

*****Current performance measures not listed in the following tables will remain unchanged.**

Recommendation #1 - Assure Effective Communication: Every person has an effective way to communicate in order to express choice and ensure his or her health and safety. All forms of communication should consider and include the individual’s language preferences and use of current technology.

Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
<p>#1. For people who do not communicate effectively using words, the percent of people with a communication system in place, i.e., a written plan in place that describes and documents a communication system, e.g., sign language, a picture board/system such as Picture Exchange Communication System (PECS), a voice-output communication device, or a combination of methods. A communication profile in the ISP is not sufficient in and of itself.</p>	<p>For people who do not communicate effectively using words, the percent of people with a communication system in place, <u>overall and by race, age, and living situation</u> i.e., a written plan in place that describes and documents a communication system, e.g., sign language, a picture board/system such as Picture Exchange Communication System (PECS), a voice-output communication device, or a combination of methods. A communication profile in the ISP is not sufficient in and of itself. (IM4Q)</p>	<p>N/A</p>	<p>Adding racial equity lens. We would also like to look at this data related to age and living situation.</p>	<p>6/14/22</p>
<p>#3. For people with communication systems in place, the percent of individuals and self-advocates who report using them across all settings (i.e., you use the system at home, at work, at school, and in your community).</p>	<p>For people with communication systems in place, the percent of individuals and self-advocates, <u>overall and by race</u>, who report using them across all settings (i.e., you use the system at home, at work, at school, and in your community). (IM4Q)</p>	<p>N/A</p>	<p>Adding racial equity lens.</p>	<p>6/14/22</p>

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<p>#5. Percent of individuals for whom the Supports Coordinator (SC) explores with the individual options for communication assistance when appropriate and supports the individual to choose. (QA&I)</p>	<p>N/A</p>	<p>Percent of individuals whose ISP includes information about how the individual communicates, and the communication supports and services the individual may need to assure effective communication. (QA&I)</p>	<p>We think this better reflects that the team, and not just the SC, are supporting and addressing communication needs.</p>	<p>8/16/22</p>
<p>#6. Number of individuals who received the Enhanced Communication Rate for services (with 'U1' procedure modifier.) (Data Warehouse)</p>	<p>N/A</p>	<p>The Provider implements communication supports and services as specified in the individual's ISP to ensure effective communication. (QA&I)</p>	<p>Old performance measure provided very small data that was not useful. New PM measures ISP implementation as it relates to communication strategies in the ISP.</p>	<p>8/16/22</p>

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<p>Recommendation #2 - Promote Self-Direction, Choice, and Control: Personal choice and control over all aspects of life must be supported for every person. Choice about where to live, whom to live with, what to do for a living, and how to have fun all are key choices in life, as are seemingly small choices: such as what to eat, what to wear, when to wake up in the morning, and when to go to bed. It is important to be able to trust the people who provide assistance, to feel confident that they respect you and your right to manage your life, and to enjoy each other’s company. Self-direction works when individuals have clear and understandable information, opportunities to exercise choice, and assistance with making decisions when needed. Self-direction is only possible when family, friends, and people who provide supports respect the individual’s preferences and their right to make mistakes and facilitate the implementation of the individual’s decisions.</p>				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
<p>#1. Number of Individuals and Self-Advocates authorized for and who use PDS, by AWC and VF/EA. --Combined with-- #3. Percent of Individuals and Self-Advocates who use PDS, including AWC and VF/EA.</p>	<p>Number and percent of Individuals and Self-Advocates authorized for and who use Participant-Directed Services (PDS), by AWC and VF/EA, overall and by race. (HCSIS)</p>	N/A	<p>Adds additional value to the overall picture. Combines “old” PMs 1 and 3. Adding racial equity lens.</p>	6/14/22
<p>#4. Percent of individuals who reported they vote.</p>	<p>Percent of individuals who reported they vote, overall and by race. (IM4Q)</p>	N/A	<p>Adding racial equity lens.</p>	6/14/22
<p>#5. Percent of individuals who report they always carry a form of identification.</p>	<p>**Remove**</p>	N/A	<p>PM is not useful.</p>	8/16/22
<p>#8. Percent of individuals who said they were given a choice to live where people without disabilities live.</p>	<p>Percent of individuals who said they were given a choice to live where people without disabilities live, overall and by race. (IM4Q)</p>	N/A	<p>Adding racial equity lens.</p>	6/14/22

