

VPCH Advisory Committee Agenda

January 30th 2017

1:30-3:00pm

Call in Number 1-866-244-8528 passcode 438467

- 1) CEO Report (20 minutes)**
- 2) Medical Director's Report (20 minutes)**
- 3) Nursing update (10 minutes)**
- 4) Quality Review (10 minutes)**
 - Dashboard**
- 5) Operations Update (10 minutes)**
- 6) Recovery Services (15 minutes)**
- 7) Additional items for further discussions (5 minutes)**

VPCH Code of Civility

The Vermont Psychiatric Care Hospital's mission is to provide excellent care and treatment in a recovery-oriented, safe, respectful environment that promotes empowerment, hope and quality of life for the individuals it serves. As part of this mission employee behavior plays a key factor. The following code of civility is intended as a resource to guide employee behavior as a way to foster a positive and collaborative work environment. As members of this workforce, we have a duty and commitment to provide a safe, respectful environment to the people we serve and this effort was made to extend that duty and commitment to our fellow colleagues.

Professionalism: Professional conduct includes a combination of skills, words, and actions that mirror our organization's values. The most important traits begin with effective and respectful communication, being responsible and accountable, and demonstrating respect and tolerance for one another.

- Be respectful and tolerant of other's opinions
- Collaborate with other team members
- Be honest
- Maintain integrity
- Seek help when needed and help others
- Be courteous
- Adhere to the dress code
- Be patient
- Be attentive
- Have a positive mental attitude
- Be mindful of discussing personal information in shared spaces
- Use professional language

Communication: Effective and respectful communication are vital to the day to day operation of our workplace. Listening is one of the most important pieces of communication as well as knowing your audience, monitoring your tone of voice and paying attention to your body language.

- Respect each other's differences
- Be honest
- Use Constructive feedback
- Be objective, avoid making assumptions
- Find common ground
- Use person first language
- Listen for understanding, use active listening skills
- Be open to new ideas and other perspectives
- Practice empathy and compassion
- Do not gossip or spread hearsay

VPCH Code of Civility

Responsibility: Acting responsibly in the workplace includes caring as much about how your work is done as you do about getting it done. We are also accountable for our own words and actions and how they contribute to or devalue our workplace culture.

- Ask questions if unsure how to complete a task
- Be honest about committing errors (everyone makes mistakes)
- Apologize if you have offended someone
- Do your part
- Be there for your team
- Be supportive
- Take ownership
- Look out for one another
- Hold each other accountable

Respect: Follow the Platinum rule: Treat others as they want to be treated, not assuming others have the same desires as you. Being respectful means considering one another's feelings and valuing others' viewpoints and contributions.

- Address coworkers directly and respect each other's confidentiality
- Cooperate and collaborate with team members
- Recognize accomplishments
- Acknowledge chain of command
- Offer positive feedback
- Lend a helping hand
- Be inclusive, we are a team
- Validate other's concerns

WELLNESS & RECOVERY SCHEDULE WEEK 2

Beautician 9-11

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
10:00	Create Music with Pat In the Activity Room	Cooking/Nutrition with Joan & Danielle In the Activity Room	Open Fitness Room with Neil	Relaxation/Mindful Movement with Pat (Yoga bi-weekly) In the Activity Room	Open Art Studio with Danielle In the Activity Room
11:00	Community Living with Danielle In the Library	Emotional Strength with Jim In the Library Spirituality Group With Pat In the Activity Room	Bible Study with Todd & Pat In the Library	Song Discussion with Pat In the Library	Anger Management with Jim In the Library
1:00	Health w/ Joan & Danielle In the Activity Room	Meeting with the CEO In the Library Open Library will be back next week	What's on Your Mind? with Neil In the Library	Relapse Prevention with Greg & Neil In the Library	Friday Films "Movie!" In the Activity Room
2:00	Fitness Room with Greenhouse With Mark	Karaoke! with Danielle In the Activity Room	Relapse Prevention for Substances with Neil In the Library	Open Library with Greenhouse With Mark	Friday Films "Movie!" In the Activity Room
4:00	Open Library with	Let's Eat What We Made! 4-4:30 In the Activity Room	Open Library with	Create Music with Pat In the Activity Room	Open Library with
6:30				AA Meeting 6:30-7:30 In the Library	

