

Florida

Adult and Elderly Services

Residential Services

Residential Habilitation / Behavior Focused Residential Services

This model is an alternative to facility based residential settings, group homes, nursing homes or staffed residences. In this model, the individual in need of residential support moves in with a home care provider. The home care provider is thoroughly trained and closely supervised by LifeShare. On some occasions, the home care provider may also be a family member. Individuals that receive support within this model are encouraged to increase their independent living skills with the support of the home care provider. Relationship building within the home is of the utmost importance. In this model, individuals are able to participate in social events with friends, travel, go to movies, and explore new and exciting opportunities or other interests. Because this program is developed and maintained uniquely for each individual based on their unique needs, the creative possibilities are endless!

The residential habilitation model is ideal because:

- ~ There is no stigma attached to the individual's home (like in the group home).
- ~ The individual has more choice and control in his/her life leading to a feeling of safety and security.
- ~ The setting is more normalized (no shift-staff coming in and out).
- ~ The home is truly in the community (not segregated). With the help of the provider, the individual can access the community on his/her own terms.
- ~ This model is less expensive than group homes, and more effective at connecting the people to the community, leading to the individual's becoming more independent and self-reliant.

We provide specialized residential services to individuals in need of behavioral support. Our home care providers receive extensive training in the areas of positive behavior support, behavior assistant training (20 hour approved curriculum), gentle teaching and the Mandt System. Our behavior support team provides ongoing training, support and oversight to all behavior focused homes. We ensure that wraparound services are provided to individuals in behavior focused homes by working collaboratively with behavior analysts, behavior assistants, psychiatrists, mental health counselors, support coordinators and other team supports.

Child and Family Services

Foster Care

Traditional & Specialized Therapeutic Foster Care Services

LifeShare's therapeutic foster care program provides youth with a continuum of support and preparation for adulthood. Our program focuses on developing a youth's strengths and abilities using a positive development approach to care. In addition to providing a youth with the goals of permanence, well-being and safety, emphasis is placed on developing the

youth's knowledge and skill, preparing the youth to successfully acclimate into his/her community by incorporating "real life" activities. The mission of our therapeutic foster care program is to provide a structured home-setting with wraparound services such as counseling, psychiatry, behavior therapy, case management and independent living skill development.

In addition to traditional foster care services, LifeShare provides specialized residential services to youth in need of behavior and therapeutic support. Our foster care providers receive extensive training in the areas of positive behavior support, gentle teaching the Mandt System and behavior assistant training. Our behavior support team provides ongoing training, support and oversight to all therapeutic foster homes. We ensure that wraparound services are provided to youth and foster families by working collaboratively with behavior analyst, behavior assistants, psychiatrist, mental health counselors, case managers and other team supports.

Our foster care providers work with youth to develop community connections, natural supports, independent living and vocational skills. Activities may include but are not limited to support with activities of daily living such as hygiene skills, increasing a youth's level of independence, assisting youth in developing positive coping skills, assisting families in managing challenging behaviors within the home and working towards individualized goals that will enrich their lives. This is the individual's program and he or she is an integral part of the team, the individual will make the choices of what to do with their time. LifeShare's position is to support each individual in everything they do and facilitate their success within their home and community settings.

Individual and Group Therapy

Individual Counseling

LifeShare will assign each youth to a master level clinician to provide one-on-one counseling on a weekly basis. This may be provided in the home and/or community and is based on the youth's treatment plan and goals. An extensive intake questionnaire will be given at the start of the program. A psychosocial assessment and treatment plan is developed within thirty-days upon intake.

Home Based Therapeutic Services/Family Counseling

Family counseling and supportive counseling is provided with foster care providers and persons in their immediate support system to develop or maintain family growth and assistance necessary for independent family functioning;

Our clinicians are trained to provide instruction in effective family interaction and parenting. The following topics will be discussed and explored on an as needed basis with families and children enrolled in the program.

- Anger and behavior management;
- Child discipline alternatives;
- Assistance with keeping a daily journal;
- Child safety maintenance;

- Positive parent and child communication and interaction; and
- Household management including assistance with budgeting and nutrition.

