DAY/EMPLOYMENT SERVICES - SURVEY WORKSHEET- SAMPLE v7/21

Provider Name:								
Location Audited:	Individual Names:							
Service Type Audited:	Location owned or leased by Provider:							
Surveyor:	Audit Date:							
his sheet is organized by topic/ process. The worksheet outlines the standard process for review and includes space to note evidence (+ or -) for ating. Note: as referenced, many indicators have more than one source of information. Please refer to the Tool for more detailed information on ources, how measured, and criteria for standard met. § - pertains when location is owned or leased by provider) (The shaded areas represent processes where evidence should be obtained in accordance								
vith manual)	•							

Highlighted sections reflect changes as of 3/21

Highlighted sections reflect implementation as of 7/21

LOCATION INDICATORS – Rate these indicators for Site Based Day Service Locations (not sub-locations)

GENER	GENERAL OVERVIEW- Process Guidelines with Sample Interview Questions									
Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/						
				Additional items						
L5/ L6	Interview individual about ability to	What are the evacuation procedures?	During observation assess	Safety Plan						
	evacuate	Frequency of fire drills?	mobility, egresses,	Fire drill logs						
			individuals' ability to	Evaluate the drills to						
			navigate the site and	determine if strategies						
			evacuate.	outlined in EESP match						
				what are being used.						

FINDIN	FINDINGS:			<u>EVIDENCE</u>
L5:	There is an approved Safety Plan which has the Provider Assurance			(Note date of signed PAF and if accurate or not)
	Form been signed by the provider and DDS Area Office? (Applies to	Yes	No	
	all settings, except site less services – e.g. employment) (Revise every 2			
	years or when change in composition or individuals' ability to			
	evacuate)			
	Has staff been trained in the safety plan, including strategies for the			(Use staff training review to note training dates)
	individual if he or she requires assistance to evacuate?	Yes	No	
	Are staff knowledgeable of how to evacuate individuals in accordance			
	with safety plan?	Yes	No	
L6: 🔁	Are all individuals able to evacuate the day/work site in a safe, orderly			
	and timely manner with or without assistance from staff?	Yes	No	
	(Are individuals able to evacuate in a safe, orderly and timely manner)			

L7 :	Fire drills are conducted as required. (Min per year for CBDS sites)	imum of 2 fire drills required	Yes	□ No	(Note date of drills for last yea	r)
Indicator	Individual interview (possible questions)	Staff interview (possible que	stions		Observation	Documentation/ Additional items
L50 Rate per indi	Do you like the staff that work with you? Do staff ask your opinion and respect your wishes? Do staff treat you respectfully?				Respectful communication	Staff log and individual documentation reflects positive descriptions of individuals.
FINDIN	ICS:				EVID	ENCE
L50: Rate per indi	Written and oral communication with an respectful.	d about individuals is	Yes	No	11111	<u> </u>
Indicator	Individual interview (possible questions)	Staff interview (possible que	stions)	Observation	Documentation/ Additional items
L54 Rate per indi	If you want to talk to staff about something personal, are you able to do that privately?	Ask about people being supported with privacy in the bathroom or when they want to talk to staff in private.			During observation, watch to see that privacy is observed. Are common/program areas of the site under video surveillance, and if so, are individuals aware/ is posted as being present e.g., cafeteria, program rooms. Check: sharing of personal information; No publicly displayed information about individuals.	Staff log
FINDIN	IGS:				EVID	ENCE
L54: Rate per indi	Individuals have privacy when taking cardiscussing personal matters.	e of personal needs and	☐ Yes	□ No		

ENVIRO	ENVIROMENTAL REVIEW – Process Guidelines and Sample Interview Questions-Review for Service Site locations								
Indicator	Individual interview (possible questions)	Staff interview (possible questions)	0	bse	ervatio	n		Documentation/ Additional items	
L9: Rate per indi	What appliances and equipment do you use in your day program/work site? Is there any equipment you would like to learn to use?	What appliances and equipment does the person use in their day program/workplace? How do you teach the person to increase their skills or safely use equipment?	Review the individual's independence and skills within their day/work site.			Review the documentation of training in using work-related equipment, cleaning supplies or chemicals.			
FINDIN	GS:						<u>EVIDENCE</u>		
L9: Rate per indi	Individuals are able to utilize equipment	and machinery safely.	N] lo	□ N/A				

Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/
				Additional items
L11-	Is your day program/workplace clean and	Systems for repairs and maintenance?	Conduct a walk-through of the	Inspections,
L30	safe?		entire location, both the interior	including fire and
			and exterior of the building.	sprinkler system
				(as applicable),
			Check for cleanliness, safety,	heating system.
			maintenance	Cert of Occupancy
				for day/work sites
				and Cert of
				Inspection from local Board of
				Health, if site
				prepares food for
				sale.
				suic.
L16	Ask person if there is something they	Ask about and observe the person	Location should be accessible	
	would like to do for themselves or part of	maneuvering and using facilities and	to the individuals' sensory and	
	the building they cannot use or access to	amenities of the site.	mobility needs.	
	determine if further modifications could be		•	
	made.			

