



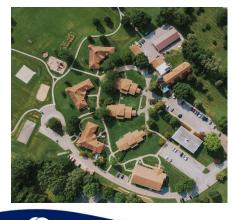


Obstacles to Opportunities:

Using Innovation to overcome barriers to recruitment, readiness, and retention

Nikki Goos, LMHC Brooke Mohs, BA Jennie Null, LMFT, RPT-S

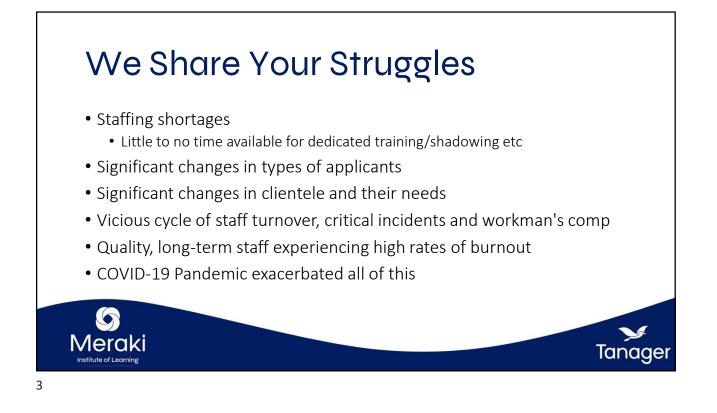
We Are Tanager



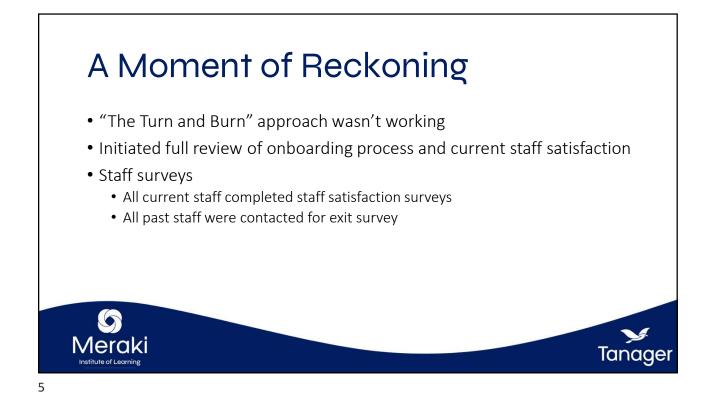
- Our mission: To provide services to children and families that inspire, empower and heal.
- Established in 1879 First children's human services agency in the area
- We support more than 4,000 kids per year—primarily in Linn and Johnson counties in southeast Iowa—but all families are welcome at Tanager Place.