Psychiatry

LifeShare contracts with a licensed psychiatrist to provide medication evaluation, follow up and oversight to each youth receiving services.

Adoption Services

Adoption Services

Our adoption specialists are available to provide orientation and MAPP (pre-service) training to prospective families. LifeShare will conduct an Adoptive Home Study which provides an in-depth assessment to evaluate the prospective family. Placement & Post-Placement Services include advocacy, mentor programs, information and referral resources and in-service training and support. We will develop a detailed adoption case plan to determine the needs of the child and the needs of the family upon placement to ensure that a successful match has been made.

The goal of our adoption program is to help children in the child welfare system who cannot be reunified with their families obtain permanent homes with families and assist in the development of long-lasting relationships. Our adoption team works to ensure that the children and families have positive experiences throughout the adoption process from initiation through finalization and post-adoption.

Orientation and Pre-Service Training

Adoption Specialists will conduct orientation sessions on a monthly basis for prospective adoptive parents in order to educate them on the adoption process and requirements and provide a forum to answer questions regarding the adoption process. Adoption Specialists will facilitate the coordination of Adoption Specific MAPP training for prospective adoptive parents. These trainings will be provided on a quarterly basis and are designed to help the prospective parents better understand the child's needs. Additional specialty courses are available to prospective adoptive families. These include but are not limited to Mandt® Crisis Management; Tools for Positive Behavior Support and child specific training modules such as Caring for Children with Emotional and Developmental Disabilities.

Adoptive Home Study

The Adoption Specialist will conduct an Adoptive Home Study during the time the prospective adoptive families are attending the MAPP training sessions. This provides an in-depth assessment to evaluate the prospective family and to assess their desire to adopt, their level of commitment, to ensure all state licensing standards are met and provide education and training opportunities. Upon completion of the pre-service MAPP training, complete packets for all prospective adoptive parents will be submitted to Hillsborough Kids, Inc within 30 days. All necessary information needed for tracking purposes will be entered into the Licensed Care Database in the Kids Direct System.

Approval & Matching

Once a prospective family is approved, the Adoption Specialist will coordinate meetings with the family to begin the matching process. This includes the attendance and coordination of pre-placement activities such as Heart Gallery openings, Match Committee meetings and match events. The Adoption Specialist will also be responsible for the facilitation of referral meetings, development of transition plans and ensuring the prospective adoptive families are supported through the entire matching process and finalization of placement and adoption.

Placement Services

The Adoption Specialist will stay connected to the child and family throughout the adoption process by providing the following services:

- Development of adoption case plan to determine needs of the child and family upon placement
- Monthly meetings with adoptive families to assess the level of attachment, address issues that arise, assist in coordination of services, adoption assistance, training opportunities and assistance in finalizing the adoption.
- Other services available to the child and adoptive families include adoption counseling, behavior consultation and 24/7 crisis resolution services.

Finalization

The Adoption Specialist will provide assistance to the adoptive family throughout the process of finalizing adoption by providing education on the finalization process, assisting the family with the completion of paperwork and attendance at court hearings.

Post-Placement Services

The Adoption Specialist will remain available to the child and family to assist in the coordination of the following post-placement services:

- Connection to Mentoring Programs
- Adoptive Parent Workshops and Events
- Support Groups for Children and Adoptive Parents
- Case Management
- Information & Referral Services
- Advocacy Services
- Therapeutic Services (therapy, behavior consultation, assessment services)
- Respite Coordination

A comprehensive assessment will be completed every six months to help determine the level of supports and services needed to ensure the circle of supports are in place and the adoptive family receives the level of assistance needed to continue to provide the highest quality of care to the child in the home.

Case Management

Targeted Case Management

LifeShare provides case management services for youth with developmental, behavioral and mental health needs. LifeShare's case managers utilize a holistic approach to providing services by connecting youth and their families with community resources, person-centered planning, assessment, treatment planning, advocacy, coordination of medical and dental care, education, recreation and vocational services. Our case managers will develop a comprehensive database which will include community contacts and resources for each youth to utilize.

