



Moving the Connecticut State System to a Recovery Model

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RECOVERY

The Guiding Principle of the
DMHAS System of Care



Why Focus on Recovery Now?

- Blue Ribbon Commission
- Federal Emphasis and Expectation
 - President's New Freedom Commission
 - SAMHSA
- Growing body of research
- Expectations of consumers and persons in recovery
- Improved outcomes and effectiveness



Vision and Goals



Recovery Defined

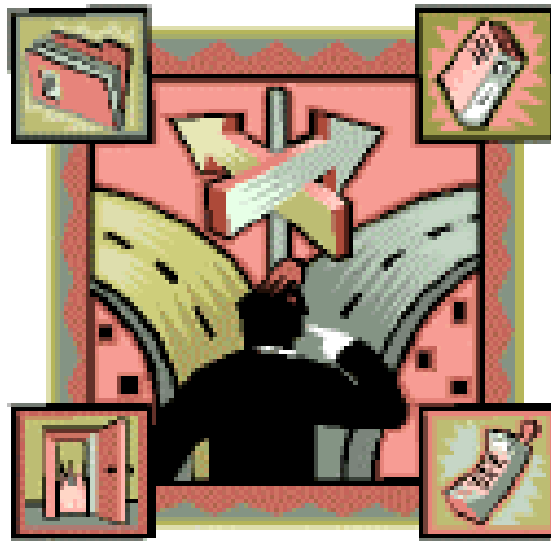
(From the state of Connecticut)

- *The Department endorses a broad vision of recovery that involves a process of restoring or developing a positive and meaningful sense of identity apart from one's condition and then rebuilding a life despite or within the limitations imposed by that condition. A recovery oriented system of care identifies and builds upon each individual's assets, strengths, and areas of health and competence to support achieving a sense of mastery over his or her condition while regaining a meaningful, constructive, sense of membership in the broader community.*



RECOVERY:

ONE GOAL



Many Paths



Objectives of a Recovery System of Care

- To the extent possible, individuals should have responsibility and control over their personal recovery process
- Increase individual/family participation in all aspects of service delivery
- Expand recovery efforts to all aspects of individual's lives- social, vocational, spiritual through direct services or linkage to natural helping networks
- Promote highest degree of independent functioning and quality of life for all individuals receiving care in our system



DMHAS' Systemic Approach to Recovery

- Develop a philosophical/conceptual approach
- Build competencies, skills, and service structure
- Align fiscal and administrative policies in support of recovery

