

Element	Plan	Person Responsible	Important Date	Progress and Update
Senior Leadership				
	Members, with Director will meet with treatment teams to review plan, answer questions/concerns, and provide teaching/training	Dr. Barber, CAT (Clinical Administrative Team: Barber, Smith, Schnittger, Phillips, Higgins, Poole, Hundley, Johnson)	02/01/2008	Completed.
	Development of Recovery Handbook for WSH	CAT	01/01/08	Completed, distributed, and placed on WSH intranet.
	Development of range of duties and necessary training materials for the Recovery Coach	CAT	01/01/08	Completed.
	Amend discipline assessment instruments and other treatment plan forms to make it more clearly Recovery oriented.	CAT	12/1/07	Completed.
	With the new Peer Support Council, define consumer roles within PSR programs and the ward milieus. The first phase will be focused on group support activities.	Smoke with CAT approval.	11/01/2007	Completed.
	Phase 2 will focus on individual peer support activities	Smoke with CAT approval.	01/01/2008	Completed. Training provided in July, 2008 for 25 peer volunteers.
Workforce Development	Institute a Recovery Coach component; delineation of duties and training needs	CAT	01/01/2008	Completed.
	Completion of training needs	CAT	07/01/2008	Completed
	Full Implementation	CAT	08/01/2008	Implemented February 1, 2009.
	Generate a Recovery Handbook	CAT	01/01/2008	Completed.

Element	Plan	Person Responsible	Important Date	Progress and Update
	Complete two-day Recovery Integration Workshop for all direct care staff	CAT	07/01/2008	Completed.
	Revise new employee training program to include on ward experience, including training with the new mentor program.	Barber	12/01/2007	Completed. Now ongoing.
	Have at least one Recovery focused CME annually.	Dr. Gardella		<p>5/2/10 Sheryl Gregory, RN. Promoting a violence free milieu 6/30/10 Dana Traynham, JD (VOPA). The use of advance directives in mental health recovery. 7/28/2010 Jeffrey Philips, PhD. DVD Discussion: Voices of Hope and Recovery. 10/6/2010 John Glick, MD. Choreography of Caring Communities: Play and Power in Collaborative Healthcare. (Done in conjunction with patients in Striling Building) Donna Gum and Judy Hatcher (Local consumer) DVD Discussion: Removing the stigma of mental illness.</p>
	Recovery/PSR Annual Conference	Hundley	2008 Conference	<p>9TH Annual PSR/Recovery Conference at Western State Hospital "Recovery Focused Mental Health Care and Evidence Based Practice"</p>
	Mentoring program related to workplace safety related to patient aggression.	Barber	12/01/2007	Completed. Now in place.
	Members, with the Director, will review Recovery principles and this plan with teams.	Director/CAT	02/01/2008	Completed.

Element	Plan	Person Responsible	Important Date	Progress and Update
	Add knowledge of key recovery principles to required competencies for direct care staff.	Dr. Schnittger	11/01/2007	Completed.
	Staff will continue to participate in training as it is available and provide training as indicated.			
Treatment Planning/ Patient Records	Make changes in Self-Assessment	CAT	12/01/2007	Completed. A section for recovery Coach responses and comments has been added.
	Ask in TPC about individuals's feeling of input into planning process.	CAT	12/01/2007	Completed.
	More direct expressions of hope made by tx teams in TPCs	CAT	12/01/2007	Completed.
	Change Problem List headings	CAT	12/01/2007	Completed.
	Revise headings for discipline assessments for Treatment Planning Conferences	CAT	12/01/2007	Completed
	Review and consider changes to monthly treatment plan review forms and quarterly TPC notes/psychiatric evaluations to cue teams to focus on relevant recovery issues.	CAT	12/01/2007	Completed.
	Increase the use of the patient's own words in tx planning summaries.	CAT	12/01/2007	Instructions provided to teams.
Resident Activities & Opportunities/Relationship to the Community	Form a Peer Support Council	Barber	Completed	

