



**Presentation to  
Vermont SPF-SIG Learning Community**

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# **Moving to a Resiliency and Recovery Oriented System of Care**



## **Recovery-oriented systems include:**

- A comprehensive menu of services and supports that can be combined and readily adjusted to meet the individual's needs and chosen pathway to recovery.
- An ongoing process of systems-improvement that incorporates the experiences of those in recovery and their family members.
- The coordination of multiple systems, providing responsive, outcomes-driven approaches to care.

## The Goals of Recovery-Oriented Systems

- To support preventive strategies related to substance use problems & disorders;
- To intervene early with individuals with substance use problems;
- To support sustained recovery for those with substance use disorders; and
- To improve individual, family and community outcomes.

# Why do we need to change?

- The field faces many challenges:
  - Insufficient and inefficient use of resources
  - Cumbersome, fragmented, and inflexible systems
  - Difficulty in Access, engagement, retention and determining appropriate services
  - Lack of client choice affects outcomes

# Enhancing the Continuum of Care to Provide a Recovery-Oriented Approach

Prevention	Intervention	Treatment	Post-Treatment
<p>Across the Lifespan</p> <p>Community, Individual, &amp; Family Focused</p> <p>Evidence-based Involvement</p> <p>Recovery Individual &amp; Community</p>	<p>Screening, Brief Intervention, Referral to Treatment</p> <p>Early Intervention</p> <p>Pre-treatment</p> <p>Evidence-based</p> <p>Recovery Support Services</p>	<p>Menu of Services</p> <p>Individualized &amp; Strength-based Care</p> <p>Evidence-based</p> <p>Client-Informed decision-making</p> <p>Recovery Support Services</p> <p>Individual &amp; Family Member Involvement</p>	<p>Continuing Care</p> <p>Recovery Support Services</p> <p>Follow-up Communication</p> <p>Self-Monitoring</p> <p>Early Re-intervention</p> <p>Rapid re-entry into short term treatment</p>

# I. Assessment of Resources

- Assessments of readiness, including community environment (Epi Workgroup)
- Inventories of current services & supports
- Assessments of organizational and staff recovery-oriented capabilities
- Assessments of strengths and gaps
- Stakeholder Surveys

## II. Capacity Building

- Awareness raising strategies and materials for multiple audiences
  - Legislators, recovery community, etc.
- Training and educational materials
  - Cross-systems, organizational, staff, volunteers

## III. Planning

- Strategic Plan
- Goals & Priorities

## IV. Development and Implementation

- Specify Roles within an Organization and with Participating Organizations
- Develop and Implement an Action Plan
- Implement New Regulations and Contracts
- Develop Protocols for Person-Centered/Strength-based//Self-Directed Approaches
- Provide or seek training on recovery-oriented approaches

## IV. Development and Implementation

(cont'd)

- Revise and Develop New Job Descriptions
- Incorporate Workforce Competencies & Ethical Standards
- Adopt Innovative Services and Supports, including Technology
- Define Quality Control Standards and Develop Instruments
- Develop Measures and Methodology to Assess performance and Outcomes

## V. Evaluation

- Process evaluations
- Outcomes evaluations
- Quality improvement processes

## **Guiding Principles**

- Age, gender, and culturally appropriate care
- Accessible, available, consumer friendly
- Case management services help clients
- Transitional services, including housing
- American Society of Addiction Medicine criteria for admit and discharge
- Performance monitoring and outcomes measurement
- Combination of treatments where appropriate

## **Developing Core Components**

- Consistent Screening
- Structured Assessment
- Effective Age and Gender Appropriate Treatments
- Clinical Supervision Strategies
- Case Management
- Follow-up Care / Recovery Supports
- Evaluation & Performance Monitoring

## **Grant Components**

- Identify one change team leader per region
- Collaborate with other providers in the region
- Monthly learning community meetings (statewide)
- Written quarterly reports highlight system development, results by objectives (developed by region), & number of people served

## Recovery Center Definition

- **local, consumer driven center**
- **peer support services**
- **sober recreation activities**
- **community education.**
  
- **Recovery support services assist people in maintaining alcohol and drug free lifestyles through age, gender, and culturally appropriate programs.**
- **Recovery centers are places where Vermonters can find a sympathetic ear, information about recovery, information about substance abuse services, and a safe drug and alcohol free environment.**
- **Recovery centers provide non clinical services which assist with establishing community connections that can lead to employment, housing and other social supports.**

## What is a Recovery Coach?

- A *Recovery Coach* is a community based barrier remover, who attempts to engage and help a vulnerable addict or alcoholic stay connected and supported within the recovering community.
- The *Recovery Coach* has a working knowledge of the resources in the community that may help remove barriers— informal loose community associations or institutions. An important part of their job is to match the client with the best resource for their individual barriers and needs.

## Lessons Learned (so far)

- Systems change requires conceptual clarity, overcoming resistance, organizational commitment, strong leadership, definition of roles, transparency, and an infrastructure to support the process, including staff education and training.
- A perfect plan is not necessary to begin the process. Start somewhere.....
- Constant communication is essential.

## Continuing Challenges

- Lack of understanding of the role that SA plays across the spectrum
- Connection with medical community
- Gap between prevention, treatment & recovery services
- Workforce shortages
- Treatment capacity shortages
- Funds for needed services
- Improving parity



## **Information Resources:**

Vermont Department of Health Website:

[www.healthvermont.gov](http://www.healthvermont.gov)

Vermont Blueprint for Health:

[www.healthvermont.gov/blueprint.aspx](http://www.healthvermont.gov/blueprint.aspx)

Mathematica Report on Vermont MH & SA Parity  
Legislation:

[www.mathematica-mpr.com/PDFs/vtparity.pdf](http://www.mathematica-mpr.com/PDFs/vtparity.pdf)