ENVIRO	OMENTAL REVIEW FINDINGS:	<u>EVIDENCE</u>			<u>EVIDENCE</u>	
L11:	There has been an inspection of the furnace/boiler and water heater	☐ ☐ ☐ (Note dates of what and when inspected; inspec				
Pa -	(other than electric) within the past year, which indicates that this	Yes	No	N/A	within the past 15 mos.)	
	equipment is safe and free from leaks, cracks, worn or broken wiring					
	and loose connections.					
	Local official's inspection and approval has been obtained for					
	installation of solid fuel-burning equipment (e.g., wood stove).	Yes	No	N/A		
	Where there is a sprinkler system, there is a yearly inspection.				(Note dates of when inspected in last 15 mos.)	
		Yes	No	N/A		
	There is a fire extinguisher (A-B-C Type) which is easily seen and					
	accessible in the kitchen area and which remains in the green zone or					
	an inspection tag that indicates not expired. (Applies to CBDS and	Yes	No	N/A		
to	Employment when location is owned, rented or leased by provider.)					
L12: 🔁	There is a fire alarm and detection system in place in accordance with					
	the building use group and the town. (Must meet applicable Massachusetts	Yes	No	N/A		
	State Building Code requirements.)					
	The fire alarm system, any adaptive devices (e.g., horn, flashing/strobe					
T 12 h.	light) or automatic emergency lighting are operational.	Yes	No	N/A		
L13: 🔁	Location is clean and free of rodent and/or insect infestation.					
	Evidence of frequent cleaning and disinfection practices for infection					
	control.	Yes	No	N/A		
L14:	Every porch, balcony, deck or roof used as a porch or deck has a wall or					
	protective railing that is in good repair.	Yes	No	N/A		
L15:	There is sufficient water pressure to both hot and cold water fixtures					
	(e.g., kitchen, bathroom, laundry room). Hot water temperature tests no					
	higher than 110°. (This indicator is rated in Day if location is owned, rented	Yes	No	N/A		
	or leased by the provider.)					
L16:	Bathroom fixtures are operable by and accessible to the person.					
		Yes	No	N/A		
	Kitchen appliances are operable by and accessible to the individual.					
	Including ability to use counters.	Yes	No	N/A		
L17:	There are two means of egress from floors at grade level §					
		Yes	No	N/A		
L18:	All other floors above grade have one means of egress and one escape					
	route on each floor leading to grade. §	Yes	No	N/A		
L20:	Exit doors are easily operable by hand from inside without the use of					
	keys.	Yes	No	N/A		
	(Double cylinder dead bolt locks that require a key operation are prohibited).	200	1,0	1,71		

L21:	The agency ensures there are no overloaded wall receptacles. All visible				
	cords are free from cracks or wear. Extension cords or multiple plug	Yes	No	N/A	
	adapters are not used on any appliance.				
	The agency ensures there is no electrical wiring passing across			П	
	frequently traveled floor areas, under floor coverings such as rugs, or	Yes	No	N/A	
	extending through doorways or other openings.				
	Circuit breakers are labeled.				
T 22		Yes	No	N/A	
L22:	The propane gas tank is located at least 10 feet away from exterior of the			 >	
	building and is properly maintained. (N/A when not present)	Yes	No	N/A	
	The washer and/or dryer are free of visible leaks. Dryer vent and filter			<u> </u>	
	are properly maintained. The dryer is lint-free.	Yes	No	N/A	
	Portable freestanding heaters are only used in limited circumstances and				
	meet standards for use (see 2004 memo).(N/A when not present)	Yes	No	N/A	
	All appliances and equipment are clean, operational and properly				
	maintained. (e.g. dryer vents free of lint, filters clean, appliances work,)	Yes	No	N/A	
L25:	Potentially dangerous substances are stored separately from food and are				l l
	in containers that are accurately labeled	Yes	No	N/A	
L26:	Walkways, driveways, and ramps are in good repair, and kept clear in				l l
	all seasons.	Yes	No	N/A	
L27:	If applicable, swimming pools are safe and secure. (Refer to the DDS Pool				
	Policy)	Yes	No	N/A	
_	Supervision and provider training.				
		Yes	No	N/A	
	Pool Environment is safe with locks.				
		Yes	No	N/A	<u>'</u>
	Individual assessment completed.				
п		Yes	No	N/A	
L28:	The agency ensures that flammable materials and gas-fired equipment is				
	properly stored. Oxygen is stored properly.	Yes	No	N/A	
L29:	There is no rubbish or combustibles stored near the heating equipment.				
		Yes	No	N/A	
L30:	The exterior of the building, including porches, garages, is in good				
	condition including paint and/or siding trim and shutters, fences, garages				
	and sheds on the property, porch, deck or patio, and roof (free from	Yes	No	N/A	
	peeling paint, rotted wood and holes, dents/rusted parts).				
L73	The Provider has a current DOL certificate.				
		Yes	No	NA	

L92 Review when at a subloc	Inspections and Certificate of Occupancies are posted. (note that this gets rated at the admin level. However, when doing a visit/observation at a provider owned/leased sub-location, please note whether relevant inspections are posted as required at the particular sub-location)	yes	no	n/a	(note type of sublocation visited and presence of inspections)
Notes:					

PERSON	PERSONAL SAFETY – Process with Sample Interview Questions									
Indicator	Individual questions	Staff questions	Obser	vatio	n	Documentation/ Additional items				
L91:	Ask individual about any accidents or injuries.	Interview staff for knowledge of incident definitions and reporting requirements. Ask if the guardian (as applicable) was notified of major incident)				Review documentation (individual and location) to assess whether reportable items noted within communication log, individual record, or interview were also submitted as incident reports. Cross check to ensure any incident that was reportable to DPPC had been. (Timeline -1 day – Major, 3 day minor – 7 business day finalization)				
DEDCON	IAI CARRETT EINE	MANGE				EVIDENCE				
	NAL SAFETY - FIND					EVIDENCE				
L91:	regulation.	and reviewed as mandated by onths of incidents in HCSIS))	Y	es 1	□ No	D N/A				

