # of discharged cases each month
 4. Add the monthly percentages and divide by the number of months in the time period, i.e. 3 months for SFY '09 to determine the aggregate percent, which represents the level of attainment.

Year 2 Performance Targets: July 1, 2009 through June 30th, 2010

1. Domain - Family Engagement in Treatment

○ **Multi-Family Groups**

- **Value:** \$ 42. per treatment slot (15% of Maximum)
- **Performance Indicator:** % of active cases that have parents/caregivers who attend at least one MFG per month
- **Performance Measure:** For 50% or more of the active cases each month, the child/youth's parents or caregivers attend at least one MFG per month.
- **Source of Data:** Programs and Services Data Collection and Reporting System (PSDCRS)
- **Effective Date for Incentive Calculation:** July 1, 2009 through June 30, 2010
- **Methodology for Incentive Calculation:**
 1. Calculate the % of active cases where the child/youth's parents or caregivers attended at least one MFG per month by using the following formula each month
 - **Numerator:** # of active cases with parents/caregivers attending at least 1 MFG per month
 - **Denominator:** Total # of active cases per month*

**If a child/youth was discharged at any time during the month prior to the dates of any scheduled MFGs, this case would not be counted in these statistics.*

 2. Add the percentages for each month and divide by the total number of months in the time period, i.e. 12 months for SFY '10 to determine the aggregate percent, which represents the level of attainment.

○ **Program Participation**

- **Value:** \$ 56. per treatment slot (20% of Maximum)
- **Performance Indicator:** Two or more of the following indicators must be met: % of screened in referrals or active cases* where parent or caregiver attends initial assessment, initial treatment plan sessions, treatment plan review sessions, **and/or** family therapy sessions
- **Performance Measure:**

Two or more of the following measures must be met by the provider:

 - Of screened-in referrals, 85% attendance by a parent or caregiver** at Initial Assessment Interviews;
 - Of active cases, 85% attendance by a parent or caregiver at Initial Treatment Plan Sessions;
 - Of active cases, 80% attendance by a parent or caregiver at Treatment Plan Review Sessions;
 - Of active cases, 75% attendance by a parent or caregiver at Family Therapy Sessions;

**Active case refers to a child/youth that has been admitted and is attending the program.
**DCF social worker may represent the parent or caregiver for those children/youth who are under the guardianship or custody of the agency.*
- **Source of Data:** Programs and Services Data Collection and Reporting System (PSDCRS)
- **Effective Date for Incentive Calculation:** July 1, 2009 through June 30, 2010

■ **Methodology for Incentive Calculation:**

1. Each month for each performance measure, calculate the % of active cases where the child/youth's parents or caregivers attended the specified session, i.e. initial assessment, initial treatment plan, treatment plan review, family therapy, and/or psychiatry/medication management appointment by using the following formula
 - Numerator: # of active cases with parents/caregivers attending the specified session each month
 - Denominator: Total # of active cases per month
2. For each performance measure, add the percentages for each month and divide by the total number of months in the time period, i.e. 12 months for SFY '10 to determine the aggregate percent, which represents the level of attainment.

2. **Domain - Quality of Care**

○ **Project Joy (PJ) Therapeutic Play Group Implementation**

- **Value:** \$ 42. per treatment slot (15 % of Maximum)
- **Performance Indicator:** # of PJ Therapeutic Play Groups per month
- **Performance Measure:** Delivery of 2 or more PJ Therapeutic Play Groups per month
- **Source of Data:** Programs and Services Data Collection and Reporting System (PSDCRS)
- **Effective Date for Incentive Calculation:** July 1, 2009 through June 30, 2010
- **Methodology for Incentive Calculation:** Actual Monthly Count of PJ Groups Held (At least 2 PJ Therapeutic Play Groups must be delivered each month to meet the standard.)