Educational Services

After School Outreach Program

After-School Outreach Program/Independent Living Groups

In order to provide youth with a continuum of support and independent living preparation we have designed a curriculum for groups conducted for our After-School Outreach Program. All groups are conducted by our case managers and clinicians. Groups include but are not limited to: Social Skills Group; Independent Living Group; Building Healthy Relationships; Self-Esteem; Anger- Management; Growth & Development. We also provide foster parent support groups on a monthly basis.

Clinical Services

Psychiatric Consultation

Psychiatric Services

LifeShare Management Group contracts with licensed psychiatrists to provide medication assessment, evaluation and management.

LifeShare has a team of highly qualified master level clinicians that are available to provide in home therapy to children, foster, adoptive and biological families. Upon intake a comprehensive intake, assessment and treatment plan is developed. Our licensed clinicians specialize in play therapy, trauma therapy and family therapy.

Behavioral Support

Behavioral Consultation Services

Behavioral health services are available to provide short-term, intensive therapeutic support to children and their families within the home. Our behavior consultants are Board Certified Behavior Analysts and/or Board Certified Associate Behavior Analysts and are specifically trained to work with families to identify the antecedents to a youth's challenging behaviors within the home and assist the family in the development of behavior management techniques. Additionally, our behavior consultants will work one-on-one with each youth in the home to assist in the development of positive coping skills, utilization of community activities and resources and social/emotional skill development. The goal of this service is to prevent out-of-home placements and/or to reunify a youth with his/her family following

placement. LifeShare's certified Mandt® trainers are available to provide crisis management training to families on an as-needed basis.

Other Services

Respite

Respite Services

Respite is offered to families in need of additional support. All respite providers are required to undergo background screenings as well as meet all training requirements needed to be a licensed foster care or home care provider. LifeShare requires a respite checklist to be completed prior to a youth receiving respite services. The checklist includes extensive information on the care of the individual receiving respite.

Quality Assurance

Quality Assurance

Our QA department ensures that visits are made to our homes on a monthly basis to review documentation, medication administration records, and the home environment and provides support to the individual and foster care provider(s). We review all incident reports and progress made towards individual treatment plan goals. A quarterly report is compiled and reviewed with our management team on how to improve quality as part of our agency self-assessment.

Fiscal Intermediary Support

Fiscal Intermediary Services

In cases where an individual may have a very limited amount of funding, LifeShare may act as a fiscal intermediary. LifeShare's role in this situation is purely administrative. LifeShare will offer any services that the family may need to purchase, such as payroll services, Human Resources, Workman's Comp, etc. This takes LifeShare out of the "service delivery" role, giving this responsibility to the family. The family will be required to fulfill all state regulations including required paperwork and training.

Advocacy Services

Advocacy Services

LifeShare is available for consultation with regard to local and national advocacy services. If an individual is in need of support while going through legal proceedings, residential transitions or any situation that may call for extra support and advice, LifeShare representatives are available for consultation.

Crisis Resolution Services

Crisis Resolution

Crisis Resolution Services: All individuals, providers and families will have access to our Urgent Response Line available 24 hours/7 days per week. This service is available to people needing immediate support and intervention wherever they are. Support will include

individual support strategies and necessary intervention to prevent the crisis from escalating. A written support plan will be available following the resolution of the crisis that outlines how the crisis will be stabilized as well as offer prevention methods to avoid further crises from occurring.

Training, Recruitment and Licensing

Training

The Mandt System ®

The Mandt System training courses are based upon the philosophy that all people have a right to be treated with dignity and respect, relationships should be based on principles in which people are allowed to participate in decisions about their lives. We recognize and consider people's behavior, even negative as a form of communication. Mandt is taught in three sessions:

- Mandt Part I: The first three chapters known as Relational Skills form the basis for relational skills needed to be effective in de-escalating, resolving, preventing conflict, aggression and violence.
- Mandt Part II: The second section of the training, called Conceptual Skills, presents a collection of special topics that are related to working with people in crisis and can enhance and strengthen programs which serve aggressive and violent people.
- Mandt Part III: The last section of the training, titled Technical Skills consists of the physical skills, maneuvers, and techniques that may be used if an immediate threat of harm is present a failure to respond would in fact lead to greater injury or death.

