

PERFORMANCE IMPROVEMENT

EPASS Practitioner Module

Why are Engagement Scores Trending LOW?

- ◆ Activities may not be tailored to individuals specific interests
EXAMPLE: "I like COUNTRY music but not classical. I display low levels of engagement during music programs because they do not play the TYPE of music I prefer"
- ◆ Activities may not be tailored to individual's functional level and personal abilities
EXAMPLE: "I like playing cards but have poor vision and short term memory. I display low levels of engagement during games because I have difficulty seeing the cards and cannot remember all of the rules of the game"
- ◆ Occasionally low levels of engagement are a result of improper facilitation by the program leader
EXAMPLE: "I like horticulture however I display low engagement during gardening club because the program leader is disorganized and I do not think they know what they are doing"

Consider:

If Low engagement is a result of poor facilitation from the program leader consider the following:

- ◆ Are they competent in the particular modality?
- ◆ Are they comfortable adapting this activity to various functional levels?
- ◆ Do they know how to tailor activities for low functioning residents?
- ◆ Do they have confidence in themselves as a leader?

If the answer to any of these questions is **NO** create a Performance Improvement Plan.

Plan:

Create a Performance Improvement Plan that targets Employees areas for growth and works for their personal strengths and learning style.

Review concerns with your Employee and involve them in the planning process by having them assist in brainstorming goals & objectives.

Training Options:

Take a Class, Read literature, Shadow another facilitator, Watch a how-to video, Review activity protocols

Provide motivation to staff and make sure they understand the value of engagement in activities. Use the EPASS reports to track progress. Scores that begin to trend upward may indicate increased competency and confidence in program facilitation.

