

**PREVENTION / WELLNESS**

OUTCOMES	FY 2022-2023 PHASE 1 & BASELINE	FY 2023-2024 PHASE 2	PHASE 3
<p>1. Individuals supported in Adult Residential Facilities for Persons with Special Health Needs (ARFPSHN) receive preventative health services at medically recommended frequency.</p> <p>2. All individuals in residential facility settings receive preventative health services at medically recommended frequency. (later phase to be discussed)</p>	<p><b>Baseline: NCI Statewide Data Pre-COVID</b></p> <ul style="list-style-type: none"> <li>➤ Physical exam in past year 85%</li> <li>➤ Dental visit in past year 80%</li> <li>➤ Papsmear in past two years 45%</li> <li>➤ Mammogram in past two years 69%</li> <li>➤ Colorectal screening 42%</li> </ul>	<p><b>Measure:</b> Improved % of people in each category who had timely access to preventative care</p>	<p><b>Measure:</b> Improved % of people in each category who had timely access to preventative care as demonstrated by a XX% of improvement</p>
	<p><b>Provider-Reported 1/1/22-12/31/22 Data:</b> ARFPSHN report percentage of individuals served:</p> <ul style="list-style-type: none"> <li>➤ Who have received an annual physical exam and annual dentist visit</li> <li>➤ Who are women and have received Pap/mammogram within the recommended interval</li> <li>➤ Who have received a colorectal screening within the recommended interval</li> </ul>	<p><b>Provider-Reported 1/1/23-12/31/23 Data:</b> ARFPSHNs report percentage of individuals served:</p> <ul style="list-style-type: none"> <li>➤ Who have received an annual physical exam and annual dentist visit</li> <li>➤ Who are women and have received Pap/mammogram within the recommended interval</li> <li>➤ Who have received a colorectal screening within the recommended interval</li> <li>➤ <u>Who have received dental preventative care</u></li> </ul>	<p>Reported percentage of individuals served:</p> <ul style="list-style-type: none"> <li>➤ Who have received an annual physical exam and annual dentist visit</li> <li>➤ Who are women and have received Pap/mammogram within the recommended interval</li> <li>➤ Who have received a colorectal screening within the recommended interval</li> <li>➤ <u>Who have received recommended Dental Care</u></li> </ul>
	<p><b>Incentives:</b></p> <ol style="list-style-type: none"> <li>1. Payment for reporting foundational information [single year payment for initial data completion].</li> <li>2. Payment when percentage of resident population receiving health screenings (annual physical exam, annual dentist visit, Pap/mammogram and/or colorectal screening) is consistent with or exceeds pre-Covid levels.</li> </ol> <p><b>Data:</b> Provider Reported Baseline Data compared to NCI Statewide Baseline Data Pre-COVID</p>	<p><b>Incentive:</b> Payment for improved access as demonstrated by XX% improvement in timely health screenings (annual physical exam, annual dentist visit, Pap/mammogram and/or colorectal screening) from previous year.</p> <p><b>Data:</b> Provider-Reported 1/1/23-12/31/23 Data compared to Provider Reported Baseline Data</p>	<p><b>Incentive:</b> Payment for demonstrated timely health screenings (annual physical exam, annual dentist visit, Pap/mammogram and/or colorectal screening) from previous year a rate that matches or exceeds the frequency of the general population.</p> <p><b>Data:</b> CDER, Medicaid and Medicare encounter data, or other</p>

**EMPLOYMENT**

OUTCOMES	2022-2023 PHASE 1	2023-2024 PHASE 2	PHASE 3
<p>1. Individuals who want competitive employment are employed.</p> <p>2. Individuals with competitive employment are satisfied with supports they receive to retain the job they have.</p>	<p><b>Measure:</b> Increased number of new individuals competitively employed.</p>	<p><b>Measure:</b> Increased number of new individuals competitively employed.</p>	<p>Measure updates based on effectiveness and results of Phase 2 incentives</p>
	<p><b>Incentive:</b> Payment for each cohort of 10 new consumers competitively employed within a 12-month period as evidenced by receipt of 30-day incentive payment.</p> <p><b>Data:</b> Incentive payment claims</p>	<p><b>Incentive:</b> Payment for each cohort of 20 new consumers competitively employed within a 12-month period as evidenced by receipt of 30-day incentive payment.</p> <p><b>Data:</b> Incentive payment claims</p>	
	<p><b>Measure:</b> Increased number of individuals for whom paid internships leads to competitive employment</p>	<p><b>Measure:</b> Improved % of individuals for whom paid internships leads to competitive employment</p>	<p>Measure updates based on effectiveness and results of Phase 2 incentives</p>
	<p><b>Incentive:</b> Payment for each individual exiting a paid internship into a competitive employment position at the time of completing, or within 6 months of completing, the paid internship program.</p> <p><b>Data:</b> Incentive payment claims</p>	<p><b>Incentive:</b> Payment for each individual exiting a paid internship into a competitive employment position at the time of completing, or within 6 months of completing, the paid internship program.</p> <p><b>Data:</b> Incentive payment claims</p>	
	<p><b>Measure:</b> The number of individuals who move from sub-minimum wage [14(c) certificate] employment to competitive employment.</p>	<p><b>Measure:</b> The number of individuals who move from sub-minimum wage [14(c) certificate] employment to competitive employment.</p>	<p>Measure updates based on effectiveness and results of Phase 2 incentives</p>
	<p><b>Incentive:</b> Payment for each individual who was earning sub-minimum wage [14(c) certificate] that wants, obtains and retains competitive employment for at least 30 days.</p> <p><b>Data:</b> Incentive payment claims</p>	<p><b>Incentive:</b> Payment for each individual who was earning sub-minimum wage [14(c) certificate] that wants, obtains and retains competitive employment for at least 30 days.</p> <p><b>Data:</b> Incentive payment claims</p>	