COMPE	TENT WORKFORC	CE – Process with Interview Questions						
Indicator	Individual questions	Staff questions	Observation	Documentation/ Additional items				
L85:		Ask about support/supervision- frequency Ask about oversight and monitoring of the loc		Staff meeting minutes Team meeting documentation Evaluations and ongoing supervision				
COMPE	TENT WORKFORG	Œ	YES	NO	N/A	Evidence		
L78:	Staff are trained to safely and consistently implement restrictive interventions.					(use staff training review to note training dates for behavior plan, restrictions)		
L79:	Staff are trained in service restraint.	safe and correct administration of				(use staff training review to note training dates)		
L80:	Support staff are trained to recognize signs and symptoms of illness. (Observation guidelines & just not right)					(use staff training	review to note training dates)	
L81:	Support staff know what to do in a medical emergency. Are first aid supplies maintained at the site?							
L85:	The agency provide development.	s ongoing supervision, oversight and staff						
	Ongoing supervision in place; ongoing staff meetings in line with policy Staff consistently instructed when things change; staff consistently implementing change in policies and procedures.							
		ersight in place to assure compliance with idelines and practices						
	When regular monitoring reveals issues, supervisors work with staff on identified issues to ensure correction.							
C20: Rate per indi	Back up plans are in place and staff and individuals are familiar with what to do in the event of an emergency.					(reflect back up pl through interview	an and information obtained on knowledge)	

INDIVIDUAL INDICATORS Name:

MEDICA	MEDICATION AND HEALTH REVIEW – Process and Sample Interview Questions									
Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/Additional						
				items						
L8	Do staff understand and help you with your	Does the individual have a specific	Check to see that any	Copy of EFS on site						
L37-	medical needs?	health condition that requires a	necessary equipment	Training Documentation for						
L39		protocol for staff to follow at day	outlined in protocol is	medical treatment protocols.						
L46		program/work site?	present and functional.							
L63-				Medication review if						
L64		Do staff administer any medications		medications administered to						
		for the individual? Any behavior		person at day/work site.						
		modifying medications/sedatives								
		prior to appointments?		Review medication treatment						
				plan if behavior modifying						
				medication administered to						
				person at day/work site.						

MEDIC	MEDICATION AND HEALTH REVIEW FINDINGS:								
Person'	Person's Initials:				Evidence (specify if different person)				
	Does the individual have any health concerns?								
L8:	If yes, what are they? Is there an Emergency Fact Sheet, and is it completed accurately? (Compare Health Record's to meds listed on EFS, check medical conditions needed by EMS are listed, accurate contact info)	Yes U Yes	No D	N/A	(Refer to EFS interpretations)				
L37:	Individuals receive prompt treatment for episodic health care conditions. Staff are familiar of what to do if a person is ill.	☐ Yes	□ No						
L38:№	Physicians' orders and treatment protocols are followed (when agreement for treatment has been reached by the individual/guardian/team). (e.g. dysphagia, insulin-dependent diabetes, seizure disorder, etc.)	☐ Yes	□ No	□ N/A					
L39:	Special dietary requirements are followed. (Rate compliance with special diets such as textured diet; low calorie, gluten free; does not include dysphasia diets that are part of a broader Health Care Management Plan rated in L38)	□ Yes	□ No	□ N/A	(Rate if individual required staff support to follow/manage special diet at day program/work site)				
L46 🄁	All prescription medications are administered according to the written order of a practitioner and are properly documented on a Medication Treatment Chart. (Refer to Medication Guide; refer to current MAP guidelines and advisories)	□ Yes	□ No	□ N/A	(Refer to Medication Guide – review MARs for three months; list months reviewed)				

MEDICATION GUIDE

Day Services: The purpose medication guide to determine if the individual is receiving his or her medication properly; that is if the individual is receiving the right medication, the right dosage, at the right time and by staff who are trained to give medications.

Process: Ask for 12 months of medication administration records. Select the current month and two other months to evaluate that medications are given appropriately.

Indicator/ Svc	Requirement	Guideline	Evidence			
Apply L46: 5 Day & Employ	All prescription medications are administered according to the written order of a practitioner.	Practitioner can include a physician, dentist, physician's assistant, nurse practitioner).	☐ Yes	□ No	□ N/A	
L46: D	All prescription medications are documented on a Medication and Treatment chart that	Documentation of all of the following is consistent:	Yes	No	N/A	
Employ	specifies:Name and dosage;When and how the medication is to be	-Medication labels on the container -Medication and Treatment				
	given;If medication ordered is for a set number of days, start and stop dates; and	formHealth Care Practitioner's Order.				
	 Special instructions for administration. 	-Where applicable, both generic and brand names are listed.				
		-Documentation on Medication and Treatment chart is in ink (no white out, erasers or mark-overs)				
		Medication ordered for the "hour of sleep"				
		should be given just before the individual goes to bed or as specified by the practitioner.				
		• If Ancillary Practices (ie, vitals, high alert medications, etc) are required for medication administration, there are written parameters from the practitioner. See MAP Policy Manual, 08-1-8.				
L46: Day & Employ	PRN Medications Medications are not prescribed for restraint purposes, but may be prescribed for treatment purposes only.	• Medication Administration Policy Manual, Policy 06-2. Example: Tylenol 325mg, 1 tab by mouth every 6 hrs as needed for a fever >101.				

Indicator/ Svc Apply	Requirement	Guideline			Ev	idence
при	For PRN medications, the prescribing practitioner must provide a statement of specific, observable criteria for determining when the medication is needed.	Observable criteria should be specified on the practitioner's order, label, and medication and treatment chart.	☐ Yes	No No	N/A	
L46: ₽ Day & Employ	Over-The-Counter-Medications Written approval for over-the-counter (OTC) medications are obtained from the practitioner.	 See MAP Policy Manual, 06-9. A practitioner's order is required for OTC medications. OTC medications are administered according to the same procedures used to administer prescription medications. OTC Method A: A label is applied by the pharmacy as prescription medications are labeled; OTC Method B: A licensed professional must verify the contents of the OTC medication or preparation (if not labeled by the pharmacy). 	☐ Yes	□ No	□ N/A	
	Medication Occurrences A Medication Occurrence (MOR) form is completed for the following: wrong individual, medications, time, dose, route (e.g., mouth, skin).	See MAP Policy Manual, 9-1.	Yes	No	N/A	

