

**Program Strengths 1**

Dedicated Staff  
 Client Satisfaction  
 Fidelity to Model  
 High degree of structure in the daily schedule  
 Program Funding  
 Transitional Housing

Response to Recommendations	Responsible Staff	Date	Status
Work with LSF to gather information regarding Peer training/Funding	Joe	1-Jul-24	
Hire Staff with Community based Mental Health Training <b>LMHC</b>	Joe		RTC Position vacancy SME reviewed, ready for assessment and Interview
Hire staff with Community based addiction and co-occurring disorders Treatment			
Hire staff with Ability to speak Spanish	Joe		
SME Reviewed Interviews ASAP	Joe		Not Posted Email Inquiry sent
Posted 7/16/24-8/6/24	Joe		No Applications as of 7/26/24
Outline what this looks like	All staff	1-Jul-24	Self paced based on task focus, Acceptance and Accomplishment
Create a list based on recommendations	Rebecca	1-Jul-24	
Create a schedule (Bi-Weekly)	Kelly/staff	1-Jul-24	
Provide access to sugar/sweets	All Staff	1-Jul-24	Sugar is available for coffee and incorporated in desserts, i.e. cake, cookies and ice cream
<b>Service Enhancement Opportunities</b>			
Establish a presence at the Library Re-entry Mtg Kellie	Kellie	1-Sep-24	
Share the Meta Program at appropriate meetings	Kellie/Rebecca	7/16/2024	Kellie and Rebecca Held and Open House
Develop relationships with local treatment providers Rebecca/Kellie	Kellie	1-Jul-24	Referrals were made as a result of the Open House
Research the current offerings and choose	Rebecca	1-Jul-24	Keith and Chelle registered to attend Training 8/7/24; Kellie and Rebecca 9/11/24

Recommendations Implementation
Hire Peer Support Specialists (Former Grads) Hire Staff w/Community-based mental health expertise (e.g., Licensed Mental Health Counselors) <ul style="list-style-type: none"> <li>Community-based addiction and co-occurring disorders treatment experience</li> <li>Ability to speak Spanish</li> </ul>
Current Vacancies
Residential Treatment Counselor Clinical Supervisor
Programming Adjustments
Shorten the Length of Phases Incorporate Best/Promising Practices
Relax the rules regarding access to caffeine and sugar <ul style="list-style-type: none"> <li>Find more ways to include clients' supportive family members and other members of their support network early in treatment, when available</li> </ul>
Public Relations
Meta staff should present information about the program and its successes to the local community to help <ul style="list-style-type: none"> <li>Raise awareness within the community that Meta is an available resource</li> <li>Increase self-referrals</li> <li>Increase referrals from additional community partners</li> </ul>
Service Enhancements / Areas for Training
<ul style="list-style-type: none"> <li>Basic and advanced training in Motivational Interviewing (MI) from a non-corrections agency</li> <li>De-Escalation techniques</li> <li>Medication management</li> </ul>

Recommendation	Action Item	Staff Evaluation	Budget Impact
Which will have Peer Specialist and is there a cost?		Staff positions with goal to fund through LSF	Avg. Peer hourly wage is \$14 to \$20 in FL.
Lack of Staffing	Does this mean more staff?	Yes, the recommendation is to add peer specialist as means to enhance current staff level	LSF indicated they had funds for this.
Lack of Staffing	If yes what positions and estimated costs	Yes, through Peer Specialists	Avg. Peer hourly wage is \$14 to \$20 in FL.
Lack of Staff Expertise in Mental Health	Assume additional training what courses	Hire staff with the skill as vacant positions are filled	
Lack of Staff Expertise in Mental Health	What cost for courses	TBD within training budget	
Lack of Staff Expertise in Mental Health	Licenses what impact will that have on increase salary, FICA FRS when license is obtained	Currently the mental Health Counselor requires a Masters Degree with a salary of \$53,079.94	
Lack of Staff Expertise in Addiction	What cost for courses	Training and courses funded under training budget	
Lack of Staff Expertise in Addiction	Any budget impacts for certification	<b>TBD</b>	
Lack of Staff Expertise in Community based Motivational Interviewing	What cost for courses	2 staff attending Basic Motivational Interviewing in August @ \$186 for both	Two staff in September for Intermediate @ \$226
Lack of Staff Expertise in Community based Motivational Interviewing	Any budget impacts for certification	This should be covered in Training budget	
Lack of Individual Counseling	How are we addressing? Staff or Vendor?	This will be a combination of in-house supervision and training	
Lack of Family based Counseling	How are we addressing? Staff or Vendor?	In-House	
Corrections Based vs Community based behavioral health	How are we addressing? Staff or Vendor?	The Mental Health and or Addictions Training will address it.	
Discretionary funds for Incentives	How are we addressing? What Costs	Incentives are provided to support clients who are excelling/progressing. This would be new to the program. It would have to be developed.	
Lack of Outings	How are we addressing? What Costs	Currently staff are taking them out to free events or to the local parks etc. They have gone to a couple of outings where the fees were waived. Developing a schedule regularly with resident input	
Lack of Staff Availability for Transports	How are we addressing? What Costs	Transports are being scheduled when staff are available or 2 clients are sent on the bus. One of them being a client that has been in the program and has reached a level of trust.	
Lack of Job Preparations	How are we addressing? What Costs	This program could be developed /provided through Career Source and community agency	
Family Support Network	How are we addressing? What Costs	The recommendation was to include the family in the clients initial orientation. No associated cost	
Spanish Training	How are we addressing? What Costs	Hire a staff member or peer that speaks spanish; Have program documents translated into spanish	cost TBD
Public Relations	How are we addressing? What Costs	Attend events where staff can Table and share the program through conversation and printed information.	
De-Escalation techniques	How are we addressing? What Costs	Through training The department has this training annually. Training Budget dollars	
Medication Management	How are we addressing? What Costs	Through training on oversight of medication self-administration	
Facility Improvements	How are we addressing? What Costs	The Main building has new flooring, Complete inside Repaint and Kitchen Counters, Cabinets, equipment and flooring, and exterior lighting	
Public Transportation	How are we addressing? What Costs	Bus passes - Budget funds	