The
Arc
OF SOMERSET COUNTY

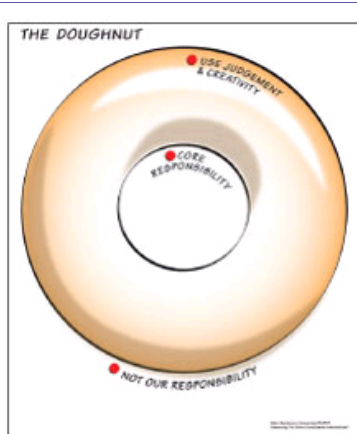*Where people with disabilities learn to live their dreams......*

THE QUALITY NEWS

For changes to be of any true value, they've got to

be lasting and consistent.

Tony Robbins

Person Centered Thinking (PCT)

The Doughnut

THE DOUGHNUT

PCT has brought us many tools that we hope you have experimented with in both your professional and personal lives.

Today, we present another valuable PCT Tool, **The Doughnut.**

 This dynamic tool is designed to help staff see what they must do (core responsibilities) but where they can try things (judgment and creativity) and what is not their responsibility. This tool is one that is critical for achieving outcomes while creating clarity around the roles and responsibilities of those who do the implementation.

This tool proves valuable help when: you want to clarify the roles of the different professionals and agencies supporting people and families; as a way to inform a family support plan; when organizational changes are made that effect roles and responsibilities and to define where to be creative without fear. This tool works by identifying specific and core responsibilities, using judgment and creativity and sorts what is not a paid responsibility.

Benefits to the individual:

✱Makes it more likely that those things that are most important (to or for) will happen;

✱people will be creative in support

✱people will tend not to be interested in those things that are not their paid responsibility.

Benefits for the organization:

✱Builds a culture of accountability

✱Clearly delineates who is responsible for what.

It is important to remember that *whenever* the people who work within an organization are unclear about how to sort their responsibilities, the doughnut should be re-introduced and used until everyone is clear about the expectations for performance within their jobs. *When* someone's supports change, the responsibilities of the people doing the day-to-day work may also change. As responsibilities change the description of what is core, where to use judgment and creativity, and what is not their responsibility should also be updated.

As organizations change their structures, roles and responsibilities may shift and the doughnut should also be updated. While the emphasis is on the roles and responsibilities of those who work directly with the people who use services, the doughnut application can be useful tool throughout the organization.

Therap
⊩ Improve Quality of Care & Support
⊩ Reduce Costs
⊩ Manage Risk & Compliance
... Helping Developmental Disability Providers ...

Therap Tips!

Has your program started to utilize the **Health Tracking** module in Therap? Start taking advantage of this powerful system that will enable you to efficiently track different categories of health data in one section that will allow you, your staff and nursing staff to create detailed reports for further comparison and analysis

This system will give your program flexibility to record critical data *and* follow up on medical issues such as: doctor appointments; blood glucose, height/weight; immunizations; infection tracking; intake/elimination; lab test results; medication history; menses; respiratory treatment; seizures; skin/wounds and vital signs.   Tracking health issues in one consistent place will enable our agency to provide enhanced health care where everything is documented and collected in one place.

Additionally, found under the Health Tracking section is a **Report** feature. Therap allows users to create various health care reports with summaries from our individuals approved data that has been entered across a number of Therap modules including Individual Data Form, General Event Reports and all of the Health Tracking data! Once a report is created, it can also be saved within the system and comments can also be added to this report by users that have appropriate privileges for the individual.

Detailed reports can easily be created and accessed for your information and our nursing personnel as well as at the request of DDD Case Management, guardians, to bring data to an IDT or IHP Meeting, or at the request of a specialist or physician.

If you have not started to use Health Tracking, please begin today!

Do you have a Therap tip or question? We want to hear from you....email your tips or questions to:

lisai@thearcofsomerset.org
We are currently using:
Therap Version: 8.14.22