

Home and Community-Based Services (HCBS) Rules CONCEPT FORM

Vendor name	Kainos La Vista, Triplex and Adult Beginnings
Vendor number(s)	H10442, H12082 and H12230
Primary regional center	Golden Gate Regional Center
Service type(s)	Level 3 Adult Residential Facilities
Service code(s)	915
Number of consumers currently serving and current staff to consumer ratio.	42
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes, we are asking for a continuation of last year's grant implementing person-centered planning throughout Kainos' residential homes.
Please provide a brief description of the service/ setting that includes what a typical day consists of and how services are currently provided; include barriers to compliance with the HCBS rules.	Kainos operates three ARM funded Adult Residential Facilities that are licensed for 12, 15 and 15 adults. These facilities provide 24 hour staffing, a rich level of skills training and extensive community based programming. Unfortunately, due to the large size of these homes, programming and activities presently aren't completely driven by individual resident's desires. Due to constraints with funding and staffing there may be a limit to the range of opportunities available to an individual resident. We believe that to more fully meet the settings rule of the HCBS waiver and to reach the goal of each resident having autonomy over their choices and being the "author" of their life we need to continue to develop staff expertise in person-centered practices.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	After completing the Provider Compliance Evaluation, Kainos has identified that we are not in compliance with Federal Requirements 2, 4, 6 & 7. The biggest barrier to HCBS compliance for Kainos' three residential homes La Vista, Triplex and Adult Beginnings is the lack of privacy and autonomy in decision making that comes from the number of residents living together in each home. Residents are involved in choosing their rooms and potential roommates but if each resident requested their own room, we could not accommodate their preferences due to the amount of rooms in total versus the 42 residents. Similarly, while choice is provided sometimes with the number of clients served, staff lose sight of the individualized nature of the program. While these homes were an innovative model when they opened,

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	<p>large group homes have since been replaced by residents living in smaller settings with a higher degree of individualized attention and better access to the kind of lifestyle (including privacy) most non-disabled adults living in their own homes are afforded with. Though Kainos would like to downsize, the Bay Area real estate market is prohibitively expensive. It is extremely difficult to find affordable housing for individuals served who desire to move to a smaller, more independent setting. Additionally, Kainos owns and operates these residential homes and clients sign an admission agreement upon moving in. It does not offer the individual the legal rights of a lease. We believe there is a solution that would address both of these challenges.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Kainos' proposal is to request a continuation of funding from DDS for the purpose of becoming more compliant with HCBS guidelines, to gain and disseminate expertise on a Person-Centered Planning approach ultimately leading to greater autonomy and independence in making life choices for all aspects of their life. Last fiscal year's grant in the amount of \$96,000.00 has thus far allowed Kainos to identify two in-house Person-Centered Planning (PCP) Trainers who are tenured professionals in the ID/DD community. These trainers have attended and are targeted to attend several trainings with PCP and change management subject matter.</p> <p>These trainings have given the skills and education needed for both trainers to develop assessment tools for both individuals served and staff to get a baseline of understanding of PCP. In addition, meetings are being held with individuals served, staff, families and partners in the community educating all parties on HCBS guidelines and PCP.</p> <p>From these initial meetings and assessments, it has been determined that future trainings will need to be designed and implemented within the homes over a quarterly basis in order to move the homes towards a more person-centered planning approach. This year's grant currently supports the trainers to design the tools and trainings needed. However, in order to effectively implement the PCP tools learned and support the transition to a person-centered planning environment in compliance with the HCBS guidelines, Kainos and its in-house trainers will need to hold extensive trainings throughout the next fiscal year.</p> <p>It is our vision that through the end of this fiscal year and beginning the next round of funding, the trainers will be able</p>