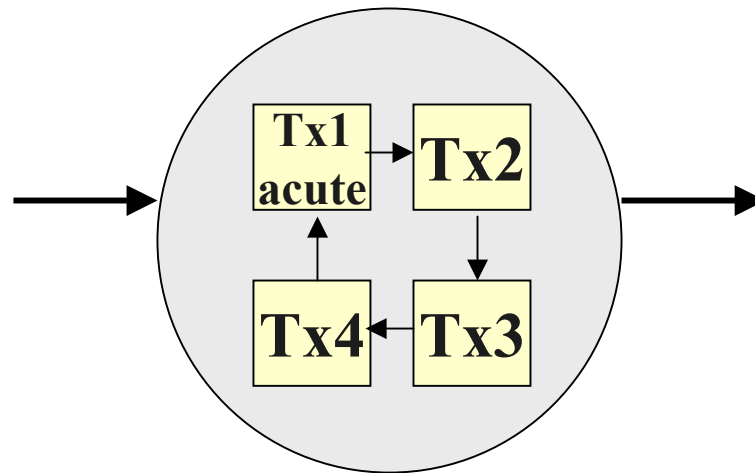
Service System Progression

Traditional



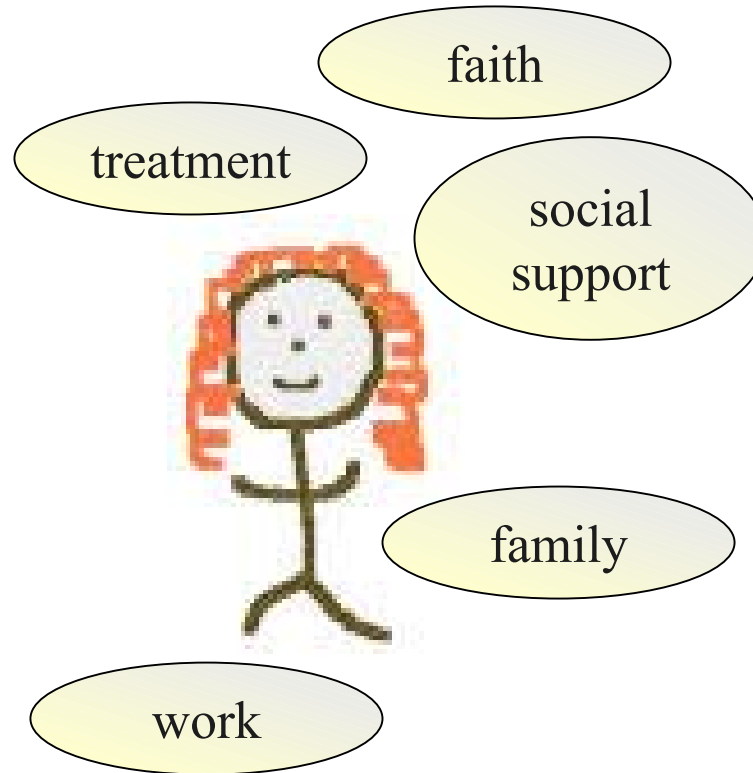
Service System Progression

Evolution

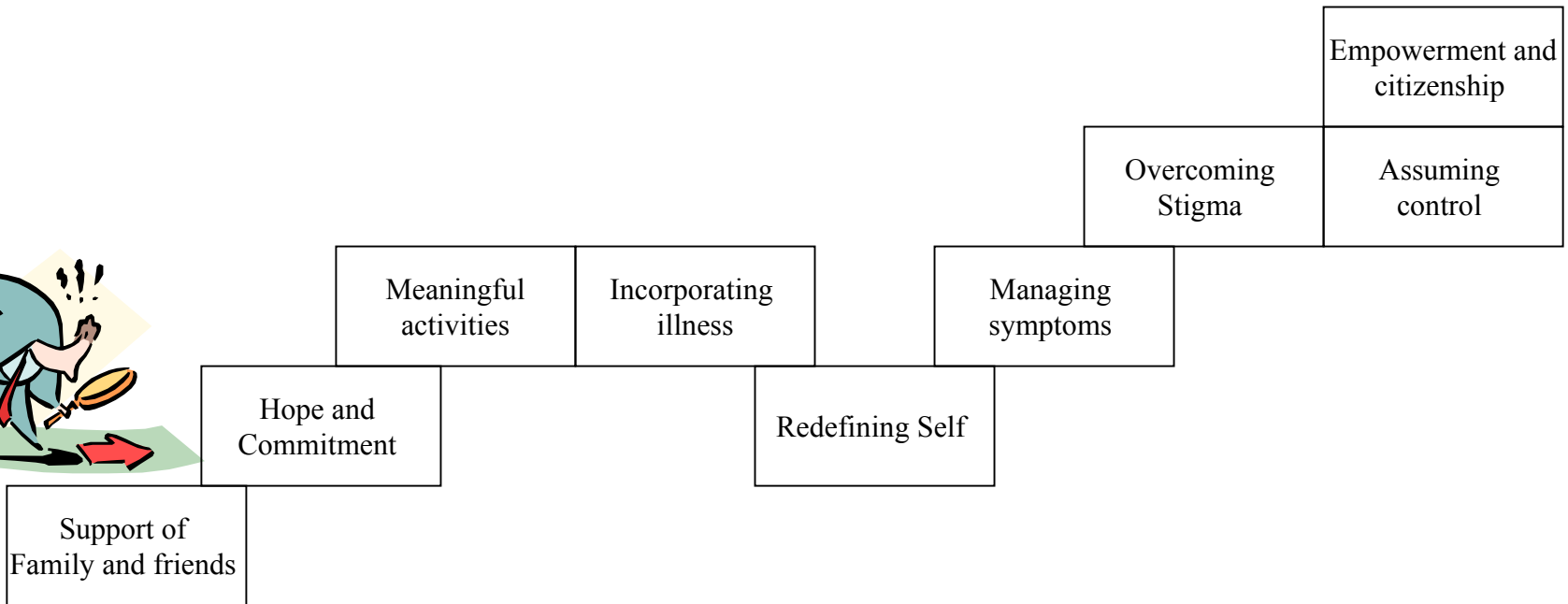


Service System Progression

Revolution



Dimensions of Recovery



Sample Recovery Dimension in CT Recovery Model : *Supportive Others*

Person In Recovery:

What recovery means to me...

- I know when I am not doing well and when I need to ask for help from others.
- I have something to offer and can help others when they need me.

Direct Service Provider:

How I can support people in their recovery...