Core Module Training

The training was developed by the New Hampshire Developmental Services to give the Direct Support Professional a basic awareness of concepts are critical to the provision of personal services.

- An Overview of Developmental Disabilities
- A Quality Life in the Community
- Understanding and Supporting Effective Behavior
- Helping People Learn Useful Skills
- Everyday Health and Safety
- Support Through Empowerment

American Red Cross Certification

Provided by the LifeShare Trainer through contracts with each state.

- Adult/Child/Infant CPR
- Adult/Child AED
- First-Aid

Visions

- The purpose of Visions is to educate our staff and providers of the history of LifeShare (our roots).
- Our Mission; why we do what we do
- Our Values; our belief system on how we believe everyone should be treated that we come in contact with and our responsibilities of ensuring those we support enjoy these same beliefs.

LifeShare's LifeSpecific Training

This is a two-part training that provides LifeCoaches and Providers with a complete outline of each individual that they will be supporting

- Part I: Staff/provider is given the opportunity to review the clinical record of the person they will be supporting. The staff will meet with their Director/Clinical team to discuss how the training they received applies and can be utilized with their supported individual.
- Part II: A mentoring process which requires that all newly hired LifeCoaches to be paired with a seasoned LifeCoach who will act as a mentor during the process. New LifeCoaches will learn about daily routine, activities, etc, and will not have sole responsibility for the individual until the mentoring process is complete.

BloodBorne Pathogens

- This course provides training, guidelines, and procedures designed to prevent or minimize occupational exposure to Bloodborne Pathogens and other potentially infectious agents
- Ensures compliance with the Bloodborne Pathogens Standards using Universal Precautions & Infection Control
- Provide steps to take in breaking the Infection Cycle

Health Information Portability and Accountability Act (HIPAA)

- General knowledge for all staff and providers concerning what HIPAA is, how it effects the protection of individual personal information (privacy) and their role in ensuring that this is done.

Home Visit/Behavior Support

- 1:1 home visit with providers and parents concerning issues they are facing in interacting with their child or adult providing both information and insight in how they should react to the behavior being expressed.

Behavior... what is it?

- Provides an overview of the topic of behavior and behavior support.
- It was designed to teach staff/providers/guardians how to implement behavior support plans, not how to write them.
- It is taught to help people with little or no background in psychology to understand the topic.

Crisis Cycle

- A crisis is the point at which people are reacting to the things around them, to their feeling of frustration, anxiety and tension. Knowing where they are on the crisis cycle and how to react at each point on the cycle will enable the staff/provider or parent to become effective in de-escalating a situation. This class helps people develop the skills needed to effectively and safely de-escalate a situation.

SODAS (Situation, Options, Disadvantage, Advantage, Solution)

- The SODAS model for conflict resolution is a simple model designed to help people work together cooperatively to achieve a win-win resolution to the conflict. This class teaches both individuals and staff/guardians/providers how to work alongside their supported individual in helping them to develop a plan in resolving a conflict in their life.

Visual/Gestural Communication (VGC)

- Visual Gestural Communication is useful to many people who need an alternative technique for expressing and understanding the wants and needs of other people in their environment. It is not a language like English, American Sign Language or French etc. . . .
- In the class we help you to think visually and conceptually, and to use Visual Gestural Communication to communicate more effectively with people who have limited formal language.

Body Mechanics

- The course is a general outline of facts around back injuries, types of injuries, contributing factors and some effective proactive preventive measures.

Common Health Conditions

- This training is available to staff/providers/guardians to give an overview of common health conditions that may be faced by those that we support. The importance is being able to recognize symptoms and report these to the individual's health care team so he or she can receive treatments early, before there are life threatening consequences.

Boundaries

- The class teaches is available to individuals we serve, staff and providers. It outlines what boundaries do, and the effects of having good or bad boundaries on relationships and social skills.

Overview of Diabetes I & II

- General knowledge to staff/providers and guardians of the difference to each type, medical needs of each and what effects to watch for in order to ensure the health of individuals to whom we provide services.