**SERVICE ACCESS**

OUTCOMES	2022-2023 PHASE I - BASELINE DATA	PHASE 2	PHASE 3
<p><b>TIMELINESS</b> Individuals have <u>timely</u> access to services.</p>	<p><b>Baseline:</b> Cumulative DSP vacancy rate of provider agency as calculated using standardized formula across all providers</p> <p><b>Incentive:</b> Payment* for reporting foundational information</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p><b>Measure:</b> Improved DSP vacancy rate of provider agency from baseline or prior year as calculated using standardized formula across all providers</p> <p><b>Incentive:</b> Payment* for meaningful reduction in provider agency vacancy</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p>Measure updates based on effectiveness and results of Phase 2 incentives</p>
<p><b>LANGUAGE</b> Individuals and their families (where applicable) are supported by staff who communicate in individuals' preferred language.</p> <p>Collaboration with PAVE to establish at provider level</p>	<p><b>Baseline:</b> Identify percentage of a provider's DSPs who are fluent in non-English languages.</p> <p><b>Incentive:</b> Payment* for reporting foundational information</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p><b>Measure:</b> An increased percentage of a provider's DSPs who are fluent in non-English languages</p> <p><b>Incentive:</b> Payment* for meaningful progress in increasing the percentage of a provider's DSPs who are fluent in non-English languages</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p><b>Measure:</b> Percentage of a provider's DSPs who are fluent in non-English languages of population served</p> <p><b>Incentive:</b> Collaboration with PAVE to establish</p> <p><b>Data:</b> Explore DSP Bilingual Pay Differential and CDER as data sources</p>

(\*) Included in single incentive payment for completion of Provider DSP Workforce Data Collection

**WORKFORCE**

OUTCOMES	2022-2023 PHASE 1 - BASELINE	PHASE 2	PHASE 3
<p><b>CAPACITY</b></p> <p>1. Individuals are satisfied with the continuity of their staff. 2. The needs of individuals and families are met by their DSP.</p> <p>Collaboration with PAVE to establish for specific services</p>	<p><b>Baseline:</b></p> <p>1. Turnover rate reported by each provider agency as calculated using standardized formula across all providers. 2. Average tenure of employees reported by each provider agency as calculated using standardized formula across all providers.</p> <p><b>Incentive:</b> Payment* for reporting foundational information.</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p><b>Measure:</b></p> <p>1. Reduction in the provider's turnover rate as calculated using standardized formula across all providers. 2. Increase in the average tenure of the provider's employees as calculated using standardized formula across all providers.</p> <p><b>Incentive:</b> Payment* for:</p> <p>1. Meaningful reduction in provider's turnover; and 2. Meaningful increase in tenure rate.</p> <p><b>Data:</b> Provider DSP Workforce Data Collection</p>	<p><b>Measure:</b> Individuals satisfied with the continuity of their staff</p> <p><b>Incentive:</b></p> <p><b>Data:</b> Collaboration with PAVE to establish</p>
<p><b>STAFF DEVELOPMENT</b></p> <p>DSPs have the skills needed to provide high quality supports Increased core competencies</p>	<p><b>Baseline:</b> Establish in Phase 2</p>	<p><b>Baseline:</b> Percentage of DSPs participating in DSP University by provider</p> <p><b>Incentive:</b></p> <p><b>Data:</b></p>	<p><b>Measure:</b> Increased percentage in the number of DSPs participating in DSP University per provider</p> <p><b>Incentive:</b></p> <p><b>Data:</b></p>

(\*) Included in single incentive payment for completion of Provider DSP Workforce Data Collection

**EARLY INTERVENTION**

OUTCOMES	2023-2024 PHASE 1	PHASE 2 - BASELINE	PHASE 3
Children and families receive timely early intervention services	<b>Action:</b> Establish data source to measure point of service from referral by regional center	<b>Baseline:</b> Percentage of families for whom provision of service begins in less than 31 days from date of RC referral	<b>Measure:</b> Increased percentage of families for whom provision of service begins in less than 31 days from date of RC referral
		<b>Incentive:</b>  <b>Data:</b>	<b>Incentive:</b>  <b>Data:</b>

**INFORMED CHOICE AND SATISFACTION**

OUTCOMES	PHASE 1 - BASELINE	PHASE 2	PHASE 3
<p><b>CHOICES</b></p> <ol style="list-style-type: none"> <li>Individuals make everyday choices (e.g. who I spend time with, how I spend my money, what I do with my free time).</li> <li>Individuals make choices about their life decisions (e.g. where I live, how I spend my day, other service decisions)</li> </ol> <p><b>SATISFACTION</b></p> <p>Families are satisfied with the services and supports their family member receives.</p>	<p>Collaboration with PAVE to establish reliable measures and data</p>	<p>Collaboration with PAVE to establish reliable measures and data</p>	

# What to Consider When Selecting Measures to Use:

## Important to Measure

Meaningful to all?

Priority of the system?

High impact goal of the system?

Does the measure link to a guiding principle?

## Reliable & Valid

Reliably reported & consistently represents the same thing in all entities

Confident the measure demonstrates the concept intended by the workgroup

## Useful

The measure can drive action to improve; it provides information that each entity can act upon

## Feasible

The level of difficulty of gathering info. & reporting on data is justified by the importance & usability of the measure

## Attributable

Factors measured are fully the responsibility of the entity being measured