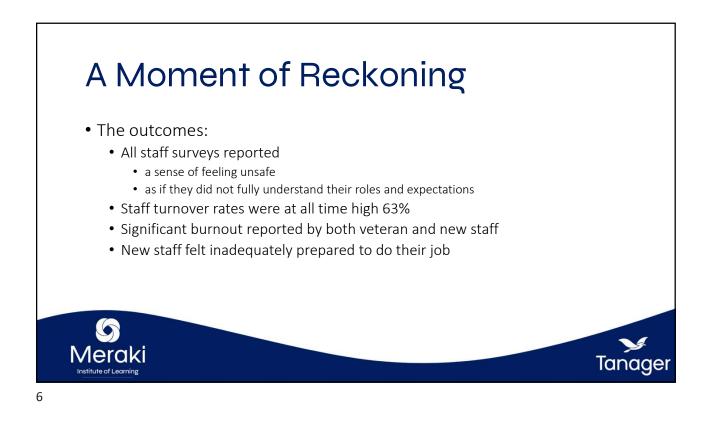


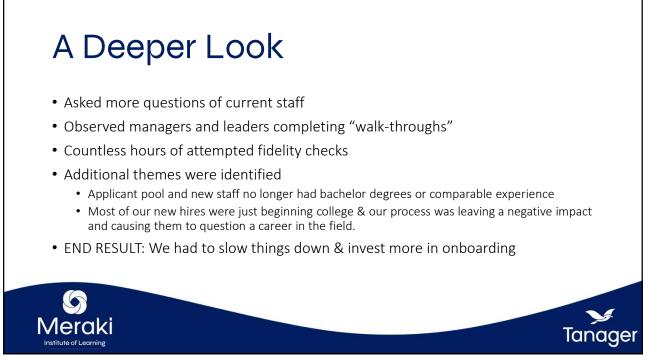












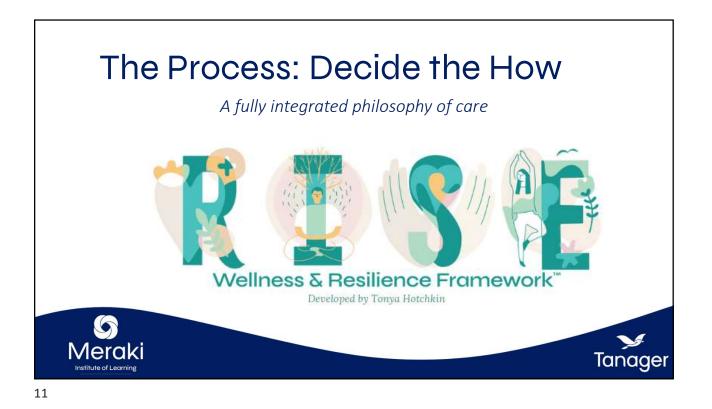








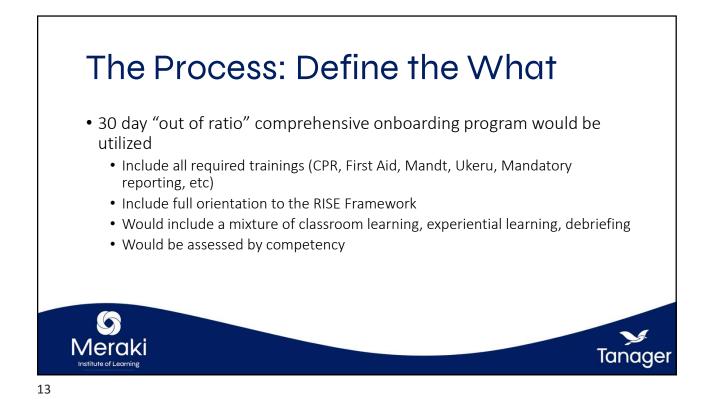


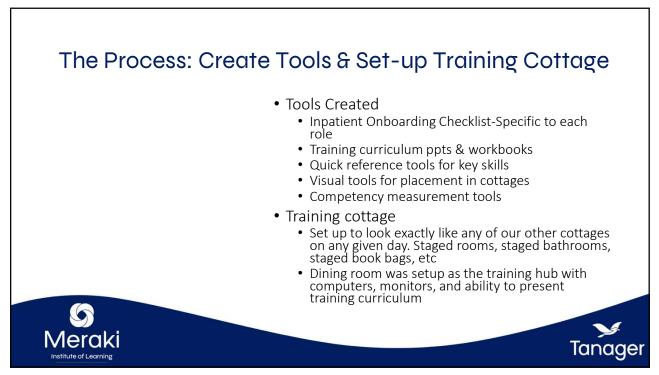


The RISE Framework

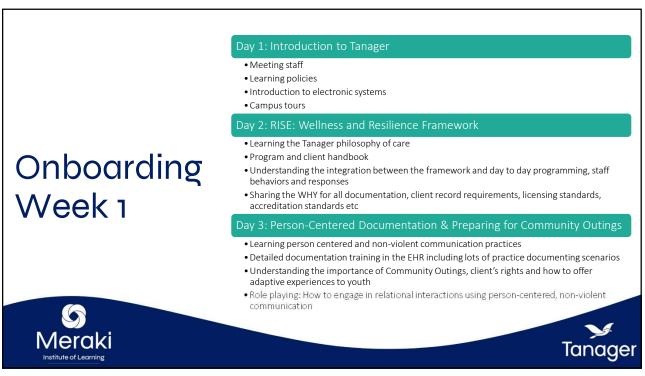
- Grounded in neuroscience, attachment theory, restorative practices and relational approaches.
- Builds working knowledge about the impact of adverse and stressful experiences on a person's development & overall social, emotional & behavioral growth.
- Teaches a way of being with others based on relational characteristics aligned with inclusion, collaboration, & restorative practices.
- Illustrates a model for conceptualizing the overall well-being of a person in care.
- Offers individual, group, & system level interventions & resources for responding during times of stress & adversity which offer dignity, respect, trust, and care.