MEDICATION	PRACTITIONER'S ORDERS	CONTAINER LABEL	EXPIRATION DATE	MEDICATION AND TREATMENT CHART	EMERGENCY FACT SHEET (Note Errors in EFS in L8)	SIDE EFFECTS

L44 The	e location where the medication is being administered by				(Note # and Exp. Date)			
certified staff is registered by DPH		Yes	No	N/A				
L45 Med	lications are stored in a locked container or area in which							
nothing e	except such medications are stored.	Yes	No	N/A				
• C	fontrolled Substances (Schedule $II - V$) are double locked.							
Е	xample: Locked box within a locked cabinet. Only authorized							
st	raff have access to the key to the locked container or area (MAP							
P	olicy, 10-2). Controlled substances are double locked in the							
re	efrigerator.							
• N	fedications or ointments used externally are stored separately							
	om medications taken internally.							
L82 Me	dications are administered by licensed professional staff or by]]]	(Use staff training review to note training dates)			
MAP cer	tified staff for individuals unable to administer their own							
medication	ons. (See current MAP training, testing and certification information)	Yes	No	N/A				
Rehavior Modifying Medications: 115 CMR 5 15(4)								
Behavior	r Modifying Medications: 115 CMR 5.15(4)							
	r Modifying Medications: 115 CMR 5.15(4) for sampled individual. Rate for the person, only if the day service	e is a	lmini	stering	g behavior modifying medication.			
	for sampled individual. Rate for the person, only if the day service Initials:	e is a						
Rate this	for sampled individual. Rate for the person, only if the day service							
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials:							
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the			O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following?	YE	SN	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? • A description of the behavior to be	YE	S N	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? • A description of the behavior to be controlled/modified?	YE	S N	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? A description of the behavior to be controlled/modified? Data on the behavior prior to the medication forming and controlled forming and control	YE	S N	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? • A description of the behavior to be controlled/modified? • Data on the behavior prior to the medication forming a basis from which the clinical course is evaluated?	YE	S N	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? A description of the behavior to be controlled/modified? Data on the behavior prior to the medication forming a basis from which the clinical course is evaluated? Information about side effects, procedures to	YE	S N	O N				
Rate this Person's	for sampled individual. Rate for the person, only if the day service Initials: Does the ISP or Medication Treatment Plan (MTP) contain the following? A description of the behavior to be controlled/modified? Data on the behavior prior to the medication forming a basis from which the clinical course is evaluated? Information about side effects, procedures to minimize risks and clinical indications for terminating	YE	S N	O N				

HEALTH AND MEDICATION REVIEW –General / location specific

• Is the individual capable in fact of consenting?

Rogers Monitor in place?

Notes:

• If not, is there court approved treatment plan and

Evidence

Mastwksht_Day: Rev. 7/2021

FUNDS MANAGEMENT AND COMMUNITY REVIEW – Process and Sample Interview Questions

Rate this for sampled individual. If the individual is independent in managing his/her funds, rate the indicators for another person receiving the service.

- 1. Process: Review if the agency controls the individual's spending money. Ask for one year worth of financial transaction records.
- 2. Review 3 months' worth of information (FTR, receipts) to determine whether money is tracked appropriately and spent for items that benefit the individual. Check purchases to see that they make sense for the person
- 3. Check that the beginning balances of each month match the ending balance of the previous month. Check that receipts are available for denominations =/> than the agency policy.

Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/ Additional items
L67-69	questions) Do you hold your own money? Do staff help you with spending your money?	Inquire about access, security and general pattern of financial activities and support. Ask about the oversight, monitoring, and auditing practices of this location. Ask how joint purchases are made and tracked. Ask about the education and guidance that is offered to individuals to make purchases and spend money	managing their spending money, the value of money, and current practices regarding training and increased independence. Where money is kept?	FTRs Receipts ISP – Training plan when applicable
		on an ongoing basis.		

FUNDS MA	FUNDS MANAGEMENT AND COMMUNITY REVIEW FINDINGS:								
Person's Initi	als:	YES	NO	N/A	Evidence Specify if different person from				
					sampled				
L67:	Does the agency have management responsibilities for the								
	individual's funds?								
	If yes, is there:								
	 A written plan of the shared or delegated 								
	management responsibilities?								
	 Agreement of the individual, guardian or 								
	conservator to the plan?								
	 A training plan to eliminate or reduce the need for 								
	assistance (unless there is a clinical evaluation that								
	the individual cannot learn how to manage or								
	spend his or her funds or the ISP indicates no)?								

L68:	Are expenditures only made for purposes that directly benefit the individual? There is no borrowing or lending of the person's funds by		(note examples of expenses made with dates)
	provider?		
	The individual is not paying for goods or services that should		
	be covered by the provider (e.g., staff expenses, gas)?		
L69:	If there is funds management responsibilities does the provider assist the individual to manage his or her funds including: • Having a record of each transaction (including		(Note the three months of transactions reviewed)
	date, amount received or spent, on what the funds were spent, who was involved, and receipts for expenditures over \$25 or in accordance with agency policy)?		

GOAL ACCOMPLISHMENT, SKILL ACQUISITION REVIEW: Process and Sample Interview Questions **Individual interview (possible Staff interview (possible questions)** Observation **Documentation/ Additional Indicator** items questions) L77 Does the person have any unique physical, Observe if staff are Training Documentation in sensory, medical or emotional support knowledgeable and unique diagnoses needs? (ex. cerebral palsy, Prader-Willi, sensitive to the Williams Syndrome, Bi-polar disorder, individual's unique blind or hearing impaired) support needs. What is the person's unique preferences in areas such as interaction style, routines, etc? What goals are you assisting the person to Do you get enough support to work L88: Documentation at a minimum on your goals? works towards and how are you assisting should identify what goals are them? being worked on, when the goals are being addressed, How do you monitor that individuals are and the results of the support. being supported to work on goals and are achieving success? Data on goal accomplishment Support strategies C13 Ask about things that the person does Ask/ observe staff support to increase Staff interactions to for themselves, and what they would independence. (CBDS determine whether time. only) like to do more independently.