WELLNESS & RECOVERY SCHEDULE WEEK 2

ADMISSION LEVEL GROUPS

ORIENTATION FOR NEW RESIDENTS- offered as needed

- **YOUR RIGHTS w/ Eva- Eva Belatski**, advocate from Disability Rights Vermont, is at VPCH every week on the unit. She is here for you and your rights as a person with a disability. If you have any questions, concerns or complaints about the care at the hospital or in the community, she is the person with whom to talk.
 - **GOALS GROUP**- Group will help to identify value consistent short term and long term goals tied to treatment planning process at VPCH. Practical strategies to enhance motivation and overcoming barriers to change will be explored.
 - **RELAXATION/ MINDFUL MOVEMENT**-Practical introduction to various relaxation and mindfulness techniques, such as deep breathing, progressive muscle relaxation, guided imagery, yoga, tai-chi and other.
 - **EXPRESSIVE THERAPIES/MUSIC**- Groups including Therapeutic Art with prompts/themes; Open art studio and Karaoke.
 - **MEETING w/ THE CEO**- Opportunity for you to provide constructive feedback regarding different areas of functioning at VPCH directly to the CEO.
 - **OPEN GREENHOUSE/ GARDENING** -Emphasis on practical skills of gardening that can be incorporated in community living.
 - **SENSORY GROUP** - This group will learn about the seven senses, how they can affect mood and things you can do to purposely remain calm or become more alert
 - **OPEN LIBRARY** – During open library you are welcome to check out books (three out at a time), socialize, pick a quiet corner and read or spend time on the computer.
 - **FITNESS** - The objective of the Fitness group is to provide a place for physical activity other than the yard. Physical activity can be used for not only to increase personal fitness, but as a coping skill for multiple symptoms or mood states
 - **CREATE MUSIC** – Offers an opportunity for individuals to build social and relational skills through interactive group music making. Group members are encouraged to explore instruments creatively in order to promote self-expression, emotional regulation and stress management.
 - **SONG DISCUSSION** - Is an opportunity for people to share songs that are meaningful to them and discuss memories, associations, impressions and thoughts with other group members in a supportive environment. The group promotes socialization, empathy and respect.
 - **SPIRITUALITY** - Spirituality group offers an opportunity for people to discuss diverse spiritual teachings and practices from around the world. The group promotes group interaction and respect for the ideas and opinions of others, while educating participants about various traditions and mindful practices
- ### CORE GROUPS
- **NAMI CONNECTIONS**- A recovery support group for people living with mental illness where you learn from each other's experiences, share coping strategies and offer mutual encouragement and understanding. The group is an ongoing opportunity to discuss the challenges of living with mental illness and the techniques for maintaining wellness. Meetings are facilitated by trained NAMI peers living in recovery.
 - **AA** – A committed group of community volunteers come weekly for an AA meeting to make AA available for people while they are at VPCH. Whether you participated in AA in the past or are new to the idea, please join us!
 - **ANGER MANAGEMENT**- The group will explore interventions such as relaxation, cognitive and communication skills to develop their own anger control plans.
 - **COOKING & NUTRITION**-The purpose of this group is to help you develop a greater understanding of the role diet has in achieving and maintaining health. Diet is key in preventing +/-or managing chronic diseases. Weekly we prepare and later eat a dish that can be easily prepared with healthy ingredients.
 - **HEALTH**- The purpose of this group is to help you develop a greater understanding of individual health risk for obesity, Diabetes, heart disease, etc.
 - **PET THERAPY** - The objective of this group is to provide comfort and companionship to increase emotional wellbeing, promote healing, and improve the quality of life for those for those who interact with the therapy animal.
 - **CREATIVE WRITING** - Gives people an opportunity to engage in creative writing and share their work. Prompts are provided as well as impromptu suggestions from the group.
 - **COMMON STYLES OF THINKING** – This group focuses thoughts patterns about ourselves and the world around us that may be inaccurate and distort our perception of reality, usually in a negative way. Join us to discuss our experiences, and ways of viewing these situations differently to create hope in one's life.
 - **WHAT'S ON YOUR MIND?** -
- ### PRE-DISCHARGE GROUPS
- **COMMUNITY LIVING**-Including topics such as housing, budgeting, employment and various methods to incorporate leisure skills as coping skills throughout life. You will also learn and practice several skills including: social skills, conversation, assertiveness, conflict management, communal living, friendship and dating skills.
 - **RELAPSE PREVENTION FROM SUBSTANCES** -
 - **RELAPSE PREVENTION** - You will be provided psychoeducation on common risk factors that contribute to re-experiencing symptoms of psychosis and other serious mental health issues. You will also be encouraged to identify personal triggers and early warning signs. You will then have the opportunity to create an individualized "relapse prevention plan" that they can use to identify helpful strategies for preventing future mental health problems.

**VERMONT PSYCHIATRIC
CARE HOSPITAL**

Dashboard Performance Measures

Reporting Category	FY 2016 monthly ave.	Jul-16	Aug-16	Sep-16	Quarter average	Oct-16	Nov-16	Dec-16
Effective Treatment								
Average Length of Stay (based only on patients who have been discharged)	100 day LOS	100 day LOS	100 day LOS	99 day LOS	100 day LOS	98 day LOS	96 day LOS	97 day LOS
Admissions	6	4	4	6	5	4	5	4
Discharges	6	4	5	4	5	4	4	3
Current Patients: male	18	18	16	18	18	17	16	17
Current Patients: female	6	7	7	7	7	8	9	8
EE/ Warrant Admission	17	16	14	14	15	11	11	14
Forensic Admission	7	9	9	11	10	14	14	11
Patient Care								
Eloperments	0	0	0	0	0	0	1	0
Percent of individuals hospitalized who did not receive emergency involuntary procedure	79%	76%	83%	92%	84%	60%	80%	80%
Safety								
Patient to Visitor physically aggressive event	*	*	*	1	*	2	0	0
Staff to Patient event: no injury	0	0	0	0	0	0	0	0
Patient to Patient event: no injury	3	2	3	2	2	3	7	5
Patient to Patient event: minor injury	0	0	1	0	1	0	0	1
Patient to Staff Assault: no injury/ unknown	2	1	4	0	2	3	3	2
Patient to Staff Assault: minor injury	6	6	6	2	5	5	14	5
Patient to Staff Assault: moderate injury	1.3	0	3	1	1.3	1	4	2
Staffing and Training								
Personnel vacancies (permanent RN and MHS)	19	18	16	20	18	19	19	18
New VPCH employees attending orientation (RN and MHS)	3	3	4	0	2	3	1	1
VPCH RN overtime hours	455	406	445	490	447	402	469	433
VPCH MHS overtime hours	1093	1629	1715	1471	1605	1711	2512	2460

Length of Stay for current individuals hospitalized

0-25 days	3
26-50 days	2
51-100 days	2
101-200 days	5
201-300 days	5
301-400 days	2
401-500 days	1
501-600 days	1
601-700 days	1
865 days	1
905 days	1
1006 days	1

data as 12/30/2016