

COMPASS™

Program Co-occurring Capability Self-Assessment

A Two Part Training Series



ZiaPartners, Inc.

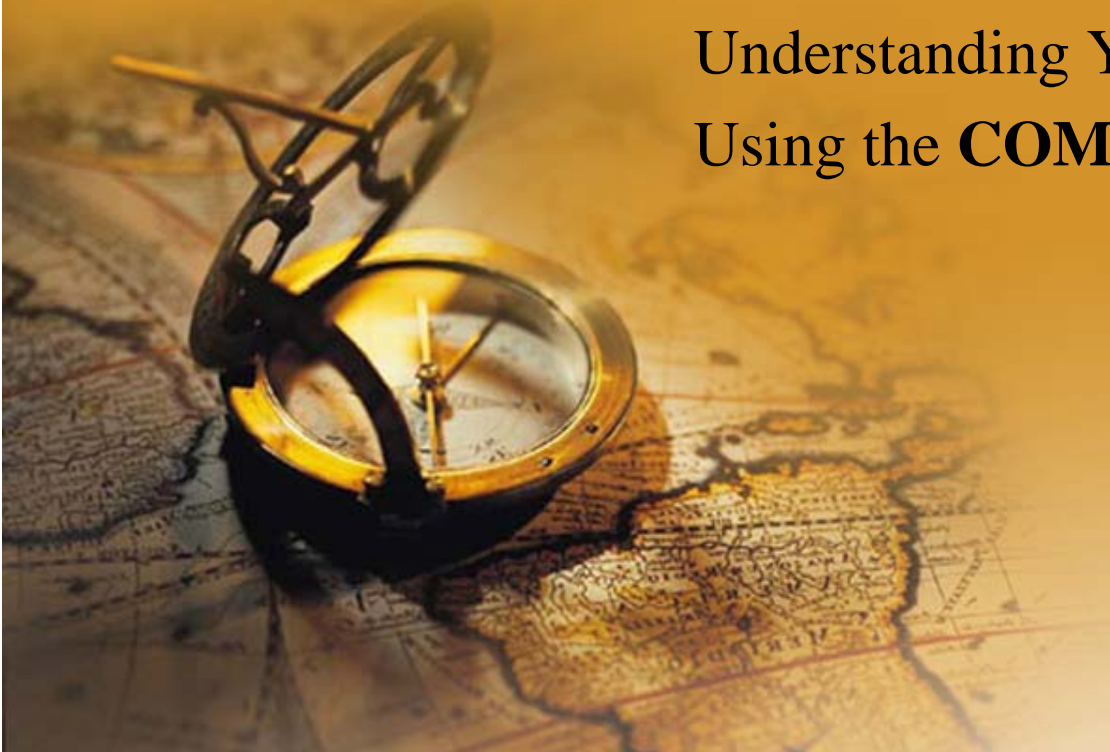
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Part One

Getting Started with Program Co-occurring Capability Development:

Understanding Your Organizational Baseline
Using the **COMPASS™**



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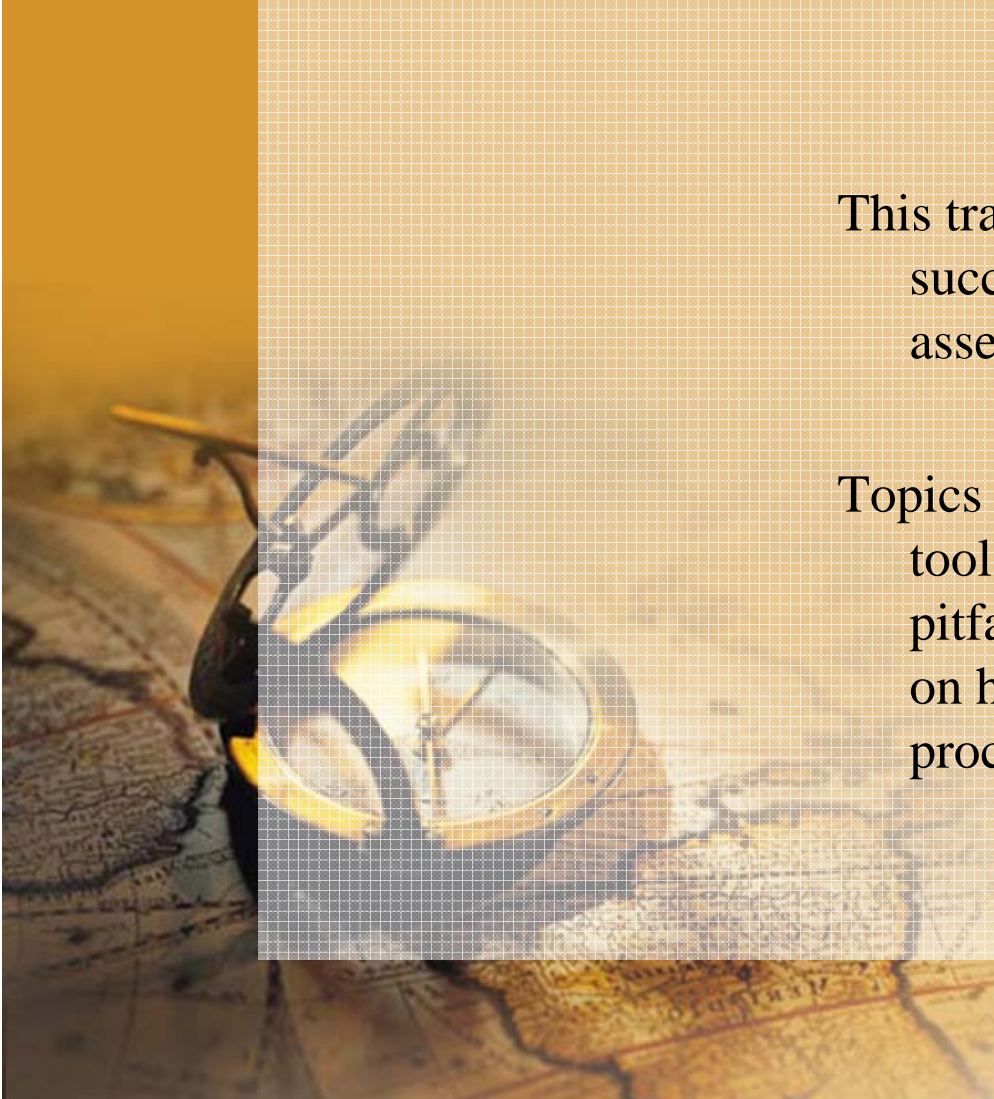
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Purpose and Content of Part One

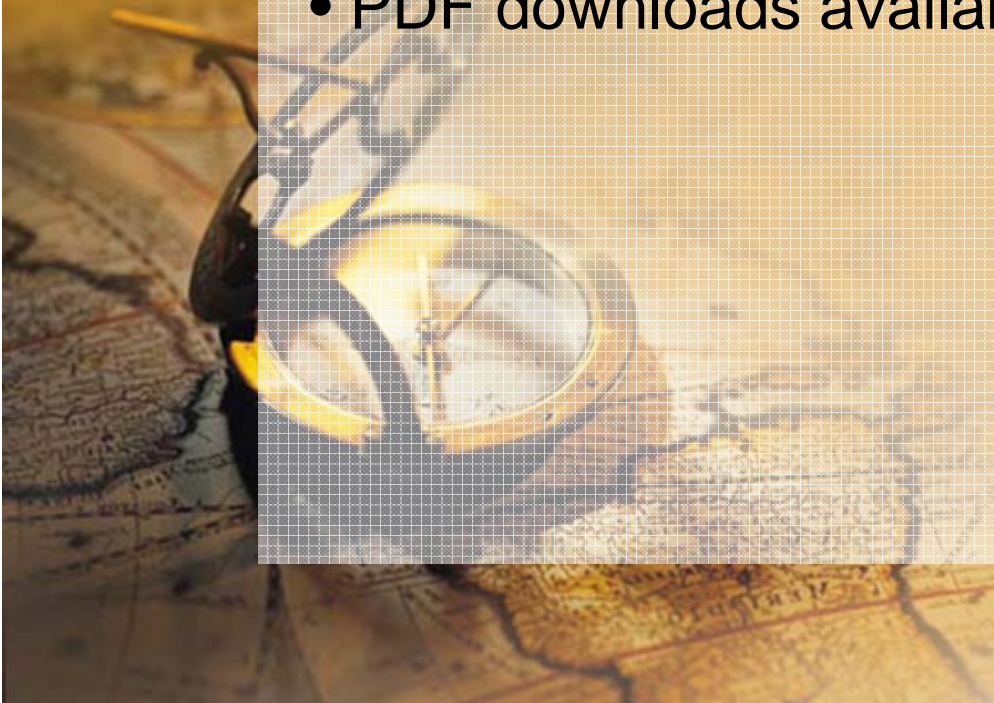
This training teaches participants how to successfully use the COMPASS™ to self-assess program co-occurring capability.

