

The 2016 Community Health Needs Assessment

Community Mental Health Center, Inc.'s Implementation Strategy

The 2016 Community Health Needs Assessment identified the regional top health need priorities to be: substance abuse needs, mental health needs, and access to care. Community Mental Health Center, Inc. (CMHC) is committed to address all identified needs by itself and via community collaborations and partnerships.

Access to Care:

There are many aspects of enhancing access to care. It is the strategy of CMHC to explore and implement enhancements in the following areas:

Workforce Development: Work to build capacity of available staff to provide care. It is the strategy of CMHC to get individuals interested in a career in behavioral health. We will accomplish this by working with East Indiana Area Health Education Center (EI-AHEC). EI-AHEC operates a stand-alone nonprofit organization across a 14 county service area. The 14 county service area includes Bartholomew, Dearborn, Decatur, Fayette, Franklin, Henry, Jennings, Ohio, Ripley, Rush, Switzerland, Union, and Wayne counties. The mission of EI-AHEC is to improve health by recruiting, educating, and retaining healthcare professionals for rural and medically underserved communities in eastern and southeastern Indiana. EI-AHEC goals include (1) establishing a pipeline for students to pursue a health professional career, (2) utilize hands-on experiences to improve health professional students' skills and competencies to enhance the quality of care and provide transformative team-based care delivery, and (3) improve practicing health professionals' skill and competencies. It is CMHC's strategy to have EI-AHEC focus on behavioral health. Our strategy aligns with EI-AHEC goals in making presentations to local high school and college students about a career in behavioral health, developing a behavioral health module for the AHEC Scholars Program, applying for EI-AHEC grants for existing CMHC staff for continuing education, and offering intern and extern opportunities.

CMHC will serve as a site for Master's and Ph.D. students seeking intern and extern experiences and supervision. It is CMHC's strategy to provide an excellent clinical experience and to provide an optimal organizational culture and climate that will help retain these individuals as employees.

CMHC Human Resources Department will participate in local job fairs in an effort to attract individuals to our organization.

CMHC Human Resources Department will utilize Career Builders and Indeed as employment engines for advertising of open positions and applicant submission. CMHC will seek a full

enterprise employment platform that will allow HR and hiring staff to screen, assess, schedule interviews, process communication.

CMHC will offer sign-on bonuses for hard to recruit positions, especially for nursing, therapists, and case managers. These specific positions are key positions in providing care to the patients of CMHC.

Policy Development: CMHC will work with the Indiana Council for Community Mental Health Centers (ICCMHC), a trade association representing all of the Indiana CMHCs, to focus on policy issues that greatly impact access to care. CMHC and the ICCMHC will explore enhancements to policy in the following areas: licensure, credentialing. Currently the timeframe for accomplishing both licensure and credentialing delay an individual for at least 4 months before they can begin to independently practice.

Care Delivery: CMHC will focus it's strategy to provide Open Access at all CMHC outpatient services offices at least one day per week. Open Access will allow an individual to walk into any office and be seen for assessment/intake. It is also the goal to expand access/service opportunities on Fridays by having therapists available on this day (previously not available).

It is the goal for CMHC to hire a full-time Emergency Services Coordinator. This position will work with the on-call psychiatrist to assess and triage emergency care individuals and to provide consultation to patients at the local County Hospital. They will also coordinate After-hours coverage and service. CMHC will also focus on developing an Elite Team, a group of dedicated therapists who will provide after-hours emergency services. CMHC will explore compensation packages that will attract individuals to be on the Elite Team.

CMHC will develop a pool of staff that can serve as Healthcare Navigators. The role of these individuals will be to enroll patients without health insurance to a marketplace or Medicaid health insurance coverage. This will give individuals greater access to care delivery and that is financially covered.

CMHC will also focus on the delivery of integrated care. CMHC already offers an integrated primary care/behavioral healthcare clinic, Harmony Health Clinic. The strategy is to expand this type of service either by ourselves or in partnership with other providers or organizations.

Mental Health:

Prevention: CMHC's strategy in the area of prevention is to focus on education about mental health to individuals, families, staff, and communities served. CMHC will utilize local newspapers and radio outlets to educate on mental health topics; will also utilize CMHC's internal newsletter to educate staff on topics of wellness. Prevention is always a focus of our treatment services. CMHC has a robust school-based program. CMHC will utilize this service to offer programs on mental health topics. CMHC will continue to be engaged with several community partners who focus on early childhood detection and intervention services.

Stigma and Intervention: CMHC's strategy is to continue to focus on addressing stigma and treatment. CMHC will continue to work with the local National Alliance for Mental Illness (NAMI) chapter, educating the public about mental illness and its treatment. A major focus will be on providing Critical Incident Training (CIT) to local law enforcement and first responders. This education will educate these individuals about the dynamics of mental illness and substance use disorder (SUD), how to properly engage and intervene with them, and to assist them into getting treatment.

Treatment: CMHC will continue its strategy of providing for a continuum of mental health treatment, including crisis/emergency services, inpatient or crisis stabilization, outpatient services, community-based & school-based services, case management, intensive family-based services, supported employment, housing for homeless individuals with mental illness/ SUD issues. CMHC will also continue to work with law enforcement, Court Services, and Community Corrections to provide treatment services to this population. CMHC will continually seek to provide evidence-based treatment modalities. CMHC will seek to expand service delivery as appropriate, with new programming or via expansion into newer geographic areas.

Policy: CMHC will work with the ICCMHC to seek new service definitions and payment with the Division of Mental Health & Addiction. This strategy will yield expanded service opportunities.

Substance Abuse:

Prevention: CMHC's strategy in the area of prevention is to focus on education about mental health, SUD, and trauma-informed care to individuals, families, staff, and communities served. CMHC will utilize local newspapers and radio outlets to educate on behavioral health topics; will also utilize CMHC's internal newsletter to educate staff on topics of wellness. Prevention is always a focus of our treatment services. CMHC has a robust school-based program. CMHC will utilize this service to offer programs on mental health and SUD topics. CMHC will continue to be engaged with several community partners, local coordinating councils, i.e., Citizens Against Substance Abuse (CASA) and the Batesville Coalition Against Substance Abuse, who focus on prevention and intervention services for SUD.

Treatment: CMHC will continue its strategy of providing for a continuum of active treatment for SUD via Intensive Outpatient treatment, Veteran's Court, Drug Court, Community Corrections.

CMHC will continue its strategy of working with the Department of Children Services (DCS) to provide treatment to parents and their children involved with SUD.

CMHC will also continue to provide an evidence-based treatment modality called Integrated Dual Disordered Treatment (IDDT) for individuals with a mental health and SUD diagnosis. CMHC provides for a residential IDDT treatment program call Unity House. This program is also provided as a community-based program. CMHC will seek to expand this program.

CMHC will continue it's strategy of providing Medication Assisted Treatment (MAT) utilizing Vivitrol. This service will continue to be provided via CMHC's integrated primary care/behavioral healthcare clinic, Harmony Health Clinic.

CMHC will seek to expand the utilization of peer-recovery staff in it's treatment services.

CMHC will continually seek to provide evidence-based treatment modalities.