



May 2016  
Issue 8

# TIC NEWS



## Randy Moss, PhD visits HOTR

Randy Moss, PhD, Integrated Counseling and Consulting LLC, joined the TIC Committee for some in-depth training on the transition of our point/level system to a more Trauma Informed Care approach. Many things were discussed and broken down, however, **NOTHING IS CHANGING AT THIS POINT IN TIME!**

We will continue to utilize our current point/level system (orange, white, purple, yellow, achievement) according to the “Resident and Family Manual”, however, natural consequences and integrated treatment plan goals will lead to more conversations with staff vs. point deductions.

We will be integrating a “Hybrid System” that will include some things we currently use, along with some new foundations, which include:

- \* Same number of levels
- \* Application form to advance remains the same
- \* Increased Options vs. Automatic Privileges
- \* Advancement = Performance-based vs. Time-based
- \* Integrate Treatment plan goals into performance evaluation per individual resident
- \* Change “Achievement” to a more realistic standard

There will be future training to help staff gradually wean themselves from using points as consequences.

There will be a “Shared Accountability” between staff and residents.

Words truly do hurt, but  
what is they left scars as well?

# KEY BEHAVIORS



## TIC Committee Members:

Josh Wirtzfeld  
Kala Wirtzfeld  
Mel Rose  
Jeff Bertelsen  
Laure Wirtzfeld  
Mike Gooch  
Laura Feldmann  
Shelly Schaefferkoetter  
Marley Winningham  
Vanessa Ueckert

## Performance Areas

## Performance Behaviors



**Implementation Date will be:**

**NOVEMBER 1, 2016**