Topics covered include a description of the tool, its objectives, how to use it and pitfalls to avoid. Also included is advice on how to ready the organization for the process of using the COMPASS™.



What is the COMPASS™

- Co-occurring Capability self-assessment
- Program level tool
- Similar to an accreditation tool--asks for “evidence of”
- Adapted versions available (CYF, Prevention, etc..)
- PDF downloads available at ZiaPartners.com



Domains of the COMPASS™

1. Philosophy
2. Management Structure
3. Access
4. Identification/Detection of Co-occurring Disorders
5. Assessment /Diagnosis
6. Treatment Planning
7. Treatment Content and Programming

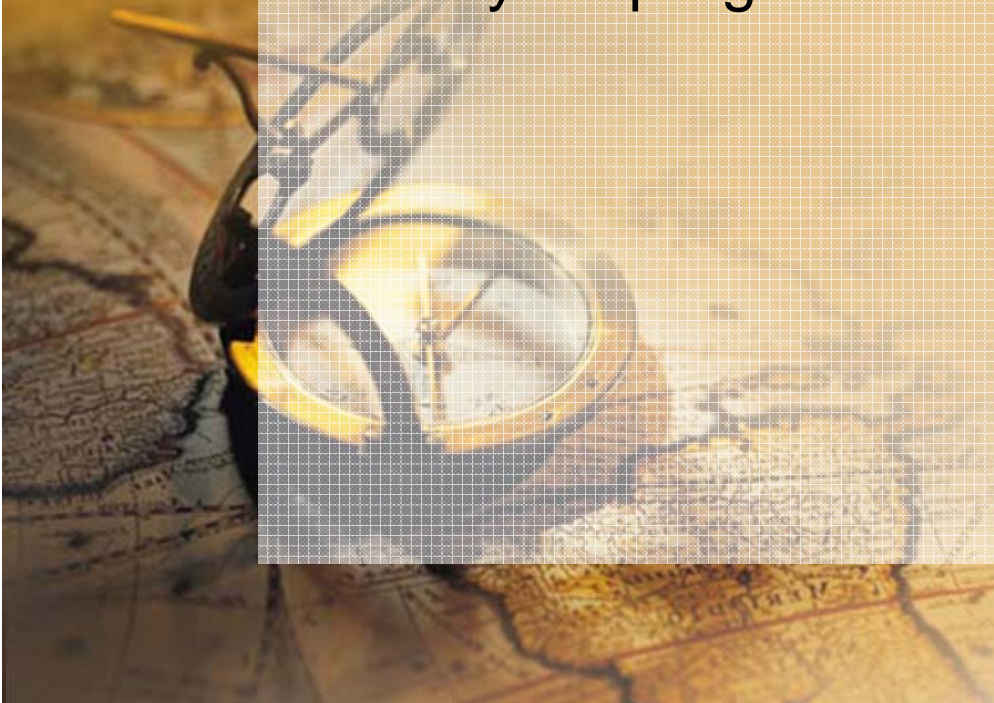


Domains of the COMPASS™ (continued)

7. Integrated Treatment Relationships
 8. Treatment Program Policies
 9. Psychopharmacology
 10. Discharge Planning
 11. Integrated External Care Management
 12. Staff Competency/Training
 13. Specific Competencies (Cultural, Gender, Age, etc...)
- 
- A vintage-style map with a compass rose and a pair of glasses resting on it. The map is aged and yellowed, with a compass rose in the center. A pair of glasses with a dark frame and yellow-tinted lenses is resting on the map. The background is a warm, golden-brown color.

