### **Promising Pathways to Success 6 CORE STRATEGIES** Leadership Use of Data \*Workforce toward \*Implementation \*Increase Rigorous to Inform organizational Development of Seclusion and Debriefing Family Practice change (Training) Restraint (S/R) Engagement **Tools** Restraint Leadership Data supports Family **RRC** WEP Center 3 year Outcome Sensory Staff and Room Family NHA PCM Tools/ Student Contact De-escalation debriefing Stellar within 24 hrs Intervention of admission S.H.A.R.P. CSOC/TI Language Community Volunteers Positive Effects of Documentation Trauma on the Brain/Sensory Tools Bonnie Brae

The 6 Core Strategies outline a best practice approach to reducing restraints and seclusion. Bonnie Brae has proven to be strong in many of these areas, but a continued commitment towards growth will further benefit our youth, their families and their future.

### \*The Teams identified three focus areas for Bonnie Brae's growth \*

The teams, comprised of the Bonnie Brae "Champions", worked with Rutgers Behavioral Health to identify a few, simple tasks that, if done effectively and consistently, will have a big impact on our culture and how we see and respond to our youths' and their families.

Language plays an important role in how people see and interact with their world; it builds a culture. Bonnie Brae needs to implement Trauma Informed language (TI) universally-in our everyday interactions with one another, our youth and their families'. This shift in practice will begin to shape the lens through which we view, and interact with, our youth. (See Language handout)

Positive documentation also plays an important role in the identified need to shift, so as to build a more effective culture. In order to do so, the focus needs to shift to the positive aspects of the youths' time at Bonnie Brae. If the focus is on what our youth are "doing right," rather than what they are "doing wrong," it will assist in shifting the way they view themselves, their families view them, and the way we approach and engage them while in our care.

Family contact is crucial within the first 24 hours of a youth's admission. A check-in with the family to ask how they are doing, as well as to offer peace of mind about how their loved one is settling in to residence at Bonnie Brae will foster a positive relationship with the family, which is a critical first step in establishing an engaged family for treatment, as well as agency resources and community opportunities.

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Unacceptable Behavior	Understandable Behavior			
Avoidant	In 'Flight' Survival Mode			
Defiant	In 'Flight' Survival Mode, Coping With a Threat			
Aggressive	Frightened			
Attention Seeking	Atitachment Seeking			
Withdrawn	Cautious			
Rude	Self-Protective			
Not Engaged	Doesn't Feel Safe Yet			
Clients, Consumers, Case	Children, Youth, Young Adult			
Momand Dad	Parent, Caregiver			
Placement	Treatment			
Motivated	Engagementi			
Close/Terminate	Transition			
Runaway	Missing			

## St. Peter's Village

### Youth Advocacy Board (YAB) Meeting Minutes

Residents were provided with the following responses to requests from their last meeting, which board members discussed with St. Peter's Executive Director:

- More group activities outside have been placed on the agenda; residents were asked if the activities have been occurring as planned (other than when the weather is bad or it's really cold)
- Pet therapy a presenter is coming the first week in January
- Yoga this should be feasible the clinicians are in the process of working something out with a local yoga studio (monthly classes are now occurring!)
- Movie day the clinicians will schedule these every once in a while and they may be incorporated into group therapy sessions, with either a discussion right afterwards or later in the week (depending on how long the movie is)
  - What suggestions do you have for movies that would be good for discussions about making good choices, being resilient, dealing with difficult feelings, staying positive, etc.?
- Staff/resident "Olympics" the annual Invitational will be scheduled in the summer
- A campfire this will not be possible due to it being a safety/fire hazard
- Camping is not feasible at the moment, but if this changes we will let the youth know.
- Breakfast menu pancakes are already on the Monday menu; French toast can be added Ask youth which day they would prefer.
- Having a curfew in talking about it, we realized this would need to be approved by the state; we can try to make this happen, but we are not sure if the state will allow it because we are responsible for your safety and supervision.
- New gym equipment some has recently come in (elliptical and air-filled punching bag)
- Staff members can use lights to wake residents instead of tapping them on the shoulder
- Resident consensus should decide what is watched on TV
- Snacks yogurt with granola, peanut butter on Ritz crackers, Cheerios and veggie straws
- Yogurt can always be offered as an alternative
- Activities hike on 10/31, soccer can be put in the rec schedule, rock climbing is possible, fishing at Indian Lake in the spring
- Another paid chore will be added in January
- The consequence for verbal threats should be 2 days loss of all privileges instead of 4 days (unfair not the same as physical aggression)

The following questions were asked to see if previous requests/concerns were addressed:

- Have bacon/eggs been kept warm on Tuesday mornings?
- Are there FootLocker and Walmart gift cards in the token store?
- Have prices been lowered in the token store?
- Have the times for the token store been posted on the agenda?

New YAB members were nominated for election; residents voted and new board members were announced!