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Recommendation #3 – Increase Employment: Employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same as for people without disabilities.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#1. Number of individuals working in Competitive Integrated Jobs. <i>ODP Employment Comprehensive Report</i>	Number and percent, overall and by race , of individuals ages 18-64 , working in Competitive Integrated Jobs Employment. (ODP Employment Comprehensive Report HCSIS)	N/A	Adds clarification, and changes data source for accuracy. Adding racial equity lens.	6/14/22
#2. Number of individuals Employed vs Number of Individuals Employed Receiving ODP Employment Services. <i>ODP Employment Comprehensive Report</i>	Number of individuals employed vs. number of individuals employed and authorized to receive ODP employment services. (<i>HCSIS</i>)	N/A	Clarifies PM and changes data source for accuracy.	8/16/22
#3. Top 5 Most Utilized Job Types Among ODP Enrolled individuals Ages 18-25 Reporting Competitive Integrated Employment.	**Remove**	N/A	PM as it does not tie back to any strategies in Rec #3.	8/16/22
#4. Number of people with authorized employment services (HCSIS)	#3. Number and percent of people, overall and by race , with authorized employment services and/or an employment goal in their ISP. (<i>HCSIS</i>)	N/A	Clarifying what is being measured. Adding racial equity lens.	6/14/22
N/A	**New PM** #8. Number and percent of individuals enrolled with ODP and receiving subminimum wage. (<i>OVR Data Sharing Memorandum of Understanding</i>)	N/A	Measures progress directly related to two strategies in Rec #3.	8/16/22

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Recommendation #4 – Support Families Throughout the Lifespan: The vast majority of people with disabilities in Pennsylvania live with their families. Families need support in order make an everyday life possible throughout the person’s lifetime. Families need information, resources, and training. They need connections with other families and support services. Listening to people with disabilities and their families is key to providing supports that help them achieve an everyday life.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#3. Percent of family members reporting the Supports Coordinator tells them about other public services for which their family is eligible (food stamps, supplemental security income (SSI) , housing subsidies, etc.).	Percent of family members, <u>overall and by race</u> , reporting the Supports Coordinator tells them about other public services for which their family is eligible (food assistance , SSI, housing subsidies, etc.). (<i>NCI PA Adult Family Survey</i>)	N/A	Updating language and adding racial equity lens.	6/14/22
#9. Percent of relatives who reported the Supports Coordinator asks about their vision for an everyday life for their family member. <i>IM4Q</i>	Percent of relatives, <u>overall and by race</u> , who reported the Supports Coordinator asks about their vision for an everyday life for their family member. (<i>IM4Q</i>)	N/A	Adding racial equity lens.	6/14/22

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Recommendation #5 – Promote Health, Wellness and Safety: Promote physical and mental health, wellness, and personal safety for every individual and his or her family. Promoting physical and mental health means providing information about health and wellness, emotional support, and encouragement. Tools that help every individual adopt a healthy lifestyle — including good nutrition, healthy diets, physical activity, and strategies to reduce and manage stress and protect oneself from all types of abuse and exploitation — must be provided.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#2. Percent of individuals who are underweight, normal weight, overweight, and obese.	Percent of individuals, overall and by race , who are underweight, normal weight, overweight, and obese. <i>(NCI PA In-Person Survey)</i>	N/A	Adding racial equity lens.	6/14/22
#3. Percent of individuals with medical, dental, and eye exams in the past year.	Percent of individuals, overall and by race , with medical, dental, and eye exams in the past year. <i>(NCI PA In-Person Survey)</i>	N/A	Adding racial equity lens.	6/14/22
#4. Percent of individuals and self-advocates who routinely engage in physical activity at least once a week for at least 10 minutes.	**Remove**	N/A	This PM is not useful - 10 minutes of physical activity at least weekly is not associated with specific or recognized health outcomes.	8/16/22
#6. When asked how hard it is to get health care services in their community, percent of individuals who reported it was very easy or pretty easy, in-between, or very hard or hard.	**Remove**	N/A	PM had limited value and was not useful for creating actionable information due to the subjectivity of terms used and not having a standardized definition of the ratings "very easy" through "very hard."	8/16/22