- Help people to develop lasting connections to communities and natural supports
- Be willing to include natural supports in the planning process
- Be willing to help people get their basic needs met in the community
- Believe in people and share that belief with others
- Be an "advocate" as well as a "provider"
- Value and explore spirituality as a potential source of support

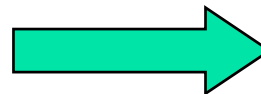
Manager/Administrator:

How I can lead an organization that supports recovery...

- Educate staff and others about natural support networks and how to build them
- Develop structured educational programs for families and natural supporters
- Offer to host local, state-wide, and national consumer and family support group, e.g., NAMI, AU, & CCAR
- Value and foster use of peer-support and self-help throughout the agency

Recovery Markers:

We will know that we are working together toward recovery when...



- Staff help people build connections with neighborhoods and communities
- Services are provided in natural environments
- Peer support is facilitated and utilized
- Natural supports are relied upon





BARRIERS TO

RECOVERY



Systemic Barriers

- Lack of consensus regarding vision
- Unclear standards or expectations
- Commitment to old way of operating
- No mechanism for technology transfer
- Lack of incentives for change
- Plan for change is not integrated
- No feedback or evaluation of change



STRATEGIES



Change Strategies

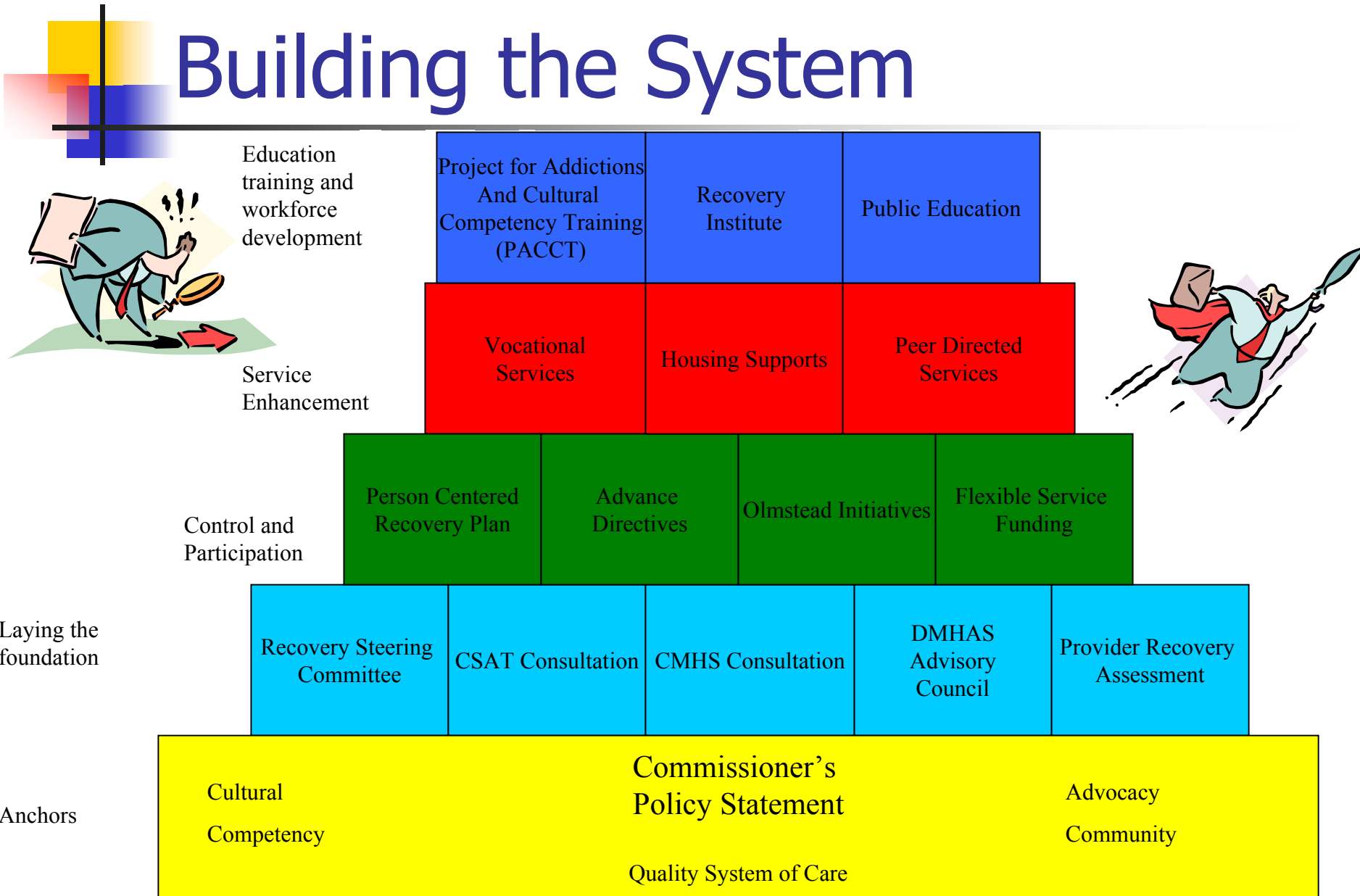
- Technical assistance and consultation
- Consensus building regarding vision
- Development of recovery standards
- Formalized advisory structure
- Implementation plan and work teams
- Training and education
- Ongoing communication