Element	Plan	Person Responsible	Important Date	Progress and Update
	Develop guidelines relative to roles, boundaries, confidentiality, risk actions, training requirements related to group involvement within PSR or other hospital activities to be completed by 11/1/08	Smoke, Poole, Peer Support Council	11/01/2008	Completed.
	Implement "buddy system" of patients to help with smoking cessation.	Smoke		Attempted, but little interest by patients.
	Create a room in PSR building for peer support meetings that occur weekly involving consumers from outside WSH coming to meet with WSH patients	Poole, Smoke		Completed.
	Implement plan to have monthly meeting of consumers from clubhouse programs in Harrisonburg, Staunton and Region Ten with current WSH patients.		10/01/2007	Completed.
	Peer Support Council will establish processes to integrate the "matching" of WSH patients with peer support individuals from the community facilitate visits and Pen Pals.	Smoke, Poole	01/01/2008	Completed. However, to date we have only one "match" for individual one to one, ongoing peer support. Transportation is a problem and the one pair we have is supported by our Director of Peer Support Services who provides the transportaiton himself.
	To have ten "pairs" connected and functioning	Smoke	04/01/2008	We have only one despite a scattering of interest.

Element	Plan	Person Responsible	Important Date	Progress and Update
	Training additional employee/consumer as a WRAP Instructor with dedicated service to the Harvest Mall	Poole	01/01/2008	Completed. Converted the "Building for Recovery" group on Barber Mall to a pre WRAP group. We presently have 4 WRAP I groups and 1 WRAP II group in Webb and 1 WRAP group in Harvest. Peer Resource Center established in the Stribling Building. Monthly outings to NAMI We Care Staunton, Northwest Peer Connect, and Peer Dinner. Peers share experiences with Officers during CIT training. A peer now meets with most individuals shortly after admission.
	Clarify engagement attempt requirements for staff off shifts and weekends, informed by the self-assessment information.	Schnittger	11/01/2007	Completed.
	On ward second shift/weekend WRAP discussion groups led by a patient(s) for each ward that would be voluntary.	CAT	07/01/2008	We have not developed/implemented this at this time. Serial budget reductions.
	Assure all wards and patient Library have Recovery materials	Poole, Smoke	10/01/2007	Completed.
	Continue relationship with Goodwill Industries and the Department of Labor.	Poole		Continues.
Additional Items	Create document to be made available to forensic patients and their families providing education generally about the realities of forensic privileges.	Hundley	10/01/2007	Completed.
	Conduct hospital survey twice a year covering some of the points covered by the Inspector General that have been the focus of improvement efforts at WSH.	CAT		Next survey in January, 2011

Element	Plan	Person Responsible	Important Date	Progress and Update
	Development of survey elements	Phillips, Hundley	01/01/2008	Completed.
	First survey	CAT	04/01/2008	Completed May, 2008.
	Second survey	CAT	10/01/2008	<p>WSH Recovery Surveys</p> <p>Second Staff Survey: December, 2008 Ninety percent of staff endorsed a recovery attitude on 9 of the 10 questions, while 84% endorsed a recovery attitude on the remaining question. These items assessed such things as the importance of expressing hope to consumers, recognizing that there is more to a person than his/her mental illness, the importance of offering choices to consumers, eliciting and incorporating consumers' preferences into their treatment at the hospital, and expectations of improvement. Results from the May and December staff survey were within a few percentage points of one another on most items and close to the results from the OIG survey. One exception to this pattern was a question about consumers having setbacks while making gains towards recovery. There was a difference between the OIG survey and the WSH surveys which could represent a true difference between the two surveys or a misunderstanding of the wording of the OIG question.</p>
	Development of specific monitors relative to the patient records	CAT	03/01/2008	No new information. Monitors not completed in 2010.

Element	Plan	Person Responsible	Important Date	Progress and Update
	Determine how best to implement and monitor initiatives relative to participation and expressions of hope as described in the Recovery Plan. Completion of delineation of requirements and monitoring process scheduled for 3/1/08; delineate them by 4/1/08 and discuss them with tx teams during the second semi-annual meeting.	CAT	3/1/08 and 4/1/08	We have not determined how we will monitor the TPC participation and expressions of hope within the TPC in a sufficiently efficient way to be successful and encompassing. It remains on our list.
	"Recovery Summit"	Barber	12/01/2008	Not completed. Serial budget reductions (4 million since FY09 with another 1.15 million set for FY12) have diverted the time necessary.