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	<p>to complete a thorough assessment of all three homes, implement a robust training, consisting of three phases, for both individuals served and for families and begin implementing these trainings. The trainings will be offered through the following phases:</p> <ul style="list-style-type: none"> • The first phase will be an Education to individuals served and families in regards to PCP and HCBS guidelines. This will be completed this current fiscal year through large group meetings and in individual home meetings. • The second phase will be focused on PCP Information Gathering. Meetings will be held with both individuals served and families to gain feedback and ideas for making the needed changes through PCP and assessment tools which have been developed. This will also be completed this current fiscal year. • The third phase will then be the development of a PCP Advocacy Group. This group will be facilitated by the PCP trainers and comprised of individuals served, families, staff and/or board members. This group will be developed at the end of this current fiscal year, but will be a main part of the HCBS grant continuation being requested. <p>This advocacy group is essential as we transition all three homes from a care giver model to a sustainable person-centered planning approach. Individuals in this group will be able to advocate for those within each home and will be able to lead trainings and implement changes personally. This group will meet on a monthly basis and will hold a space for discussions and brainstorms to implement changes needed to meet PCP and HCBS guidelines. This group will be facilitated by the two in-house trainers and will continue to run quarterly meetings with all individuals served in these homes, families and partners in the community.</p>
<p>Please describe your person-centered approach¹ in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>This concept was informed by many meetings with individuals served discussing HCBS guidelines and changes in services that are happening at Kainos. In discussions it has become very clear that individuals served do not feel a full sense of autonomy or control over their services, plans or in a sense</p>

¹ A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For more information regarding person-centered practices, please visit www.nasdds.org/resource-library/person-centered-practices.

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	<p>their lives. There is a sense that other stakeholders including families, case managers, service providers and system advocates have more say or control in how programs, services or plans that impact individuals served will develop. The purpose of this proposal is to take a deep dive into a personal centered approach that will aim to put the locus of control in planning and service development with the individuals served. We believe that extensive training of individuals served as well as all other stakeholders is necessary for this change to take place in action as well as in words.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>By developing and implementing an advocacy group, it is Kainos' belief that we will be able to develop a robust PCP training and program that not only incorporates the desires and wishes of individuals served, but is also implemented by individuals within their own homes. Kainos encourages all individuals to become actively involved in the transition into a more PCP home life and goal planning. Though we may not be able to make large physical changes to the homes, we can certainly take in the feedback of all parties involved in order to bridge the service disparity gap we are currently experiencing.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>For this upcoming year of funding, we are requesting \$49,210.00 to support the implementation of the advocacy group, the continuation of the two in-house trainers, and continued education for the trainers and advocacy group.</p> <ul style="list-style-type: none"> • April 30, 2019, agreement with GGRC and DDS • July 1, 2019, the advocacy group will launch its first official monthly meeting • July 2019-May 2020, the advocacy group will meet monthly • September 30, 2019, a quarterly training(s) for individuals served and families will be launched (lead by the PCP trainers and advocacy group) • September 30, 2019, from the meetings and trainings during the first quarter, the advocacy group will develop a list of initiatives to achieve to make the homes compliant with PCP and HCBS guidelines and educate staff and individuals served on this list • December 31, 2019, second quarterly training(s) for individuals served and families will be held • December 31, 2019, from the meetings and trainings during the second quarter, the advocacy group will complete 1 initiative from the list with the support of all

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	<p>staff and individuals served (an example would be the development of personal profiles within all IPPs)</p> <ul style="list-style-type: none"> • March 31, 2020, third quarterly training(s) for individuals served and families will be held • March 31, 2020, from the meetings and trainings during the third quarter, the advocacy group will complete 1 additional initiative (2 total) from the list with the support of all staff and individuals served • June 30, 2020, fourth quarterly training(s) for individuals served and families will be held • June 30, 2020, from the meetings and trainings during the fourth quarter, the advocacy group will complete 1 additional initiative (3 total) from the list with the support of all staff and individuals served. In addition, the group will develop action items to complete the remaining initiatives for the next fiscal year.
Total requested amount.	\$ 49,210.00
<p>What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2019-2020 HCBS Funding?</p>	<p>With the development of the advocacy group, not only will we start planning and implementing initiatives that meet PCP and HCBS guidelines with the lead and involvement of individuals served, but we will have all three homes' staff, individuals served and families involved in the process. In doing this, we will gain the buy-in needed to proceed with implementing all initiatives developed in the first quarter throughout the year and over the following years. By the end of fiscal year, the group will ensure that there are on-going checks in place to make sure that all initiatives will continue well past the 2019-2020 fiscal year.</p>