		Ask what the person is able to do for	space, support is given to	
		themselves.	increase independence.	
		What does staff do for them?		
C44:	Ask if the individual is interested in	Ask if individual is supported to explore		Applicable assessments of
(CBDS	working / getting a job.	their work interests and work options.		work interests and work
only)				opportunities.
C45:	Ask if the individual can change their	Are individuals able to change their daily	Observe if individuals are	
(CBDS	routines and schedules, if they wish	routines and schedules, if requested?	supported to change their	
only)	to.		routines.	
C54:	Ask person if there is something that	If assistive tech is in place, ask the staff how	Observe for assistive tech	Look for an assessment –
(all	they need in order to work or	the person uses it and if they need to	or adaptive equipment	formal/informal to identify
services)	accomplish something more	provide any support to use.	(i.e., auditory alerts, low	what assistive tech might be
	independently to determine if	What training was provided to you	vision modifications,	beneficial.
	Assistive Technology may be	regarding the individual's Assistive	automated devices).	Is there an AT support plan in
	beneficial.	Technology?		place? If so, is it followed?

GOAL	GOAL ACCOMPLISHMENT, SKILL ACQUISITION REVIEW FINDINGS:								
Person	's Initials:	Evidence							
L77:	The agency assures that staff are familiar with and trained to								
	support the unique needs of individuals.	Yes	No	N/A					
L86:	Required assessments concerning individual needs and abilities are				(note date due and date submitted)				
	completed in preparation for the ISP.	Yes	No	N/A					
L87:	Support strategies necessary to assist an individual to meet their				(note date due and date submitted)				
	goals and objectives are completed and submitted as part of the ISP.	Yes	No	N/A					
L88:	Services and support strategies identified and agreed upon in the								
	ISP for which the provider has designated responsibility are being		N.	NT/A					
	implemented.	Yes	No	N/A					
C13:	Staff provide support for individuals to develop skills to enable]						
	them to maximize independence and participation in typical		N.	NT/A					
	activities and routines. (applicable to CBDS only)	Yes	No	N/A					
C44	As appropriate, individuals are supported to explore job interests.								
	(applicable to CBDS only)	Yes	No	N/A					
C45	Individuals' routines and schedules are revisited regularly.								
	(applicable to CBDS only)	Yes	No	N/A					
C54:	Individuals have the assistive technology and/or modifications to								
	maximize independence. (applicable to CBDS and emloyment)	Yes	No	N/A					

Notes:		

	INDIVIDUAL INDICATORS cont. Name:								
MEANI	MEANINGFUL AND SATISFYING DAY ACTIVITIES: Process and Sample Interview Questions								
Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/ Additional items					
C40- C43 (CBDS only)	Ask about interests in community activities. Ask about frequency and type of community activities they are involved in. How does staff help you to meet new people?	Ask about support for individuals to realize their preferences in community activities. How often does individual engage in preferred community-based activities?	Are individuals interested in and engaged in community-based activities?	Schedules Calendars Receipts for community activities					

MEA	MEANINGFUL AND SATISFYING DAY ACTIVITIES:						
Person's Initials:			Evidence				
C40	Individuals are supported to explore interests for community						
	involvement.	Yes	No	N/A			
C41	Individual is supported to participate in community activities of						
	interest.	Yes	No	N/A			
C42	Individuals are involved in activities that connect them with other						
	people.	Yes	No	N/A			
C43	Individuals are supported to develop and sustain contacts and						
	relationships.	Yes	No	N/A			

ACCESS AND	terview Questions			
Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation/
				Additional items
C46,	Ask about familiarity with generic resources.	Familiarity with generic community	Observe if individuals	Applicable
C47	Ask how the individual gets to work/day	resources, including public	are learning to use	assessments
	service. Use of public transportation?	transportation services.	generic community	
			resources.	

C50 (Employment)		Ask about the individual's participation in workplace events, e.g., holiday parties, summer		Is the individual invited to workplace events, along with co-workers?							
	picnics, volunteer activities.										
ACCE	ESS AND	INTEGRATION									
Person	's Initials	:]	Evidence		
C46:	Staff su	pport individuals to learn about and use generi	ic								
	commun	nity resources (applicable to CBDS only)		Yes	No	N/A					
C47:		als have full access to the community through									
	-	tation available and/or provided (applicable to 0	CBDS and	Yes	□ No	N/A					
	employm	•		100	110	1 1/11					
C50		als are supported understand and become a par									
		of the workplace (including workplace social a	ctivities and	Yes	No	N/A					
	,	(applicable to employment only)									
Notes:											

CAREER PLAN	CAREER PLANNING, DEVELOPMENT, AND EMPLOYMENT: Process and Sample Interview Questions								
Indicator	Individual interview (possible	Staff interview (possible questions)	Observation	Documentation/					
	questions)			Additional items					
C22-	Ask about employment interests, goals,	How are individuals supported to find	Observation of	Career Plan					
C37(Applicable	and skills.	jobs? How is agency connected with local	individual at work	Work interest and skills					
to Employment		businesses and employers?	might not be possible.	assessments					
only); C38-C39	If employed, ask about the person's job,			Information on					
applies to	days/hours worked. Do they like their	What is the agency's process for assessing	Interview/observation	wages/benefits,					
CBDS if on a	job?	work interests, work skills, needs for	of individual could	performance reviews.					
pathway to		accommodations?	occur at worksite	Review job coach/case					
employment	Are they able to complete the job		during lunch or break,	manager contact notes.					
	independently? Do they work in a team?	Does the individual have a career plan?	with prior agreement						
		How often is it reviewed?							