Guidelines for Change

- Re-orient all systems
- Build partnerships and consensus
- Incentivize the system
- Evolve process using phased approach
- Identify and develop “preferred practices”
- Distribute to field through training and technical assistance
- Integrate recovery initiative into existing initiatives
- Non-punitive approach to transition
- Development of recovery-oriented performance outcomes

Building the System



Education training and workforce development

Project for Addictions And Cultural Competency Training (PACCT)

Recovery Institute

Public Education

Service Enhancement

Vocational Services

Housing Supports

Peer Directed Services

Control and Participation

Person Centered Recovery Plan

Advance Directives

Olmstead Initiatives

Flexible Service Funding

Laying the foundation

Recovery Steering Committee

CSAT Consultation

CMHS Consultation

DMHAS Advisory Council

Provider Recovery Assessment

Anchors

Cultural Competency

Commissioner's Policy Statement

Advocacy Community

Quality System of Care

IMPLEMENTATION PLAN**

Examples

	Phase I	Phase II	Phase III
Philosophical/ Conceptual	<ul style="list-style-type: none">■ Build Consensus on Definitions	<ul style="list-style-type: none">■ Identify Implications■ Dog & Pony Shows	<ul style="list-style-type: none">■ Address stigma within other systems and the community
Competencies, Skills & Programs	<ul style="list-style-type: none">■ Evaluate Approaches■ Baseline Assessment	<ul style="list-style-type: none">■ Begin Training■ Incentivize Program Innovations	<ul style="list-style-type: none">■ Advanced Training■ TA/Knowledge Transfer
Fiscal/ Administrative	<ul style="list-style-type: none">■ Identify Barriers & Incentives	<ul style="list-style-type: none">■ Solution-focused workgroups■ Develop Fiscal Support	<ul style="list-style-type: none">■ Performance Measures■ Implement Policy Changes

**Utilize a consensus process throughout the implementation



Moving the System

- Development of standards
- Training
- Agency recovery plan
- New service procurement
- Revised program or service profiles
- Monitoring
- Modifications
 - Policies
 - Contracting
 - Performance Indicators



Recovery Preferred Practices

- Access, engagement and service
- Recovery sensitive tools
- Multi-disciplinary review (voc., social)
- Service coordination
- Use of community supports
- Increased consumer and family participation
- Quality of life focus
- Self-help resources



RESULTS



Making Vision a Reality

Gaining Momentum (Phase 1)

- Host Recovery Conference focused on “What is Recovery” (Build Consensus)
- Establish a Recovery Steering Committee
- Convene workgroups to identify & develop Preferred Practices
- Conduct a Recovery Assessment of Programs
- Include recovery in all new Funding Opportunities
- Prioritize and Integrate Recovery in Training Activities
- Conduct an anti-stigma campaign
- Develop a Policy that Establishes Recovery as the organizing paradigm for all services
- Create a Recovery Position Paper



Making Vision a Reality

Sustaining Momentum (Phase 2)

- Host Recovery Conference focused on the “How” (Highlight Specific Practices and Programs)
- Implement Recovery Preferred Practices through policy and funding
- Establish Recovery Education Center
- Continue anti-stigma campaign
- Implement Peer Support programs
- Develop Recovery Education Center and create training curriculum based on consensus process
- Implement training/consultation campaign for providers
- Incorporate Recovery-Oriented Performance Measures

Making Vision a Reality

Changing the Service System (Phase 3)

