

Psycho Social Rehabilitation"

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- o Participants in PSR services are to be referred to as "members" instead of "clients, or consumers".
- o Staff should understand that recovery is goal of psychiatric rehabilitation and that all people have the capacity to learn and grow.
- o PSR should focus on maximization of self-sufficiency, role functioning, and independence. Programs shall seek to optimize members' potential for occupational achievement, goal setting, skill development, and increased quality of life, therefore maximizing the individual's independence from institutional care and supports in favor of community and peer support.
- o Member to staff ratio is 10:1 (if 10 or fewer members in attendance). 11-28 members requires 2 staff, and 29 or more members requires 14:1 ratio at all times.
- o Encourage utilize of peer-to-peer groups/support groups as additional support for members.
- o Socialization time for members is important at beginning or end of each day. (This is not a billable service)
- o Programs are not to use unnatural incentives to gain participation; should utilize natural rewards/consequences.
- o Treatment plans should be oriented towards *recovery* with members engaged in goal-setting. Staff philosophy should reflect this.
- o Members are to be empowered via peer support, leadership development, and participation on advisory boards and advocacy groups. Staff and members are encouraged to attend recovery-focused trainings and conferences to increase knowledge and obtain information and resources. Member resource library should be established and encouraged. PSR programs should have an Advisory Committee with all members participating.
- o Employment-related group activities may include education and/or practice of the following: interviewing, grooming, job and/or college applications, resume writing, relationship dynamics, study skills, organization, stress management, work ethics, hygiene and dress, mock interviews, employment search resources. Some skills may be practiced within Work Units.

- o Skills-training is to be **curriculum-based** with focus on self-management of illness, independent living skills, social/communication skills, work-related skills, etc.
- o For PSR programs, the "learn" function is typically worked on in the Skill-Building groups.

Curriculum-based Skill Building Groups:

- 1) *Healthy Connections*: to learn communication skills to enhance relationships and encourage assertiveness
- 2) *Be Your Best* - to learn skills for successful independent community living
- 3) *Getting Organized*-to learn and practice skills to enhance memory and organization
- 4) *Gaining Responsibility* - to learn skills for self advancement and empowerment

Other groups may include areas such as Social Skills, Conflict Resolution, WRAP, Money Management, Stress Management, Coping Skills, Problem Solving & Goal Setting, Self Care

Members are encouraged to continuously provide program feedback regarding group curriculum and needs in skill-building

- o Staff roles in Work Units - guidance, teaching, modeling skills and behaviors, facilitation
- o Member roles in Work Units - participation, interaction, peer-support, resource development, communication and interpersonal skill practice, living skills practice, facilitation
- o Work units may include food service, maintenance, clerical, employment-related, etc. **PSR staff should work alongside members.** 1 PSR staff should be engaged in each work unit
- o For PSR programs, the "practice" function is typically worked on in the Work Units.

Work Units:

- 1) Food Service/Kitchen - meal preparation, meal planning,

shopping/comparison pricing, budgeting, nutrition, organization, hygiene and cleaning, food safety,

2) Employment & Education - Resource research and development, job and/or school readiness, typing, computer skills, newsletter, clerical and filing, outreach, phone skills, new member orientation

3) Maintenance - laundry, ironing, cleaning, preparing cleansers, household maintenance skills

4) Creativity & Leisure Skill Practice- horticulture and gardening, relaxation & coping skill practice, exercise & physical activity, creative writing, artistic development and practice, teamwork practice. *This is not a time to sit and color - members do not -want or need a babysitting service!*

- o Indicators of success include member enhancement in areas of recovery, empowerment, and competency. CAR and GAP scores are indication of individual functional improvement.