Residents were informed that staff members requested their input on the following items:

- How is Nurtured Heart working? Clean slate, pauses, recognition statements, going out more, etc.
- Can we come up with new terms for different aspects of the program to create a warmer, less institutional environment?
  - Although some suggestions were made, the consensus was that residents did not want to change this language
- If 3-4 weeks' notice is given for activities, how can staff help residents better remember scheduled trips to make sure they take off from work?
  - Post on smartboard (already done)
  - o Text residents with plans or appointments
  - Provide written notice
  - Residents should tell staff members whether or not they would like to attend (when first informed)
- Suggestions for video games? (cannot be violent or M rated)
- If residents serve a consequence before a grievance is reviewed and it is decided the consequence was unfair or too long, how should this be made up to residents?
- What are your ideas for the "reward" that should be given to those who serve as YAB members?
- Should YAB members meet by themselves first before meeting with the Executive Director?
- How residents feel about restrictions/consequences being posted on the Smartboard?

# St. Peter's Village

example of an individualized clinical self-soothing plan

# How I'm going to deal...

### Things that really upset me!

- 1) When peers annoy me
- 2) Being disrespected
- **3)** When people speak poorly about my family
- 4) When other people are being bullied
- 5) Unnecessary arguing

- 6) When assumptions are made about me
- 7) Being told what to do in a rude manner
- 8) Feeling dismissed
- 9) Feeling "ganged up on" (being corrected/told what I'm doing wrong my multiple people at the same time)

### How people can tell I'm upset:

- 1) Can begin cursing
- 2) I make a "stank face" present with an attitude
- 3) I may say, "Stop talking to me."

- 4) My body gets hot (face may turn red)
- 5) I may walk away in the middle of the conversation

### When I'm having a hard time controlling my anger, please don't do this:

- 1) Touch me
- 2) Yell or raise your voice

- 3) Give me advice until I calm down
- 4) Tell me what I'm feeling is wrong

### Please do this:

- 1) Allow me to have some personal space.
- 2) listen to may yent
- 3) Se present without lecturing me

### Things that help me to calm down when I'm upset:

- 1) Drawing (to describe emotions)

2) Singing

5) Meditation

4) Music

3) Dancing

6) Deep breathing



# YOU FEED BACK!

Please let us know what we're doing well and how we can improve. We value your input

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Thanks for your time!

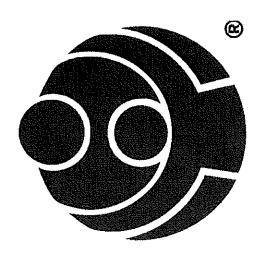
# Sayre House

"A therapeutic residential treatment program where adolescent girls can regain stability and develop life skills and self confidence."

The Major goal of this
Psychiatric Community Home
(PCH) is to support and
encourage residents in
achieving emotional,
behavioral, and psychiatric
stability. The Sayre House
program also assists in the
development of social and life
skills which are necessary for
future success.

When implementing changes to promote a healing environment remember...

- Change is constant
- Start small, changes should be clear with intent
- Youth, Staff, Parents, and Community are to be involved
- Consistency is key
- Adapt changes to meet program needs.



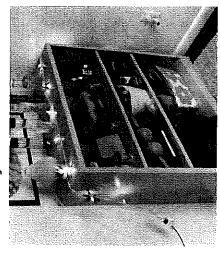


Youth Consultation Service

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# Calming Room

Our facility has a room referred to as the "Calming Room". The Calming Room is a place for youth to go when they are feeling triggered, where they can go to self-soothe and self-regulate by using varied sensory tools. The youth can determine what they need to do in order to calm down for themselves here. The calming is a gental purple color. The room is set back further in the house away from other youth in the house.

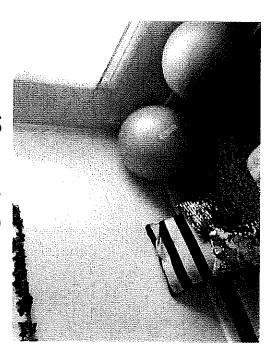


The room has a variety of self-soothing sensory tools including:

- Kinetic Sand
- Exercise Balls
- Sensory Board with feathers, felt, cotton balls, etc.
- Inspirational Quotes on the walls
   CD Player with calming music
- Fuzzy Carpet

There are other coping mechanisms that we have in the house for the youth to use when feeling triggered.

For example, there is a punching bag and gloves located in the basement that the youth can use to release their anger and aggression in a safe manner. Youth are encouraged to release tension when with the clinician in their office by screaming or punching pillows.



Other times the clinician or staff may take the youth in the backyard to run around or kick soccer balls. We feel it is important to find a healthy and safe way for the youth to express their emotions in a way that is best for them.

Although it may sound unconventional, we believe that as long as the youth aren't hurting themselves or others, they should be able to determine what it is they need in these moments.



Clinicians will periodically have sessions outside of the facility where they can use this time to go on a walk, go shopping, get food, etc. Occasionally holding sessions outside the home has had many positive contributions.

One notable find is the youth being more open about their mental health and less resistance toward therapy.

Youth are able to earn and allowance by doing their chores and cleaning their rooms. They receive the allowance if these acts are completed, but nothing is taken away from them if they dont.