	Understanding the influence of life experiences on brain fun-
THE YOU INTERVENTION	Cultivating personal insight to offer a centered expression of
CHARACTERISTICS	Applying practices of intentional engagement
INDICATORS OF WEL	LBEING
The conditions for fostering a s	sense of psychological wellness and resilience
SAFETY	Establishing physical, emotional, and psychological security
CONNECTION & BELONGING	Inviting inclusion, collaboration and cooperation
MEANING & PURPOSE	Creating fulfillment through contribution and significance
EFFICACY	Empowering capability through encouragement and perseve
SOCIAL & EMOTIONAL	DEVELOPMENT
The skills for developing regula	tory interactions with self, others and the world
AWARENESS	Developing and applying awareness and insight
AFFECT MANAGEMENT	Responding to affective states and regulating emotions
RELATIONAL RHYTHMS	Building and maintaining adaptive relationships
HEALTHY CHOICES	Using whole brain integration to guide decision-making
ENHANCEMENTS The experiences for integrating	the whole person
	<mark>the whole person</mark> Nurturing one's physical vessel
The experiences for integrating	









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Day 3: Person-Centered Documentation & Preparing for Community Outings Learning person centered and non-violent communication practices Datailed documentation training in the EUP including late of practice documenting

- Detailed documentation training in the EHR including lots of practice documenting scenarios
- Understanding the importance of Community Outings, client's rights and how to offer adaptive experiences to youth
- Role playing: How to engage in relational interactions using person-centered, non-violent communication

Day 4: Live Hands-On Practice

- Simulator practice and role-plays
- Demonstrate, teach, practice, repeat
- Searches of rooms/property
- Heightened scenarios and crisis situations
- Supportive use of Walkies*
- Routines, schedules, norms-WHY, how to maintain, how to re-direct

Day 5: Shadowing Begins

- Check in/review/questions
- Shadowing in cottage (up to 4 hours)
- Debriefing shadow experience with assistant manager

17

Onboarding

Week 1



Tanager

Onboarding Checklist

- Hands on training of all job tasks, responsibilities, skills, and competencies with assistant cottage supervisor
- Demonstrate/model, Assisted completion, independent practice

Weekly 1 on 1 meetings

- Assistant Manager
- Cottage Supervisor

End of Week 2

• Back to Training Cottage for De-briefing

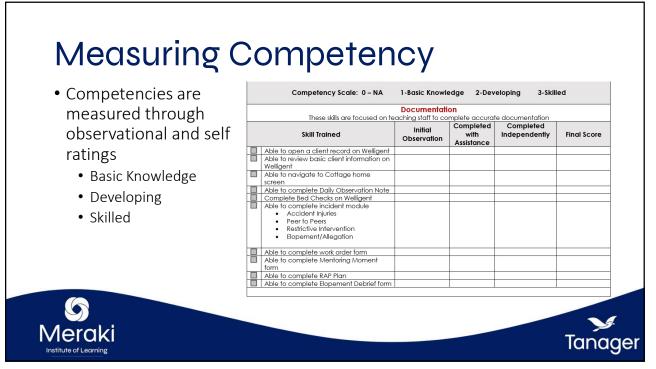
End of Week 4

- Back to Training cottage for de-briefing
- Cottage supervisor and assistant manager signs off on successful completion of 30-day onboarding
- Last shift of non-ratio onboarding

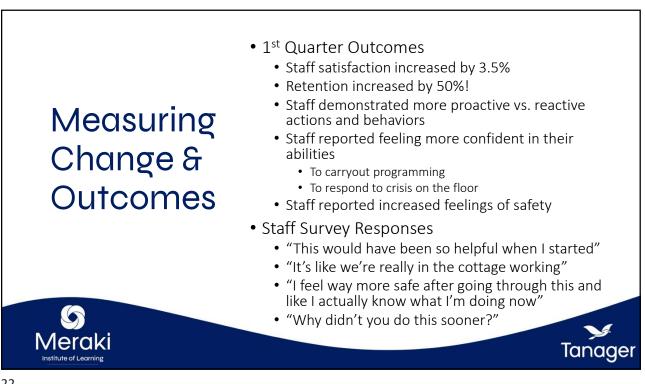
19

Onboarding

Weeks 2-4







Tanager

Measuring Change & Outcomes

- Staff Survey Responses
 - "This would have been so helpful when I started"
 - "It's like we're really in the cottage working"
 - "I feel way more safe after going through this and like I actually know what I'm doing now"
 - "Why didn't you do this sooner?"
- New norms and beliefs surrounding staff surveys developed.
 - Staff and leaders take them very seriously
 - Participation in surveys has increased
 - Transparency has increased

23





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25

