



The Department of Services
for Children, Youth
and Their Families

Division of Youth
Rehabilitative
Services



Office of the Director

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Standardized Program Evaluation Protocol (SPEP™):

Round # / Baseline Findings: Classification and Quality Report

Organization	Residential Cottages
Location:	Residential Cottages
Program(s):	Thinking for a Change (T4C)
Meeting Location:	MPF Room 107
Person(s) Met With:	Eric McLaurin-Assistant Superintendent, Nikesha Sanders- Program Manager (Snowden), Sean Waynant- Program Manager (Mowlds), Randy Hill-Haskins- Treatment Specialist Supervisor (Mowlds)
Date of Meeting:	June 13, 2019
Purpose of Meeting:	Classification / Quality
SPEP™ Range of Service:	September 1, 2019- August 31, 2020

Classification:

On June 13, 2019 an initial unbundling was conducted at the Residential Cottages to review primary and supplemental services provided to juveniles and categorize programs according to the SPEP™ Classification scheme. The services were reviewed by Jerrica Boyer (SPEP™ Specialist II), Lauren Copeland (SPEP™ Specialist II), Melissa Kahn (SPEP™ Specialist I) and Denise Partridge (SPEP™ Specialist I) with Eric McLaurin (Assistant Superintendent), Nikesha Sanders (Program Manager), Sean Waynant (Program Manager), Randy Hill-Haskins (Treatment Specialist Supervisor).

The DYRS Quality Assurance Unit collects monthly data from a report provided by the Residential Cottages for purposes of scoring Round # / Baseline Findings for SPEP™. The report includes risk, dosage and duration of all youth that have discharged from programs during the month. This data will be used with the Service Classification and Quality Rating identified in this report to generate the SPEP™ Rating at the conclusion of the Range of Service.

The following programs merited further review to categorize into the SPEP™ Classification scheme and were rated for Quality of Service Delivery.

Final Classification of Organization:

During this review a detailed description of services was provided by Eric McLaurin, Nikesha Sanders, Randy Hill-Haskins and Sean Waynant to the SPEP™ Specialist(s) to determine which services were therapeutic interventions and warranted further review. Lauren Copeland and Jerrica Boyer conducted interviews with providers and reviewed program materials, curriculum, job qualifications for service delivery, homework and/or pre/post-tests. A Full Program Profile was compiled for all services provided at the Residential Cottages and reviewed with Eric McLaurin, Nikesha Sanders, Randy Hill-Haskins and Sean Waynant on June 27, 2019. This information resulted in the services identified herein to be included in the SPEP™ scoring for the range of service.

The Service Rating is determined by the research conducted by the developer of the SPEP™ Scoring tool. (Peabody Research Institute, Vanderbilt University) Therapeutic programs that qualify for SPEP™ are matched to SPEP™ service categories and rated using the SPEP Scoring scheme. Brand-named programs such as Family Functional Therapy, Aggression Replacement Training or Multi-Systemic Therapy are rated using the 80% completion of the program recommended dosage and duration.

Program Name: Thinking for a Change SPEP™ Service Category: Skill Building

Rating Type: Social Skills

A closed group that most youth participate in, depends on timing of intake and discharge of youth. Over 8-10 weeks and 23 sessions, 1 hour (8:00am-9:00am) 3x a week the youth participate in sessions that cover topics such as cognitive self-change, social skill and problem solving skills. This service is facilitated by Treatment Specialists and is facilitator led until the last few sessions where the youth will create their own scenarios and work as a team to show the most appropriate way to handle situations. Facilitators are trained to deliver the service by one of the certified TTT's through online conferencing for 2-3 weeks and 2 days of face-to-face training. Weekly check-ins and monitoring occur, written feedback and fidelity checklists are completed and discussed with the facilitator. Booster trainings are also made available sporadically throughout the year.

Quality of Service Delivery Ranking and Recommendations:

Quality of Service Delivery for the programs was determined based on an interview(s) conducted with the Lauren Copeland and Jerrica Boyer (SPEP™ Specialists II) and Eric McLaurin, Nikesha

Sanders, Randy Hill-Haskins and Sean Waynant at the Residential Cottages and review of supporting documents. The Quality of Service Delivery checklist for Protocol, Staff Training, Supervision, Response to Drift and Fidelity Monitoring was provided prior to the meeting and was used by the SPEP™ Specialist(s) to determine the ranking of each service.

The SPEP™ Specialist reviewed supporting documents for each of the Classified Services including service manuals, employee performance evaluation template(s), curriculum, supervision policies, supervision reports, fidelity forms, certifications, drift procedures, and corrective action plans.

The Quality of Service rating was determined through the interview process, verification of reported practices and review of supportive documentation by the SPEP™ Specialist(s). The Quality of Service Delivery ranking was reviewed with Eric McLaurin, Nikesha Sanders, Randy Hill-Haskins and Sean Waynant on June 27, 2019. The Quality of Service delivery ranking will be verified periodically by the SPEP™ Specialist during the September 1, 2019 to August 31, 2020 period to ensure reported practices of Protocol, Staff Training, Supervision, Response to Drift and Fidelity Monitoring are validated.

Program: Thinking for a Change/Skill Building

Location(s): Residential Cottages

Quality of Service Delivery Ranking: High

Protocol: TOTAL

- Written manual/protocol describing service to be delivered (1pt)
- Describes service broken out by lesson/session (1pt)
- Identifies target population and risk factors targeted (1pt)
- Documentation manual is being utilized during service delivery (1pt)
- Manual/protocol is reviewed and updated regularly (yearly, semi-annually, etc.) (1pt)

Staff Training: TOTAL

- Minimum Education requirements for those delivering service (1pt)
- Delivery staff are trained to deliver service (documented) (1pt)
- Certification is required to deliver service (1pt)
- Booster trainings or recertification is documented (1pt)
- Supervisors are also trained to deliver the service (documented) (1pt)

On-Going Staff Supervision: TOTAL

- Delivery staff are monitored by supervisors on adherence and quality of delivery (1pt)
- Monitoring is documented (1pt)
- Monitoring occurs at predetermined timeframes (yearly, semi-annually, etc.) (1pt)
- Written feedback is provided to those delivering service (1pt)
- Performance Evaluations are, in part, based on adherence to protocol and an assessment service is being delivered as designed (1pt)

Organizational Response to Drift: TOTAL

- Documentation of procedures/policies in place to identify departure from delivery protocol (1pt)
- Evidence/documentation of systematic application of these procedures/policies (1pt)
- Policy has specific corrective action steps to be taken should there be “drift” in service delivery (1pt)
- Data is collected including client feedback and peer reviews (1pt)
- Effectiveness of service is evaluated and monitored (1pt)

Quality Scoring (associated SPEP points): TOTAL

- Low 0-6 pts (5 SPEP points)
- Medium 7-13 pts (10 SPEP points)
- High 14-20 pts (20 SPEP points)

Narrative: The Quality Ranking associated with Thinking for a Change ranked **HIGH**. This service will be rated collectively between all three Cottages. Even though the youth are separated by Cottage, the staff providing the service are well trained to facilitate in the same way. During the data collection period it is suggested that response to drift and corrective action policies be created and implemented.