


CHAPTER Service Delivery	CHAPTER 02	SECTION 004	SUBJECT 90
SECTION Clinical and Support Services		DESCRIPTION Psychosocial Rehabilitation Program (PSR)/Clubhouse	
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APPLICATION:

<input checked="" type="checkbox"/> CMH Staff	<input type="checkbox"/> Board Members	<input type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input checked="" type="checkbox"/> Students	<input checked="" type="checkbox"/> Interns
<input checked="" type="checkbox"/> Volunteers	<input checked="" type="checkbox"/> Persons Served		

POLICY:

The Lapeer County Community Mental Health (LCCMH) Psychosocial Rehabilitation Program (PSR) / Clubhouse is offered to adults with serious mental illness willing to participate in a structured community with staff and peers. Clubhouse members desire to work on the program goals and essential elements of the evidence based Clubhouse Model.

STANDARDS:

- A. Clubhouse services are organized and delivered consistent within the mental health recovery model. Guiding principles of the recovery model are hope, empowerment, education, choice, and individualized strength-based opportunities with peer support.
- B. Entry / Re-entry Criteria:
1. Lapeer County resident
 2. At least 18 years old
 3. Primary diagnosis of a severe and persistent mental illness

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- a. Adults who are dually diagnosed (with mental illness and developmental disabilities or mental illness and substance abuse) may be considered for the program.

4. Agrees and is willing to participate in the program

C. Exit Criteria:

1. Member is no longer a Lapeer County resident.
2. Member is no longer willing to participate in the Clubhouse program.
3. Member is disruptive and/or destructive to the degree they and/or other program members are negatively affected. Clubhouse services are not appropriate for persons who exhibit:
 - a. Behaviors which threaten or pose a current health and safety risk to themselves or others
 - b. A severity of symptoms requiring a more intensive level of treatment
 - c. Behaviors disruptive to the work of the Clubhouse
 - d. Behaviors requiring excessive redirection and/or monitoring

**Note:* The clubhouse director has the responsibility to ensure the safety of the Clubhouse. All changes to a member's service provision must follow due process and the policies and procedures of LCCMH to ensure the rights of the person served are maintained.

4. Member achieves their goals and seeks treatment or support in a less restrictive program or setting.

D. Staff and Clubhouse members participate in activities promoting wellness by encouraging independence and personal responsibility within relationships based on dignity and respect.

E. The Clubhouse adheres to all Michigan Department of Health and Human Services (MDHHS), Medicaid and Clubhouse International Standards.

F. The Clubhouse Model is embedded in the overarching goals of psychiatric rehabilitation for members.

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1. Members' goals and objectives are based on their Individual Plan of Service (IPOS) developed through the person centered planning process and carried out through their participation in the Clubhouse. Staff may work informally with members on individual recovery goals while working side-by-side in the Clubhouse.
2. Clubhouse participation is expected to lead to greater personal and interpersonal competencies such as:
 - a. Community living
 - b. Social and interpersonal
 - c. Personal adjustment
 - d. Vocational
 - e. Cognitive
3. The Clubhouse Model promotes community support, inclusion, and participation through:
 - a. Identification of existing natural supports
 - b. Achieving optimal level of community membership-integration and inclusion
 - c. Increasing satisfaction with living environment
 - d. Reducing stigma through education, community awareness and community networking
 - e. Facilitating social capital, peer and social networks, both internal and external to Clubhouse
 - f. Utilization of organizational support, community resources and other collateral support systems, linking with community resources, supports and services for continuity of care
4. Clubhouse participation increases illness management and recovery through:
 - a. Identification and management of situations and early signs and symptoms to reduce frequency, duration and severity of psychiatric relapses

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- b. Gaining competence regarding how to respond to and manage psychiatric crisis (includes developing a recovery plan and incorporating natural supports in crisis planning)
 - c. Gaining competence in understanding the role psychotropic medication plays in the stabilization of the members' wellbeing or recovery
 - d. Access to holistic approaches to recovery including education, information and support for health and personal wellness
 - e. Access to information to support decision making power to support increased empowerment through Clubhouse Participation
- 5. The Clubhouse provides a recovery enhancing environment which:
 - a. Fosters strengths and resilience
 - b. Is collaborative and non-hierarchical
 - c. Supports work and high levels of activity
 - d. Respects choice and control
 - e. Provides access to social and peer support
- G. The Clubhouse Model provides a community where meaningful work opportunities drive the need for member participation thereby creating an environment of:
 - 1. Empowerment
 - 2. Relationship Building
 - 3. Skill Development and related competencies
- H. Clubhouse is regularly available Monday through Friday and individual member schedules may vary. Weekend, evening, and holiday hours and activities are planned based on members' direction.
- I. Clubhouse activities consist of work units comprising the work-ordered day and are directed toward maximizing member skills in areas such as independent living, self-care, interpersonal relations and problem solving within a supportive environment.
 - 1. Both formal and informal decision-making opportunities are part of the Clubhouse work units and program structures.