Are they satisfied with their hours? Do		of individual and	
they wish to do something different?	Is the individual working? # of hours?	employer/job coach.	
	What is the frequency of contact with the		
Who do they call or turn to if they have	individual? The individual's		
problems at work? Supervisor?	supervisor/employer?		
How often do they talk to or see their			
job coach?	How did the individual learn about their		
	rights as an employee? Learn about job		
Ask about their current wages. Can they	benefits? Employer's process for		
take sick days or vacation time? How	performance reviews? Wages and raises?		
does employer conduct performance	Opportunities for advancement?		
reviews with the person?			

CAREER	R PLANNING, DEVELOPMENT, AND EMPLOYMENT:				
Person's I	nitials:				Evidence
C22	Individuals are supported to explore job interests.				
G 2 2		Yes	No	N/A	
C23	Provider used variety of methods to assess individual's				
	skills and interests.	Yes	No	N/A	
C24	Provider has developed a plan that identifies job goals and				
	support needs.	Yes	No	N/A	
C25	Individuals receive support to develop job skills to reach				
	goals.	Yes	No	N/A	
C26	Career plan addresses how entitlements can be managed				
	while employed.	Yes	No	N/A	
C27	Provider supports individual to understand the benefits of				
	integrated employment.	Yes	No	N/A	
C28	Provider develops connections with local businesses for				
	job development.	Yes	No	N/A	
C29	Individuals are supported to obtain work that matches their				
	skills and interests.	Yes	No	N/A	
C30	Individuals are supported to work in integrated settings.				
	murriduals are supported to work in integrated settings.	Yes	No	N/A	
C31	Individuals receive needed job accommodations and				
	supports.	Yes	No	N/A	

				1	
C32	Individuals receive at least minimum wage or wages based				
	on prevailing wage.	Yes	No	N/A	
C33	Provider supports individuals to understand worker rights				
	and benefits.	Yes	No	N/A	
C34	Provider has plan for optimal level of ongoing job support.				
	Trovider has plan for optimal level of ongoing job support.	Yes	No	N/A	
C35	Individuals raceive feedback on job performance				
	Individuals receive feedback on job performance.		No	N/A	
C36	Individuals are supported to retain or advance in their jobs.				
	individuals are supported to retain of advance in their jobs.	Yes	No	N/A	
C37	Individuals are supported to develop appropriate				
	interpersonal skills at work. (Applies to CBDS & Employment)	Yes	No	N/A	
C38 (rate in CBDS for those on pathway)	Specific habilitative and behavioral goals necessary to prepare individuals for work are identified.	Yes	No	N/A	
C39 (rate in CBDS for those on pathway)	There is a plan developed to identify job goals and support needs that would lead to movement into supported employment.	Yes	No	N/A	

HUM	HUMAN RIGHTS, COMMUNICATION, CHOICE AND CONTROL REVIEW – Process and Sample Interview Questions							
Indicate	Individual interview (possible questions)	Staff interview (po	ssible	Obse	rvation		Documentation /	
		questions)					Additional items	
L 1	What would you do if you were being mistreated	How are guardians		Postir	ng of DP	PPC info	Training docs	
	by someone? If someone hurt you or was unkind	informed of DPPC	and				Guardian info docs	
	to you?	how to recognize abuse,						
	What would you do if you saw someone else	neglect and mistreatment?						
	being mistreated?	How are individuals						
	Have you heard of the Disabled Persons	informed?						
	Protection Commission (DPPC)?							
	Has someone spoke to you about how to report							
	something to DPPC? If you needed help to							
	contact DPPC, is there someone you could turn to							
	for help?							
Findin	gs: Person's Initials:					EVIDENCE		
L1:	Individuals have been trained and guardians are pr	ovided with						
	information in how to report alleged abuse/neglect		Yes	No	N/A			

Indicator	Individual interview (possible questions)	Staff interview (possible questions)	Observation	Documentation / Additional items
L31- L32	Ask about the person's primary language and if they can communicate with their staff and coworkers. Ask if the person uses telephone or cell phone to communicate with supervisor or co-workers. Or text? Use Skype or Facetime? Does the person need help making a call? Or texting?	What is the person's primary communication method? (Spoken, Assistive Tech, gestures) What language do they use? (English, ASL, Portuguese, Spanish, etc). Ask if staff who are fluent in the person's primary language are available. What is their schedule and availability? Does this person need assistance to read/understand written instructions or correspondence? If so, describe the supports provided.	Observe to determine if staff demonstrate an ability to effectively communicate with the person. If the person uses an augmentative communication devices, ask to see that it is operational. Ask about and look for operational necessary communication devices	Communication Assessment
L49	If you are not happy with something, is there someone you can go to? (Assess if the person feels free to seek out someone who will assist him	Who is the HR advocate/officer?		Review documentation of

	or her with a problem or if he or she does not feel safe.) Do you know your human rights advocate?	How did the person receive training in human rights? Training on how to file a grievance? What is the process for the person to file a grievance?		annual HR training to the person. Assess the adequacy of materials used to train individuals in human rights. Review information shared with guardians. Review agency grievance procedure
L51- L52 L55	Can you use the telephone or a cellphone during lunch and breaks? Do you have enough privacy when using a phone or other communication technology?	Are there rules and guidelines for individuals about using cell phones or keeping other personal possessions while at day program/worksite? What is the agency's process for obtaining consent to use images/photographs or biographical information about individuals on the agency's website? Newsletter or marketing materials?	Observe that people can use cell phones during breaks and in private, if needed.	Review agency website and publications for images of individuals and review documentation of consent to use these images.
C7 C8	Ask about input into staff hiring and evaluation. Ask about staff characteristics preferences.	Ask about recent hiring and the process for including individual input into hiring. Ask about knowledge of individuals preferred staff, non-preferred staff and how ongoing feedback on staff is collected and used (eg supervision, evaluations) What is the process for including individuals that are unable to communicate? What is agency process for communicating with guardians and involved families? Frequency and purpose.		Documentation of feedback from hiring interviews Staff feedback forms Assesses feedback on staffing at two separate and distinct intervals – prior to hire and as part of the ongoing evaluation process)
C51	Satisfaction with services and supports. Ability to make changes when problems arise.	Ask about the person's decision making and support. Advocacy for individual when change is desired.		

