



Upcoming Events:

Advisory Board

April 14th, 2016

9:30 - 11:30 a.m.
Broadway Commons
1300 Broadway ST NE
Salem, OR 97301
3rd Floor, China Room

Monthly Calls

April 12th, 2016

10 a.m.
Cultural Humility
3 p.m.
Cultural Humility

May 10th, 2016

10 a.m.
Supported Employment /
Education & ACT
3 p.m.
Supported Employment /
Education & ACT

June 14th, 2016

10 a.m.
Comprehensive
Assessments
3 p.m.
Comprehensive
Assessments

Peer Calls

Second Tuesdays

10 a.m.

Contacts

Jeff Krolick

Director of Special Projects
jkrolick@optionsonline.org

Heidi Herinckx

Director of OCEACT
hherinckx@optionsonline.org

Emily Reynolds

ACT Statewide Trainer
ereynolds@optionsonline.org

www.oceact.org

Second Quarter, 2016

Welcome to the second OCEACT quarterly newsletter of 2016! We use this venue to share important information and announcements with ACT teams across Oregon. If you would like to have a job listing, success story, or announcement appear, please contact a member of our team.

OCEACT 2016 Statewide Conference Registration

The OCEACT 2016 Statewide Conference will take place at the **Best Western Hood River Inn** on **Tuesday and Wednesday June 21st & 22nd, 2016**. There is no cost for ACT providers to attend the conference.

Lodging is at your own expense. To book a room at our group rate, please contact the Best Western Hood River Inn at 1-800-828-7873 or 541-386-2200 and request a room for the OCEACT Conference. Rooms must be reserved by **Wednesday, May 25th, 2016** to guarantee the group rate. Rooms at the group rate are limited and are reserved on a first come first served basis.

To register for the conference, please visit: <http://www.planetReg.com/E6211442142650>

IMR Training

OCEACT would like to thank the programs that attended the 2016 Illness Management & Recovery training. The training was a great success!





Staffing an ACT Team

Over the past year, we've heard from a number of ACT programs who have struggled with hiring and retaining ACT team members. We asked Stefani Nichols, the ACT Team Leader in Marion County, to share with us some of her tips for success:

Tips:

"Our process starts with the grading of applications. I try to include the team in setting the grading criteria so they can weigh in on what the ideal candidate might look like."

"I prefer to interview for fit rather than skill. I can teach the skill but I cannot teach what I call "The It Factor". I am happy to wait and continue recruiting if I don't find someone in the first batch of applicants. I find that it really negatively impacts our morale when we have a bad fit."

"I try to include at least 2 staff from the team in the interviews. It's important for me to see how the team reacts to the person. After the interview we discuss our impressions and sometimes even debate a bit. If we are uncertain, we will bring the person back for a second interview with a different panel. If we remain split, I pass on the candidate. Better to be safe than sorry."

"I once read a book that talked about finding your star employees. One of the lessons learned in the book was "don't mistake an applicant's ability to get a job with their ability to do the job." Some people know the right thing to say in an interview, but when you drill deeper, they cannot say how they will do what they say."

"Finally, and most importantly, I think it is crucial that we work on team/morale building on an ongoing basis. We like to joke, share personal stories, share successes, etc. We all make a point to appreciate each other publicly for support or a job well done."

Helpful Interview Questions:

"What does mental health recovery mean to you? Do you believe someone with a mental illness can recover?"

"What do you expect from your co-workers and what can they expect from you?"

"If there were concerns about your performance, how would you like your supervisor to address this with you, and how many times would you expect to revisit this with your supervisor?"



ACT & Residential Services – HSD Clarification Memo

The Health Systems Division has issued a memo regarding ACT and residential services as follows:

The Oregon Center of Excellence for Assertive Community Treatment (OCEACT), with the approval of the Oregon Health Authority Health Systems Division, has issued guidance regarding ACT fidelity reviews for Community Mental Health Programs (CMHP) that also operate or provide services to individuals residing in Residential Treatment Facilities (RTF) and/or Residential Treatment Homes (RTH) and/or Secured Residential Treatment Facilities (SRTF) the following policy applies. OCEACT will conduct a fidelity review of the CMHP's ACT team when the following conditions are met:

- 1) The majority of ACT clients live in a community based setting outside of an RTF/RTH/SRTF at the time of the fidelity review.
- 2) An ACT participant is currently living within an RTF/RTH/SRTF, the ACT participant must be in the process of being transitioned back into the community AND to the catchment area of the CMHP's ACT team within 6 months in order to be counted as part of the ACT caseload. OCEACT will not count individuals as part of the ACT team who are intending to return to a county of residence different from the one that the CMHP's ACT team serves.

Rationale: ACT is a community based service delivery model designed to ensure that the ACT team is serving the intended ACT target population in the most integrated community based settings as possible.

The follow memo is available on our website at: <http://oceact.org/health-systems-division/>

Peer Collaboration Calls

The first few peer calls have been a great success and will continue to be offered the second Tuesday of each month at 10 a.m. Thanks to the ACT Peer Support Specialists for making these calls a success!

ACT Program Recruitments

OCEACT - ACT Statewide Trainer

To apply: <https://careers-optionsonline.icims.com/jobs/1323/act-statewide-trainer/job>

Yamhill County - ACT Therapist

To apply: <http://www.co.yamhill.or.us/> CS15-097

Want your job listing to appear here? Please contact an OCEACT team member. Listings can also be published on our website at www.oceact.org.