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#7. When asked how hard it is to get dental services in their community, percent of individuals who reported it was very easy or easy, in-between, or very hard or hard.	When asked how hard it is to get dental services in their community, percent of individuals, overall and by race , who reported it was very easy or easy, in-between, or very hard or hard. <i>IM4Q</i>	N/A	Adding racial equity lens.	6/14/22
#9. Percent who reported they were able to see a medical specialist if they needed to.	**Remove**	N/A	These PMs had limited value in terms of measuring quality or creating action plans based on the subjective nature of the reporting and an unintended bias against those who may not recognize the need for discussion with a <i>medical specialist</i> or <i>psychiatrist</i> .	8/16/22
#10. Percent who reported they have the opportunity to discuss health concerns with the psychiatrist.	**Remove**	N/A		8/16/22
#11. Percent who reported they do not have the opportunity to discuss health concerns with the psychiatrist.	**Remove**	N/A		8/16/22
N/A	**New PM** Percent of individuals in residential services with diabetes, hypertension and/or obesity. (<i>HRST</i>)	N/A	Diabetes, hypertension, and obesity are medical conditions with standardized definitions which are all associated with significant health risks if untreated. The conditions can be reflective of general health status of an individual or population and as such are useful measures for planning interventions and education, as well as assessing response.	8/16/22

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N/A	<p>**New PM**</p> <p>Number of individuals identified to have a pressure injury, overall and by race. <i>(Medicaid Claims Data)</i></p>	N/A	<p>With future years can compare year to year and identify unique individuals for the year vs individuals with claims in current year and previous year.</p>	6/14/22
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Recommendation #6 – Support People with Complex Needs: People with disabilities who have both physical and behavioral health needs receive the medical treatment and supports needed throughout their lifespan. People are more able to live an everyday life when individuals, families, and providers plan and prepare to provide and modify supports as needs and challenges change. Opportunities for a full community life are dependent on adequate supports and the commitment to build capacity within the larger human service delivery system.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#1. Number of people with authorized nursing services.	**Remove**	N/A	While these may be valuable stats to track as an office, these PMs are not good PMs for ISAC, as they don't add much to the understanding of support for individuals with complex needs. Removal is recommended because the results do not speak to the quality of services or reflect how well the goals of Recommendation #6 are being achieved.	8/16/22
#2. Number of people who use nursing services.	**Remove**	N/A		8/16/22
#3. Number of people with ID, with authorized behavioral support services.	**Remove**	N/A		8/16/22
#4. Number of people with ID who use behavioral support services.	**Remove**	N/A		8/16/22
#5. Number of people with Autism, with authorized behavioral support services.	**Remove**	N/A		8/16/22
#6. Number of people with Autism, who use behavioral support services.	**Remove**	N/A		8/16/22

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<p>#7. Number and percent of people who take at least one medication for mood disorders, anxiety, behavior challenges, and/or psychotic disorders.</p>	<p>Number and percent of people who take at least one medication for mood disorders, anxiety, behavior challenges, and/or psychotic disorders, overall and by race. <i>(NCI PA In-Person Survey)</i></p>	<p>N/A</p>	<p>Adding racial equity lens.</p>	<p>6/14/22</p>
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<p>N/A</p>	<p>**New PM** Number of individuals in residential service who require treatments which are considered inherently *high risk. (HRST, Item Q)</p>	<p>N/A</p>	<p>High risk treatments, as defined through HRST Item Q, are reflective of medical complexity of individuals. By using measurable conditions, ODP can better measure the number of individuals with complex medical conditions receiving residential services.</p> <p><i>*High risk treatments are defined through HRST as including:</i></p> <ol style="list-style-type: none"> 1) Tracheotomy that requires suction 2) Ventilator dependent 3) Nebulizer treatments one or more times daily 4) Deep suction 5) Requires complex medication calculations for insulin given via insulin pump or injection. 6) Has an unstable condition that requires ongoing (usually daily or more frequent) assessment and treatment by a licensed health care professional. 7) 1:1 staffing for behavioral issues: Requires 1:1 staffing 16 or more hours EACH day due to behavioral issues. 	<p>8/16/22</p>
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N/A	**New PM** Number of children with medical complexities registered with ODP. (HCSIS & PROMISE)	N/A	The addition of this measure is necessary given the recent inclusion for supports of children with medical complexities.	8/16/22
N/A	**New PM** Percentage of ODP registered children with medical complexities living in family settings. (HCSIS)	N/A	The addition of this measure is necessary given ODP's goals to improve supports to families (birth, adoptive, foster) or create family-based alternatives (lifesharing), so that children can grow to adulthood living in a family home with a bond to a loving adult.	8/16/22