Safety for the Professional Visitor

- The course is meant for staff that, as part of their job may have to provide services at various times of the day or night. The purpose is to give hints of safety, things to look and watch for, proper dress and appearance. The class outlines the importance of knowing when and when not to enter someone's home; when to know that it is unsafe and the steps to take.

The Effects of Psychotropic Medications on Children

- This presentation is a general overview of the effects of psychotropic medications on children and the effects of overuse and misdiagnosis. The intent of this training is to ensure that providers/guardians are knowledgeable in their rights to information to make informed choices when psychotropic medications are recommended.

Defining Disabilities

- A general overview for staff/providers and guardians on what is defined as a developmental disability and terminology used in defining the diagnosis. Each state has a variation of this usually the difference only being the age of manifestation.

Effective Documentation

- Effective documentation by staff and providers is paramount in documenting the accomplishments of individuals to whom we provide services, and is the instrument in which we prove that we have provided contracted services. In addition, staff and providers must know how to properly document critical incidents to reflect factually how something occurred.

Inhalant Abuse

- This course is meant for staff/providers/guardians of children/adults and is meant to provide general knowledge of what Inhalant Abuse is, and the effects and products used in the abuse. It gives ideas of symptoms of abuse of inhalants, and common use items found in the home.

Keeping Boundaries Staff/Volunteers

- A general overview of the importance of keeping boundaries for the professional visitor whom may have 1:1 contact support with a child or adult. It is meant to increase the awareness of the possible or perceived intentions that may arise in different situations.

Self Injurious Behavior (SIB)

- This course gives insight to staff/providers/guardians into the different types of SIB's, the causes, signs to watch for, and measures to take to reduce or prevent this behavior.

Reporting Abuse and Neglect

- A review for staff, providers and volunteers on recognizing and reporting of actual or suspected neglect, abuse, or exploitation of an individual we support.

The Language and Ideas of Best Practice

- This course is an overview of Best Practices which are the practices that reflect the best ideas we have today regarding how to support people with developmental disabilities.

Assessment of Suicidal Risk

- This course is a general overview for the new clinician to the field giving the demographic view of Suicide Victims, statistics and reasons. This course is taught by a minimum of a Master Level Clinician.

Traumatic (TBI) or Acquired (ABI) Brain Injury

- This course is a very close look at what a TBI or ABI Injury is, and the effect each one has on the brain. The course will help staff/providers and guardians have a better understanding on the nature of the injury and the challenges faced by the individual in expressing thoughts, memory and completion of tasks.

Bullying Among Children & Youth

- The course is designed for primarily staff/providers and guardians of children to understand “Bullying”, and the different types. It will give an overview of what is known about the nature and prevalence of bullying;
- Why we should be concerned about bullying;
- How are schools addressing bullying;
- What works and doesn’t work in bullying prevention and intervention;
- An overview of HRSA’s National Bullying Prevention Campaign.

Foster and Adoptive Caregiver Essentials (FACES) Orientation

- This course is used by both our Foster Care Providers in NH and FL. This course is part I of a 21 hour course needed to be licensed to do Foster Care in both States.
- The course covers the history of child welfare and the Child Welfare System of each state.
- Process and implications of the foster care program.
- Risk factors including familial, environmental, economic and cultural that contribute to child abuse and neglect.
- Recognize the roles and expectations of foster and adoptive parenting.
- Describe the foster/adoptive program that is appropriate for their family.
- Identify ways to assist children and families.

Real Life for Real People

This workshop will discuss the human service system’s approach to providing services to people in need of support. We will outline the system’s need for a paradigm shift, going from a protective approach to an empowerment model, giving service recipients choice and control in their lives. We will focus on the elimination of institutionalization, the use of restraints and overstaffed programs as a way of moving people into a *real life* model of support. Examples of true stories of people who have moved from highly staffed settings such as 2:1 awake overnight staffed residences to living on their own in the community with minimal in home support will be provided. We will outline the approach we take in these

cases, and the process through which the individual goes while experiencing a real life approach.