L72 (for indi paid sub-mi wage)	paid at sub Ask about for individe How are w	What job(s) is the individual being paid at sub-minimum wages? Ask about frequency of time studies for individuals paid hourly. How are wages calculated for piecerated jobs?			Review process for calculating subminimum wages for piece rate and hourly wage jobs. Production records and pay stubs for up to last 6 months. Time studies for hourly rated work semi-annually.	
Person	n's Initials:					EVIDENCE
L31:	Staff understand and can communicate with individuals in the primary language and method of communicating.	eir	☐ Yes	□ No	□ N/A	
L32:	Individuals receive support to understand verbal and written communication.		☐ Yes	□ No	□ N/A	
L49:	Individuals and guardians have been informed of their human and know how to file a grievance or to whom they should talk they have a concern.		☐ Yes	□ No	□ N/A	
L51:	Individuals can access and keep their own possessions.		□ Yes	□ No	□ N/A	
L52	Individuals can make and receive phone calls and use other communication technology.		☐ Yes	□ No	□ N/A	
L55:	· ·		□ Yes	□ No	□ N/A	(note media consent parameters and date)
C7:	Individuals have opportunities to provide feedback at the time hire and on an ongoing basis on the performance/actions of st		☐ Yes	□ No	□ N/A	
C8:	There are opportunities for communication between guardians family members, and staff on a regular and timely basis.	s,	☐ Yes	□ No	□ N/A	
C51	Staff are knowledgeable about individual satisfaction and sup desired change.	port	☐ Yes	□ No	N/A	
L72	Sub-minimum wages earned are paid in accordance with Department of Labor (DOL) requirements for compensation.		Yes	□ No	□ N/A	(Use DOL worksheet for guidance)

HUMA	HUMAN RIGHTS REVIEW, SPECIFIC INDICATORS								
Indicator	Individual interview (possible questions)	Staff interview (poss	ible que	stions)		Observation	Documentation / Additional items		
L10 L56 L57-60	Ask individual if any areas of the building or general supplies (e.g. food, scissors, tools) are locked.	Does the individual h may put them or othe behavioral)?				Observe how risk plan / behavior plan is implemented.	Risk Plan; Behavior Plan/PBS Plan Staff training Data collection system		
L61-62 L84	Ask if individual needs/receives help with any supportive equipment or devices	Are there areas of the supplies that are locked individuals, e.g., Does the individual haplan? Assess staff's kan be	ed and in have a belinowledge se any equipments	accessib navior pl e of the nt at the	lan / PBS plan. e site? staff in	S	Written plan that outlines restriction, including plan to fade over time. Written authorization for supportive equipment/devices. Log for monitoring/cleaning, as applicable HRC approval for devices that limit movement		
Person's	s Initials:					Evidence			
L10:	The provider implements interventions to redu whose behaviors may pose a risk to themselve HCSIS to see if person selected has a risk plan)		Yes	□ No	N/A	(note the risk, the interv	ventions used, and any gaps)		

L56:	Interventions or restrictive practices								
If restrictive practice exists, rate the circumstances for the person—as either the individual who requires the restriction or a person who is									
impacte	impacted by it.								
Are any	Are any individuals being supported with restrictive Practices? If no,								
STOP I	STOP HERE. Yes No N/A								
Person's	s Initials:								

For the one person for whom the restriction is needed:	YES	NO					
1. Restrictive practices outlined in writing, identifying the rationale,							
and outlined as the least restrictive alternative. Eg door chimes for							
elopement, locked knives, auditory monitorsA plan for elimination or fading is included with the rationale as part							
of the document							
3. Agreement is needed from the legal decision maker for the							
individual is being imposed. Restrictive procedures- all agreements							
"through the ISP" are considered annual.							
4. Inclusion in the ISP							
5. HRC review of the plan.							
For the other individuals at the location for whom the restriction is not	YES	NO	N/A				
needed:	T LS	110	14/11				
1. The provider needs to develop provisions for these individuals so as							
to not unduly restrict them (a mitigation plan; mitigation practices)		П					
Eg. providing key or access to key for locked equipment or supplies							
such as knives, scissors. Sometimes these provisions are written							
into the above plan, and not as a separate document.							
2. Guardians/ individuals are informed of the restriction which is in							
place at the location and understand the mitigation plan for the							
person.							
Behavior Plans, Guidelines or other Interventions [115 CMR 5.14] Plea	se note:	Italiciz	ed items	are sp	ecifica	lly req	uired for behavior plans
containing any Level II or III interventions. If Level III interventions are be							
special requirements.							
Rate this for sampled individual. If the individual does not require a behavior plan,				YES	NO	N/A	EVIDENCE
the Cluster A person. If not relevant to A person, ask if anyone is supported with a	behavio	r plan. If	so,				
apply indicator to that person. Are any behavior plans, guidelines or interventions with negative components or re-	estrictive	element	ts heing				(If a PBS plan has a restrictive

component in it, then we are not rating L 58 and L59.)

Yes

No

implemented with any individual? If no, STOP HERE.

Is the intervention part of a written plan?

Is the intervention based on an identified, individual need?