○ **Risking Connection Training**

- **Value:** \$ 42. per treatment slot (15% of Maximum)
- **Performance Indicator:** % of EDT new hires that complete DCF-funded Risking Connection Training within 3 months of date of hire
- **Performance Measure:** 100% of EDT Staff hired between July 1, 2009 and March 31, 2010 successfully completes Risking Connection Training within 3 months of the date of hire.
- **Source of Data:** Provider's Site-Specific EDT Personnel & Training Records. Subject to DCF Verification that may include random site visits to review personnel records to document the identify of all EDT new hires and the completion of Risking Connection training.
- **Effective Date for Incentive Calculation:** July 1, 2009 through March 31, 2010
- **Methodology for Incentive Calculation:**
 1. Numerator: # of New Hires* at each program site that have completed the Risking Connection training prior to hire or within 3 months of hire
 2. Denominator: Total # of New Hires between July 1, 2009 and March 31, 2010
**New Hires include Program Directors, Clinicians, Direct Care Workers, Adjunct Staff such as Art Therapists, Recreation Therapists, but excludes Psychiatrists and APRNs. Any New Hire that has taken the Risking Connection training prior to hire is considered trained.*

3. **Domain - Child and Family Outcomes**

○ **Ohio Scales Implementation**

- **Value:** \$ 56. per treatment slot (20% of Maximum)

- **Performance Indicator:** % of families/caregivers that are administered the Ohio Scales at Intake and Discharge
 - **Performance Measure:** 85% of families/caregivers complete the Ohio Scales at Intake, and 50% of families/caregivers complete the Ohio Scales at Discharge
 - **Source of Data:** Programs and Services Data Collection and Reporting System (PSDCRS)
Subject to DCF verification that may include random site visits to review Ohio Scales documents contained in client records.
 - **Effective Date for Incentive Calculation:** July 1, 2009 through June 30, 2010
 - **Methodology for Incentive Calculation:**
 1. Calculate the % of families/caregivers that complete the Ohio Scales at Intake each month by using the following formula
 - Numerator: # of active cases with completed Ohio Scales by the respective families/caregivers at Intake
 - Denominator: Total # of active cases
 2. Add the monthly percentages and divide by the number of months in the time period, i.e. 12 months for SFY '10 to determine the aggregate percent, which represents the percent of attainment.

AND

 3. Calculate the % of families/caregivers that complete the Ohio Scales at Discharge each month by using the following formula:
 - Numerator: # of active cases with completed Ohio Scales by the respective families/caregivers within 30 days of Discharge
 - Denominator: Total # of discharged cases
 4. Add the monthly percentages and divide by the number of months in the time period, i.e. 12 months for SFY '10 to determine the aggregate percent, which represents the level of attainment.
- **Ohio Scales Treatment Outcomes**
- **Value:** \$ 42. per treatment slot (15% of Maximum)
 - **Performance Indicator:** % of Active Cases that show a 5-point increase in Functioning between Intake and Discharge, as rated by the Worker's Ohio Scales

OR

 % of Active Cases that show a 5-point decrease in Problem Severity between Intake and Discharge, as rated by the Worker's Ohio Scales. *
 * Only programs that achieve the standard regarding Ohio Scales Implementation will be eligible to receive the incentive regarding Ohio Scales Treatment Outcomes.
 - **Performance Measure:** 50% of active cases show a 5-point increase in Functioning between Intake and Discharge

OR

 50% of Active Cases show a 5-point decrease in Problem Severity between Intake and Discharge
 - **Source of Data:** Programs and Services Data Collection and Reporting System (PSDCRS)*
**Subject to DCF Verification that may include random site visits to review Ohio Scales documents contained in client records.*
 - **Effective Date for Incentive Calculation:** July 1, 2009 through June 30, 2010
 - **Methodology for Incentive Calculation:**
 1. For change in Functioning, at the time of discharge for each case that has completed Ohio Scales - Worker Version at both Intake and Discharge

- a. Subtract the Functioning Scores at the time of Discharge from the Functioning Score at the time of Intake, as rated by the Worker
 - b. Add the total # of cases that show a 5-point or higher level of change
 - c. Divide the total # of cases that show a 5-point or higher level of change by the total # of discharged cases that have both Worker Ohio Scales completed at Intake and Discharge
2. For change in Problem Severity, at the time of discharge for each case that has completed Ohio Scales - Worker Version at both Intake and Discharge
 - a. Subtract the Problem Severity Scores at the time of Intake from the Problem Severity Score at the time of Discharge, as rated by the Worker
 - b. Add the total # of cases that show a 5-point or higher drop in problem severity
 - c. Divide the total # of cases that show a 5-point or higher drop in problem severity by the total # of discharged cases that have both Worker Ohio Scales completed at Intake and Discharge