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<p>*Recommendation #7 – Develop and Support Qualified Staff: People with disabilities receiving services benefit when staff who support them are well trained. Values, ethics, and person-centered decision-making can be learned and used in daily practice through mentorship and training. Providing professional training that strengthens relationships and partnerships between individuals, families, and Direct Support Professionals (DSPs) will improve the quality of support.</p>				
<p>Current Performance Measure (PM)</p>	<p>Proposed Revision to PM</p>	<p>Proposed Replacement of PM</p>	<p>Reason for Proposed Change</p>	<p>ISAC Review Date</p>
<p>N/A</p>	<p>**New PM**</p> <p>Percentage of staff that are trained in the individual’s communication profile or formal communication system. (QA&I)</p>	<p>N/A</p>	<p>Increased training on an individual’s communication plan will enhance support by allowing DSPs to be more effective at addressing expressed wants and needs.</p>	<p>8/16/22</p>
<p>N/A</p>	<p>**New PM**</p> <p>Percentage of agencies that are using tiered DSP credentialing/training. (Annual provider survey)</p>	<p>N/A</p>	<p>In line with strategy #4 and #5, this new PM will inform the field about the adoption of DSP credentialing strategies.</p>	<p>8/16/22</p>

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Recommendation #9 - Improve Quality: Together we must plan and deliver services and supports that adhere to our values, measure person-centered outcomes, and continuously improve an individual’s quality of life. All stakeholders must be engaged in the process of measuring how well services assist people in achieving an everyday life.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#45 - Number and percent of AEs, SCOs and Providers whose QM Plans reflect ODP's Mission, Vision and Values.	N/A	Number and percent of AEs, SCOS, and Providers who use data to assess progress towards achieving identified person-centered Quality Management Plan (QMP) goals and its Action Plan target objectives. (QA&I)	Proposed replacement is the same general idea as current PM with a little more clarity as to what a reviewer is looking for to evaluate whether an entity has put ODP’s Mission, Vision, and Values into action.	6/14/22
#54 - Number and percent of AEs, SCOs and Providers that review and evaluate performance data in selecting priorities for QM Plans.	Number and percent of AEs, SCOs and Providers that use person-centered performance data in developing the Quality Management Plan (QMP) and its Action Plan. (QA&I)	N/A	Proposed revision is the same idea with a little more focus on the performance data being <i>person-centered (e.g., specifically targets people outcomes, not compliance outcomes and can include employment, communication needs, choice, and control, etc.)</i> . Also provides more clarity as to what a reviewer is looking for to evaluate an entity.	6/14/22

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Recommendation #10 – Expand Options for Community Living: Expand the range of housing options in the community so all people can live where and with whom they want to live. Listening to people with disabilities and their families, providers, and Support Coordinators will help people locate affordable and accessible housing, find house mates, and identify housing resources/supports and other government benefits that, when blended with natural supports, will promote an everyday life.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
N/A	**New PM** Percent of people who like where they live, overall and by race. (<i>IM4Q</i>)	N/A	PMs 1-4 are NCI-informed, and the data is not broken out by race. QMD offers this addition for consideration related to satisfaction and adding the racial equity lens. (Confirm with Temple)	6/14/22
N/A	**New PM** Number of people who transition from residential habilitation to life-sharing or supported living. (<i>PROMISE</i>)	N/A	Indicator of importance to ODP as it shows movement of people from more restrictive to less restrictive settings.	8/16/22

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Recommendation #11 – Increase Community Participation: Being involved in community life creates opportunities for new experiences and interests, the potential to develop friendships, and the ability to make a contribution to the community. An inter-dependent life, where people with and without disabilities are connected, enriches all of our lives.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#1. Use claims and encounters data for pre-vocational, day habilitation, and community participation support to track whether community-based services are increasing, and facility-based services are decreasing over time. (PROMISE)	N/A	#1 – Percent of Community Participation Support (CPS) service units used by recipients in a community setting, overall and by race. (PROMISE) #2 – Percent of individuals who received Community Participation Support (CPS) in community settings, overall and by race. (PROMISE)	The previous PM was really the process to collect data rather than a proper PM. This splits it into the two data sets currently being captured but frames it as a PM.	6/14/22 6/14/22
5#2. Percent of Provider sites that provided services in community settings. (PROMISE)	#3 – Percent of authorized CPS service locations that delivered CPS in community settings. (PROMISE)	N/A	As with PM #1, the language was clarified to match the data being pulled and focus on the CPS Community service.	8/16/22
	New PM #4 – Percent of individuals, overall and by race, who receive at least a quarter of their		Measure provided to CMS to assure adherence to HCBS settings rule. Also gives us a look at the data at the individual experience level.	6/14/22