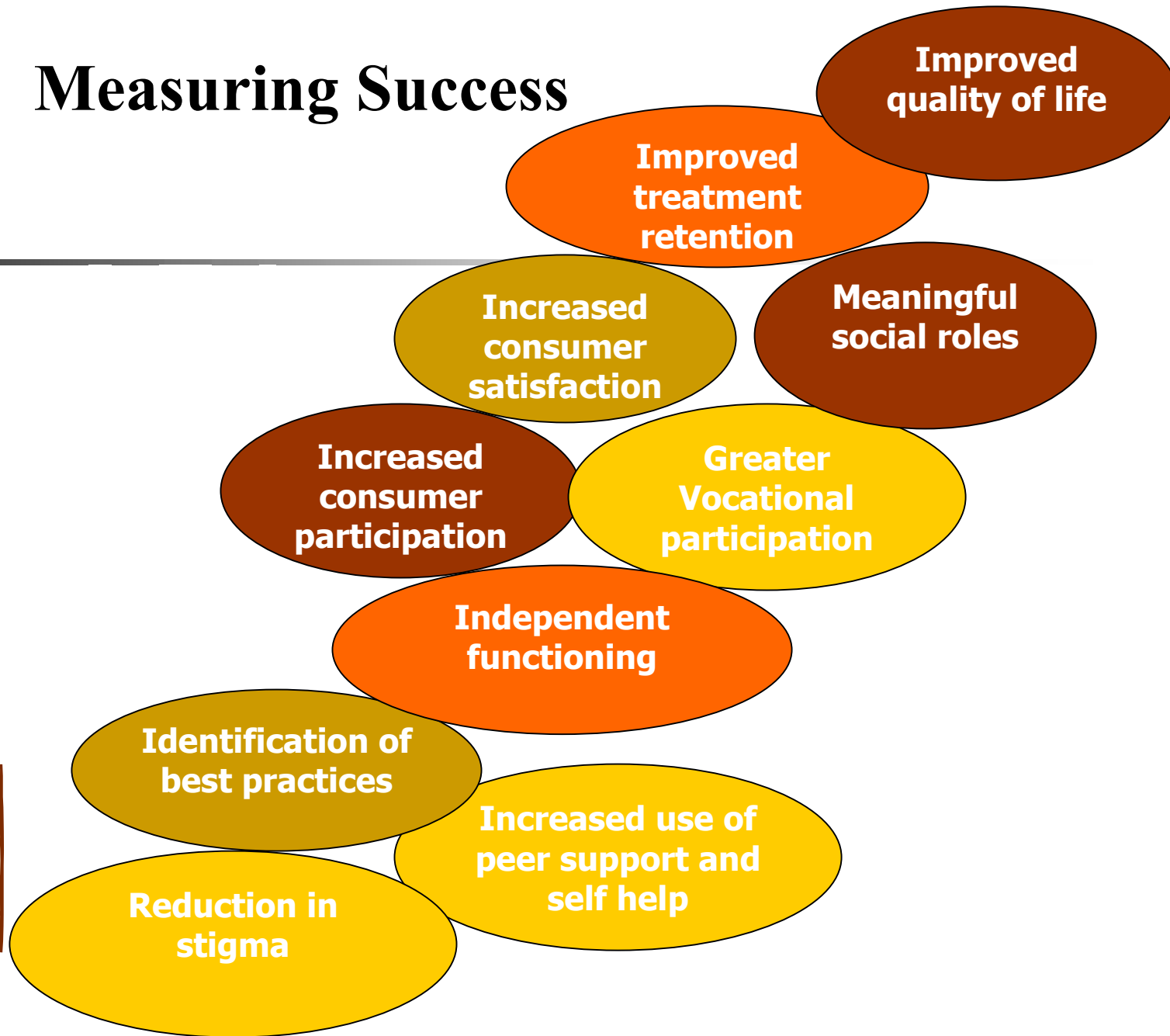
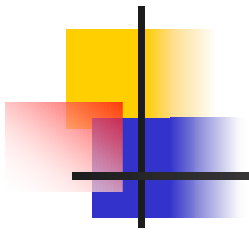
- Continue to implement recovery approaches through programming, funding opportunities and policy development
- Continue to refine and operationalize the concept across the entire service system
- Continue to identify and implement Recovery preferred practices
- Reorient all systems (eg performance measures, fiscal policy, etc) to support a recovery oriented system of care

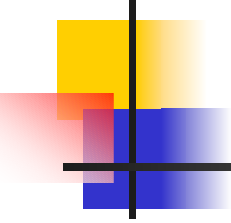


Benefits for DMHAS System

- Improved treatment retention
- Increased consumer satisfaction
- Broadened community supports
- Staff development through state-of-the-art training through Recovery Institute
- Knowledge transfer through Centers of Excellence

Measuring Success





THANK YOU!

