

**DEPARTMENT OF DEVELOPMENTAL SERVICES**

**LICENSURE AND CERTIFICATION**

**PROVIDER FOLLOW-UP REPORT**

**Provider:** Opportunities for Inclusion

**Provider Address:** 56 Chestnut St , Waltham

**Name of Person** Leslie LeBlanc  
**Completing Form:**

**Date(s) of Review:** 15-JUN-22 to 17-JUN-22

Follow-up Scope and results :		
Service Grouping	Licensure level and duration	# Indicators std. met/ std. rated
Employment and Day Supports	2 Year License	2/3

**Summary of Ratings**

**Employment and Day Supports Areas Needing Improvement on Standard not met - Identified by DDS**

<b>Indicator #</b>	L85
<b>Indicator</b>	Supervision
<b>Area Need Improvement</b>	For both CBDS and Employment services, issues uncovered in some areas reflected ineffectual oversight and staff development. The agency must enhance its system for oversight and staff development/trainings to ensure staff competency in all support areas.

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<b>Process Utilized to correct and review indicator</b>	Opportunities for Inclusion recently invested in an online training system called Relias. Online courses are assigned to staff to enhance training and professional development in a variety of areas. Trainings are assigned and quizzes are taken to ensure proficiency and skill in key areas which are monitored by HR. At our employment sites a chart review has occurred around goal implementation and data has been completed.
<b>Status at follow-up</b>	All sites have their own binders with participants goals and data sheets. We have also completed an emergency evacuation safety plan specific to CBDS that has been approved by the area director. Review of evacuation plan, in the event of an emergency, while at the college sites was reviewed.
<b>Rating</b>	Met

<b>Indicator #</b>	L88
<b>Indicator</b>	Strategies implemented
<b>Area Need Improvement</b>	For 8 of 12 individuals, ISP goals were not being implemented as agreed, and in some cases, goals were not present. The agency needs to ensure that agreed upon ISP goals are implemented and tracked consistently.
<b>Process Utilized to correct and review indicator</b>	We have reviewed goal implementation and application with all staff for all participants.
<b>Status at follow-up</b>	We are working to add goals to those participants who are in both CBDS and GSE when their ISPs are due. We will work with service coordinators and guardians to ensure that goals are complete and thorough.
<b>Rating</b>	Not Met

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**Administrative Areas Needing Improvement on Standard not met - Identified by DDS**

<b>Indicator #</b>	L48
<b>Indicator</b>	HRC
<b>Area Need Improvement</b>	The agency's Human Rights Committee has disbanded since their last meeting in December 2019. The agency must develop and maintain an effective Human Rights Committee.
<b>Process Utilized to correct and review indicator</b>	A HRC waiver request was submitted in May 2022 requesting to OFI join with the MinuteMan Arc HRC due to our challenges obtain membership and secure a full committee.
<b>Status at follow-up</b>	The first joint full HRC meeting was 6/6/2022 and the next is 8/8/2022. Our plan is that the new HRC will meet a minimum of 4 times a year to review all agency Behavior/PBS Plans, Investigations, Incident and Restraint Reports, and all other matters under its purview. OFI will continue to actively recruit members for its own HRC by reaching out to family members and anyone else who is interested.
<b>Rating</b>	Met