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2. Members influence and shape program operations. Clubhouse decisions are generally made by consensus.
 3. Clubhouse staff and members work side-by-side to generate and accomplish individual and team tasks and activities necessary for the development, support, and maintenance of the program.
- J. The Clubhouse provides its own employment services including Transitional Employment (TE), Supported Employment (SE) and Independent Employment (IE) consistent with International Clubhouse Standards and Guidelines.
 - K. Clubhouse provides resources and connections to assist members with goals to return to formal educational settings.
 - L. Socialization opportunities and group outings providing community integration are incorporated into the program schedule before or after the work-ordered day.
 - M. Psychiatric and case management / supports coordination services, as well as coordination with other mental health treatment (inpatient psychiatric hospitalization, crisis intervention, after-hours emergency on-call, and crisis residential) are included in the services provided through LCCMH.
 - N. All Clubhouse staff function as generalists and share Clubhouse duties, such as employment, social, recreation, evening, weekend, and holiday coverage.
 - O. The clubhouse director is responsible for all aspects of the Clubhouse operations.
 - P. Members will be actively involved in the hiring process for directors and generalists.
 - Q. All Clubhouse Staff must have a basic knowledge of the Clubhouse Model acquired through MDHHS approved Clubhouse specific training within 6 months of hire and at least one MDHHS approved Clubhouse Specific Training annually.

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1. The Clubhouse Director and selected members and staff will participate in a comprehensive training program in the Clubhouse Model by an accredited training base.
- R. The Clubhouse Advisory Board meets regularly to provide support. The board includes member leaders and individuals from the community who are able to assist with connections and/or advice in the areas such as:
1. Employment
 2. Education
 3. Legal assistance
 4. Finances
 5. Advocacy

PROCEDURES:

- A. Primary case holder completes Harmony Hall Referral Form (Form #306) for persons served willing to participate in the Clubhouse. This information is reviewed by the Harmony Hall Staff and Clubhouse Supervisor.
- B. The Clubhouse staff, primary case holder and prospective member review the program dynamics.
 1. The prospective member may spend three (3) days in an orientation period where they are exposed to various unit activities and opportunities to participate within the work-ordered day.
 2. This experience provides the prospective member with information about what the program offers and how Clubhouse can facilitate progress toward achieving objectives and goals.
 3. After the orientation period, the prospective member, the primary case holder, and Clubhouse staff may enroll the member and schedule a team meeting to establish methodology, strategies, and integrate program opportunities into the IPOS.
- C. Documentation of member's recovery progress in the Clubhouse must occur at least monthly.

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1. Documentation will be structured so it does not disrupt the work-ordered day. Progress note processing will be integrated into unit work.
2. Members will have the opportunity to write their progress notes. Notes will be signed by both members and staff.

DEFINITIONS:

Transitional Employment: Opportunities for members to work on job placements in the labor market where members work at the employer's place of business and are paid the prevailing wage rate but at least minimum wage by the employer. Placements are drawn from a wide variety of job opportunities and placements are part-time and time limited (generally 15-20 hours/week for 6-9 months duration). The Clubhouse guarantees coverage on all placements during member's absences.

Supported Employment: Assistance to members to secure, sustain, and better their employment. The Clubhouse maintains a relationship with the working member and the employer. Member and staff in partnership determine the type, frequency and location of desired supports.

Independent Employment: Assistance to members to secure, sustain and subsequently to better their employment. Members work independently in the community but continue to have available all Clubhouse supports and opportunities including advocacy for entitlements, assistance with housing, clinical, legal, financial and personal issues as well as participation in evening and weekend programs.

REFERENCES:

Harmony Hall Referral Form #306

International Clubhouse Standards and Guidelines: ICCD website at <https://clubhouse-intl.org/>

BS:lr

This policy supersedes
#10/08055 dated 10/22/08.