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	community participation support service in community settings. (HCSIS & PROMISE)			
#3. Who chooses what the individual does during the day (individual or someone else)?	#5 – Percent of individuals who report that they choose what they do during the day. (IM4Q)	N/A	Using IM4Q data helped frame the PM.	8/16/22
#4. Options for work or day activity in locations where people without disabilities go.	#6 – Percent of individuals who report that when they choose what they do during the day, they are given a choice to go where people without disabilities go. (IM4Q)	N/A	Using IM4Q data helped frame the PM.	8/16/22
#5. Options on where to go during the day.	#7 – Percent of people who report that they were given options of where to go during the day. (IM4Q)	N/A	Ensuring choice is given to individuals on where they go so, they control their schedule. Using IM4Q data helped frame PM.	8/16/22
#6. Percent of people with weekly participation.	#8 – Percent of individuals who report that they visit with friends, relatives, or neighbors at least weekly. (IM4Q)	N/A	Using IM4Q data helped frame the PM, specifically indicating who is visited to replace the ambiguous usage of “participation”.	8/16/22
#7. Percent of people who have friends.	#9 – Percent of individuals who report that they have friends	N/A	Includes the clarification that “friends” are not staff and family to align with	8/16/22

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	who are not staff and family. (IM4Q)		the IM4Q question, but also dives deeper into if the individual feels they have made/developed friendships and relationships with people outside of those two groups, who are more likely to represent community members.	
#8. Percent of respondents who said their relative had enough opportunities to participate in activities in the community.	#910 – Percent of respondents who say their relative has enough opportunities to participate in activities outside of where they live. (IM4Q)	N/A	Replacing the vague use of “community” expands the location to anywhere outside where they live. Using IM4Q data helped frame the change.	8/16/22
N/A	**New PM** #11 – Percent of respondents who say their relative has the opportunity to learn new things. (IM4Q)	N/A	Learning new things, or being given the opportunity to, ties in with participating in the community and the activities that are available there.	8/16/22

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Recommendation #12 – Provide Community Services to Everyone: People with disabilities — whether living on their own, with families, or in institutions — are waiting for community services. The goal is to build a system having the capacity to provide services in a timely fashion for all people who need supports.				
Current Performance Measure (PM)	Proposed Revision to PM	Proposed Replacement of PM	Reason for Proposed Change	ISAC Review Date
#1. Number of unduplicated people served, by program, by fiscal year (FY), during the course of the year. <i>(HCSIS & PROMISe)</i>	Number of unduplicated people served, by program, by fiscal year (FY), during the course of the year, overall and by race. <i>(HCSIS & PROMISe)</i>	N/A	Adding racial equity lens.	6/14/22
#2. Number of people newly enrolled <ul style="list-style-type: none"> a. From the ID waiting list, by category, (Emergency, Critical, Planning), by age b. From the interest list, by category, (Priority 1, Priority 2), by age c. From the ID waiting list, by category, by some ODP-funded services and no ODP-funded services. d. From the ID waiting list, with caregivers over the age of 60 e. From the ID waiting list, by program enrolled in – Consolidated, Person/Family Directed Services (P/FDS), Autism 	Number of people newly enrolled in a HCBS waiver, overall and by race, from: <ul style="list-style-type: none"> a. From the ID waiting list, by category, (Emergency, Critical, Planning), by age; b. From the Interest list, by category, (Priority 1, Priority 2), by age; c. Institutional settings (ICF, RTF, and congregate settings for children with complex needs (formerly PM #3); d. From the ID waiting list, by category, by some ODP-funded services and no ODP-funded services e. From the ID waiting list, with caregivers over the age of 60; and d. From the ID waiting list, by program enrolled in 	N/A	Removing redundant language, incorporating formerly PM #3, which is now ‘c’ and adding racial equity lens.	6/14/22

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<p>Programs, Private ICF/ID, Base. <u>HCSIS</u></p>	<p>Consolidated, Person/Family Directed Services (P/FDS), Autism Programs, Private ICF/ID, Base. <u>HCSIS & PROMISe</u></p>			
<p>#3. Number of people moving from state operated facilities, Private ICFs/ID, state hospitals, and nursing homes. HCSIS & PROMISe</p>	<p>**Remove**</p>	<p>N/A</p>	<p>Removed as a stand-alone PM and incorporated into PM #2 (c).</p>	<p>8/16/22</p>