COMPASS™ Objectives

- Deep and rich baseline conversation about the program
- Organized content regarding co-occurring capability
- Consensus agreement by “the vertical core”
- Promote natural improvement opportunities
- Track your progress over time



How to Use the COMPASS™

- Group format, NOT individually scored
- About 2.5 to 3 hours (continuous or interval)
- Consensus scoring using a 1-5 Likert scale
- Rarely needs facilitation



Example COMPASS™ Question

Philosophy Domain

- Program descriptions and orientation materials are written with the expectation that individuals and families with co-occurring issues will be welcome for treatment/service.

Treatment Planning Domain

- Treatment plans identify each co-occurring disorder as a primary problem or issue.

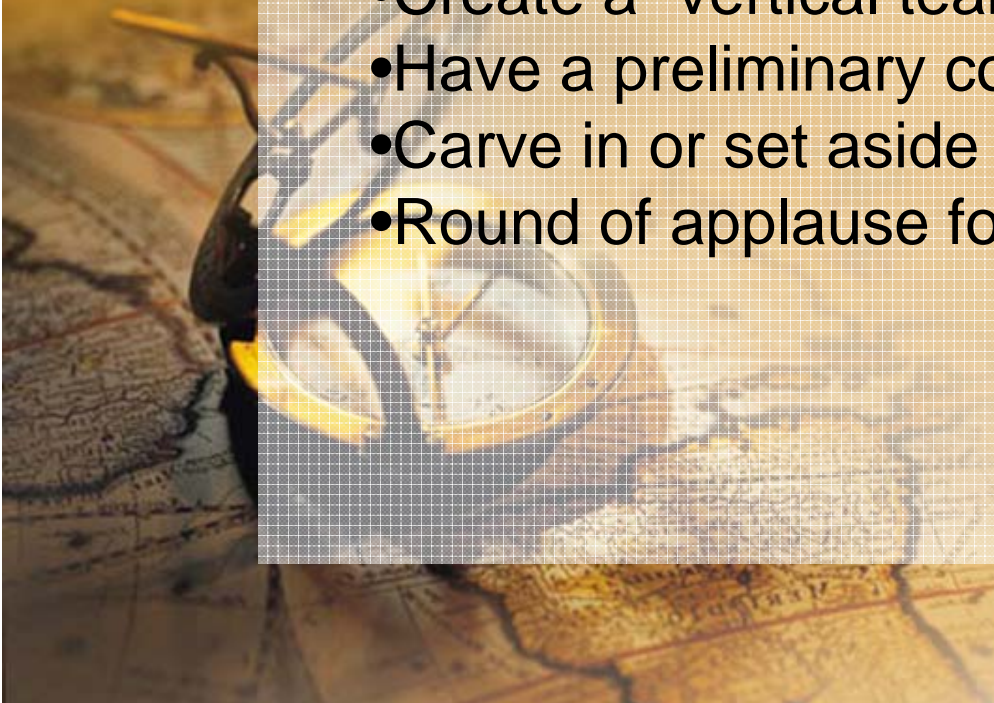
Avoiding the Pitfalls

- Passing it out and scoring separately, then averaging
- Autocratic group “conversations”
- Focusing on getting a high score
- Over using “Not Applicable”
- Doing the COMPASS™ “out of the blue”



Getting Ready for COMPASS™ Doing

- Build the organizational context for working on co-occurring capability
- Set the organizational direction
- Identify a helpful Change Agent
- Create a “vertical team”
- Have a preliminary conversation or two
- Carve in or set aside focused time for the team
- Round of applause for the team!



End of Part One

Part Two of this training is:

Program Co-occurring Capability Development:
Using your COMPASS™ organizational baseline
self-assessment to create a relevant and
manageable improvement process

Topics include:

- Organizational quality improvement partnerships
- Action planning
- Common starting places and steps toward program co-occurring capability

Details to Know

If you have questions about the Florida co-occurring capability development process, please contact your Change Agent, Supervisor, Circuit Director, Regional Manager, Steering Committee Representative, or as always Sean Mathews in Tallahassee at Sean_Matthews@dcf.state.fl.us.

For access to the tools:

ZiaPartners.com

Welcome

System Portals

Florida

User Name: florida

Password: zpflorida