In Home Visit / Consultation with Providers / Families

- Helps families and providers understand the meaning /communication presented when “Behavior” is being demonstrated by individual.
- Helps family and providers develop strategies in reducing verbal/physical aggression by understanding and providing alternatives to the use of aggression.
- Helps families develop communication styles based upon the individual they support
- Provides coordination with LifeShare Clinical Services to determine eligibility to receive individualized support.

Foster Care Provider Training

In addition to state required training for providers, we require our foster care providers to attend to attend the following trainings:

Positive Behavior Support (20 hour course)

First Aid/CPR/Bloodborne Pathogens

Mandt Crisis Intervention (20 hour course)

FACES/Specialized Care Training (32 hour course –Alternative to MAPP)

Program Orientation

Responsibilities of Foster Care Provider

Individual receiving support specific information

Regulations / Service Delivery System

Normal childhood development

Impact of trauma on child growth and development

Grief and Loss

Maintaining Family Connectedness

Working with biological or adoptive families

Permanency Planning

Guidance and positive self discipline

Sexual abuse and safe environment/Handling sexualized behaviors

Caring for children with developmental disabilities

Caring for children with emotional disabilities

Cultural Competencies

Stress Management

Home Care Provider Training

In addition to state required training for staff and providers. We require our potential home care providers going through the licensure process to attend the following trainings provided by LifeShare:

Overview of Developmental Disabilities

Documentation Training

Incident Report Training

Everyday Health & Hygiene
Quality of Life
Choice: Individual Rights & Responsibilities
Empowerment & Advocacy
Bloodborne Pathogens
HIPAA/Confidentiality
Behavior Assistant (20 hour course)
Mandt Crisis Intervention (20 hour course)
Positive Behavior Support

Home Licensing / Certification

Foster Home Licensing Services

The goal of our licensing department is to provide a continuum of support to families in order to develop long lasting connections and permanency for children in the child welfare system.

Recruitment Services

Our licensing team will conduct a needs assessment to determine the specific needs of children in need of placement and/or waiting for adoption. A recruitment and retention plan will be developed specific to the recruitment of foster families for the population of children identified (i.e.: teens, sibling groups, children and adolescents with special needs). Specific recruitment and retention performance measures will be outlined in the plan as described in the service contract for licensure of new homes, retention, re-licensing, safety and permanency.

Family Development and Adoption Specialists will actively participate in recruitment events such as attendance at match events, heart gallery openings, committee meetings, and community events, presentations at local churches, schools, community groups and organization of quarterly informational sessions. The Family Development and Adoption Specialists will be responsible for responding to inquiries, sending informational packets to prospective families, follow up and coordination of orientation and pre-service trainings.

Retention Services

The Family Development and Adoption Specialists will be responsible for conducting monthly visits at each home to monitor the child's adjustment to the home, provide support and technical assistance to the providers and ensure the home remains in compliance for state regulations. The Family Development and Adoption Specialists will attend all child specific meetings to include treatment plan meetings, school meetings, medical and therapeutic appointments as requested and visitations to provide support to the child and foster/adoptive families. Additional supports that are available to foster families include: 24/7Crisis Resolution Services; Intensive Case Management; Individual and Family Counseling; Monthly Foster Parent Support Groups; Behavioral Health Services to include assessments and behavior consultation; Psychiatric Consultation and In-Service Specialized Care Training

Licensing Services

The Family Development Specialists will be responsible for assisting each prospective foster family through the licensure process. The Family Development Specialist will complete a thorough home study on each family during the time period that the family is attending the MAPP training sessions. The home study will address the following elements:

Autobiography to include personal and family background; Family Relationships; Demographics; Motivation to Foster/Adopt; Marriage and Family Relationships; Description of the Home and Neighborhood; Social History (Medical History, Parenting Experience, Discipline, Religion, Child Care); Transportation; Employment; Financial Capacity and Income; Parenting Skills; References; Background Screenings; Trainings and Summary/Recommendations.

Once the home study is complete, the Director of Licensing will review the prospective foster family's licensure file to ensure accuracy and uniformity of forms. The Family Development Specialist will then submit the licensure file to Hillsborough Kids, Inc. The Family Development Specialists will be responsible for ensuring that all license renewal packets are submitted no less than 45 days in advance of the foster family's license renewal date.