

Policy:

Palmer's Home Care, LLC recognizes the importance of the ISP and objectives for each individual we serve. Implementation strategies are teaching methods and specific action steps that staff will use to support an individual as they work to achieve each goal/objective in their ISP. Degreed Professional Managers, employed by Palmer's Home Care, LLC, will incorporate and combine expectations of the individuals, team members and guardians in these strategy techniques. It is expected that the implementation strategies are acknowledged by all direct care staff and the staff are fully equipped to implement the program prior to working with the individual supported. As ISP's are updated and goals/objectives are updated, the Program Manager will retrain all of the staff on the new updated goals and strategies prior to the employees working with new goals/strategies.

Comments:

1. The implementation strategies framework and template **must** include the following:
2. Each strategy will acknowledge the individual's preferences in learning style and will incorporate this knowledge in relation to each teaching activity/habilitative objective.
3. Each strategy will ensure the stated goal is specific, individualized, measurable and achievable.
4. Tools, supplies, and technology needed for any activities are identified and step by step instructions are offered.
5. Each strategy will identify who is responsible for supporting the individual in achieving the goal. It will also define what it takes to reach the goal and how to measure the progress. The timeline for achieving success with the goal will be identified.

Implementation strategies and monthly ISP objective data is reviewed by each Degreed Professional Manager and incorporated in the monthly review summary. If it is identified that an implementation strategy is not effective; that more time is needed, or that changes to supports need to occur, the DPM will make note of actions needed and contact the support coordinator for a team meeting with the individual. The review of implementation strategies is an ongoing process and modifications needed are documented.

All Palmer's Home Care staff are trained on implementing IP's at new hire orientation, and must read and acknowledge each individual IP before working with that individual.