Person's Initials:

L57:

L58:

	The desired positive replacement behavior(s)?				
	The Level(s) of the intervention(s)?				
	The target behavior(s) to decrease				
	A rationale based on a functional analysis of the target behavior(s) and antecedents?(Level II or III)	☐ Yes	□ No	N/A	
	Less restrictive alternatives/measures tried and that this is the least intrusive intervention possible?				
	Who will provide clinical oversight?(Level II or III)				
	Outline procedures for monitoring, documenting and clinical oversight of the plan?(Level	Vas	□ No	DI/A	
	II or III) Critaria for aliminating or revising the plan?	Yes	No	N/A	
	Criteria for eliminating or revising the plan?		Ш		
L59:	Was the intervention reviewed and approved by:				
	* Is the plan incorporated into the ISP?				
	* Human rights committee? (if restrictive component)				
	* Peer review (Level 2 Plans) committee?				
	* Physician or qualified health care professional working under a Physician's				
T (0	supervision? (Level 2 or 3 Plans)				
L60:	Data is maintained regularly and reviewed as required to determine the plan's efficacy.				
	Plans are revised when indicated by data shows effect or when it is not effective?				
Suppo	rts and Health Related Protections				

Suppo	orts and Health Related Protections			
Rate th	is for sampled individual. If the individual does not utilize an S&P, rate the indicator for another per	son. Asl	k if	EVIDENCE
ask S&	Ps are applicable to anyone else at the location. If so, apply indicators to that person.			
Person	a's Initials:			
L61:	Does the individual's record demonstrate that the provider has assured that all Health-related			
	supports and protective equipment are:			
	a. Described with specificity in the order authorizing their use OR within an intensive PBSP			
	authorized by a qualified PBS clinician;		П	
	b. In accordance with principles of good body alignment, concern for circulation, and			
	allowance for change of position;			
	c. Are in good repair and properly applied; and			
	d. In accordance with safety checks and opportunities for exercise as specified by the order	Ш		
	authorizing their use?			
	e. With documentation as to the frequency and duration of use.			
	Written protocol for use including items such as when to use, cleaning and care of device;			
	documentation of use and safety.			

L62:	Supports or Health Related Protections used for preventing harm during self-injurious behaviors (behavioral purposes): a. The continued need is outlined in the ISP b. Reviewed by the Human Rights Committee		
L84:	Evidence of staff training and knowledge including demonstration of proper use Supports & HRP		(use staff training review to note training dates)

	ADMINISTRATIVE INDICATORS – Process with Sample Interview Questions									
Indicator Individual questions Staff questions		Staff questions	Observation	Documentation/ Additional items						
L2:		What is the agency policy on reporting to the DPPC? Have you received training? Please give an example of a reportable event	Posting of info	Review communication logs and incident reports for events that should have been reported and cross check with investigations.						
	INISTRATIVE INDICATO n scoring	RS FINDINGS: Validation at location for	EVIDENCE							
L2:	Allegations of abuse/negleo	et are reported as mandated by regulation.	(Note incident report or event that was not reported & any staff not knowledge of reporting)							
L4:	completing an audit at a loca selected then the double valid	dividual is subject to abuse or neglect. (If tion that is included in the sample of action plans dation rule applies. If none, note a preliminary Not re are no action plans identified during audits).								
L65:		tted within required timelines. (Cross check tances of restraint have been reported)								

Staff Training Review for Location and/or Individual

L 82: MAP requirement - Should be at main office and on-site ** If note a change in protocols in the MAR ask about re-training.

	Training Specific to the individual:							
Туре	Who Can Train							
Glucose Monitoring	Nurse, PCP, Pharmacist							
Oxygen	Nurse, Rep Therapist or Vendor Company - LPN cannot train and a							
Must have Vital Sign too	competency review							
Warfarin (Coumadin)	RN, NP, PA, RPH or MD. LPN can do a competency review.							
	Haven't admin in 12 months have to be retrained							
Clozapine	RN, NP, PA, RPH or MD. LPN can do a competency review.							
Must have Vital Sign too	Haven't admin in 12 months have to be retrained							
Epi-Pen	RN, NP, PA, RPH or MD. Recommended annually							
Vitals, CPR and First Aid								
G-Tube; J-Tube	RN, PCP, NP							
Vitals, CPR, First Aid	Every two years & Haven't admin in 6 months have to be retrained.							
	Training material should be on-site							
Transcription Training	MAP Trainer							
	Anyone who is responsible for transcription needs Provider specific							
	training on provider specific process and protocols							

General Training:

Type	Who Can Train
Vitals	RN or LPN

Behavior Plans — L78

Health Related Supports and Protective Equip – L84 Health-Management Protocols – L38

Special Diets - L39

Restrictive Interventions – L78

Specialized MAP Training – L82 (Epi-Pen, G-Tube,

Vital signs, etc.)

Risk/PICA Plans - L10

** Use the completed schedules to establish list of current staff, which may include new staff and relief staff as well as regular staff.

*** For MAP training review – Use Medication Administration Records to determine who administered medications during the month(s) selected for MAP review. Use records to determine who transcribed medications,

For location-based trainings, review all staff who are on the current two-week schedules. If the following information is available on the agency's Tracking System, which has been verified as accurate, use that information. If this information is not outlined in the tracking system, assess all staff's receipt of training at the site. Criteria for met: Minimum of at least

one person per shift must be trained, and no one without training should be working alone. (Shaded areas are always rated).

Staff's Name / Employment Status:	Safety	Signs	Health	MAP			
Full-time, Part-time or Relief	Plan(L 5)	&Sym(L80)	Related(L84)	Cert (L82)			
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							
9.							
10.							

^{**} Do not apply training requirements to staff who are new and currently in Location Orientation. (Establish that the staff never works alone.)

^{**}Evidence of staff knowledge of strategies and protocols can be reflected through interview or observation in the absence of training documentation.