



The Greenhouse Therapy Approach

Greenhouse Therapy was designed to provide individuals with developmental disabilities ages 9 and older, with support in navigating the transition from childhood to adolescence, and from adolescence to adulthood, with honor and respect for their individual goals, desires and personal dignity. The philosophy driving this purpose, is the belief that society operates best when all individuals, regardless of ability and cognitive development, are able to participate and have the opportunity to pursue personal passions. The purpose of this program is to identify individual client strengths, abilities, and resources, and to develop a program of support to use these assets to overcome and/or manage identified challenges in order to facilitate the expansion of opportunity and experience for each client. The goals for each client are highly individualized, as each person's path of development is individualized.

Benefits of a Greenhouse Therapy Program

- Parent education is embedded throughout the entire program when possible.
- The program design includes increasing personal freedom as a driving factor in developing goals.
- Greenhouse Therapy's program design does not include tutor level staff, resulting in less time spent training for an entry-level position that is subject to high turnover rates.
- One highly trained individual (MFT, MFTT, MFTI, BCBA) will be paired with each client to provide direct interaction and parent education (as needed), ultimately providing more consistency.
- Program design results in minimal time spent on administrative duties.
- Time spent on set-up, wrap-up and data collection is significantly less.
- Therapists have the flexibility and desire to collaborate with Occupational, Speech and other therapists and professionals involved with the client.
- Greenhouse Therapy's program design pairs mental health counseling from trained professionals with an understanding and experience serving clients with developmental disabilities.

Population

Greenhouse Therapy serves clients who are 9 years old and older, have a diagnosis of a developmental disability, and have an additional mental-health challenge.

Location of Program

Greenhouse Therapy believes that intervention should occur within the client's natural environment. This goes deeper than just educating in a client's home. It includes driven interests, learning through play/leisure activities and preferred activities, teaching within typical daily situations, in the community and learning from peers.

Job Description

Therapist

- Provide one-to-one intervention with client
- Create and implement an individualized program for the client and caregivers
- Educate the client's caregivers and natural supports on implementing the program and teaching skills
- Conduct ongoing research specific to the client's program needs
- Collaborate with other professionals involved with the client
- Report quarterly on client's progress
- Attend meetings that relate to the client

Minimum Qualifications

Therapists must either possess, or be enrolled to earn a Graduate Degree in Counseling, Psychology, Child Development, or a related field and must be registered with the CA Board of Behavioral Sciences as an MFT (Marriage and Family Therapist), or MFTI (Marriage and Family Therapist Intern), MFTT (Marriage and Family Therapist Trainee) or have a BCBA certificate (Board Certified Behavior Analyst). Applicants must have at least four years of field experience working with clients with developmental disabilities as well as two years of experience in a clinical counseling setting.

Supervising Therapist

- Oversees Therapist's caseload through consultation and observation of the Therapist with clients
- Provides ongoing feedback and recommendations for programming
- Collaborates with Therapist on each client's quarterly progress

Minimum Qualifications

Supervisor must possess a Marriage and Family Therapy license from the state of California, be a Licensed Clinical Social Worker in the state of California, or be a board certified Behavior Analyst (BCBA). Applicants must have at least five years of experience working with clients with developmental disabilities, and at least three years of experience in a clinical counseling setting.

Program Hours

Assessment Phase: 8 hours total

Intervention Phase: up to 6 hours per week

Consultation Phase: up to 10 hours per month

Program Format

Clients and/or Parents/Caregivers must be willing to agree to Greenhouse Therapy's program requirements, which include:

- Clients must be present and available for therapy sessions.
- Clients, parent(s) and caregivers must be willing to implement techniques recommended by Therapist during non-program hours. This will be measured through the client's progress and data collection.

Intervention Phase

Direct Intervention: 2-6 hours per week

- Direct intervention involves the Therapist working one-on-one with the client to increase skills in all areas of deficit. Parent and/or caregiver involvement will be requested as needed as identified in the assessment (i.e., older clients with a high level of independence may require less parental and caregiver support than school-age clients living at home).

Consultation Phase: Up to 10 hours per month

- Consultation will follow completion of the Intervention Phase and may include the following: ongoing client psychoeducation (i.e., self-advocacy), parent and caregiver education, support into and within educational settings and troubleshooting of ongoing challenges.

*All hours are approximate and may fluctuate per the Therapist's recommendations.

Pre-Screening Criteria

- Client must be able to cognitively participate in the session (identified IQ of 70 or higher).
- For clients who are conserved, or younger than 18 years of age, parents and caregivers must be able to devote time outside of session hours within naturally occurring events for skills teaching.
- A schedule must be agreed upon, while working with and/or around other services, such as speech and occupational therapy.
- Greenhouse Therapy's program design, as it is significantly different from traditional ABA programs, must be fully explained to the client and parents or caregivers (as needed).

Assessment

It is a belief of the developers of Greenhouse Therapy that a traditional assessment period is not sufficient in order to fully understand a client's current skill levels, the dynamics of the client, the client's family and the client's learning style. Therefore, Greenhouse Therapy will conduct the assessment during an 8 hour long trial period, upon which a report will be generated with skill levels and recommendations for the upcoming quarter. This time will allow for more accurate assessment of current skills, parents' commitment to the program and more appropriate goal writing. With clients receiving funding from the Alta California Regional Center, assessments will be conducted within the identified assessment purchase.

Recommendations

Greenhouse Therapy's programs will be designed on an individual basis. Recommendations will be made based on a combination of the client's learning style, family routines and the Therapist's extensive field experience.

Curriculum

During assessment, the Therapist will work with each client to find a therapy schedule that best addresses their needs and accommodates other client obligations. For example, if a client is displaying behavior challenges during meals, then therapy can be scheduled to include meal times. In addition, Greenhouse Therapy feels it is often beneficial to work with all major caregivers, and will therefore be flexible to train grandparents, respite providers, etc.

Each client's program will be developed based on their individual strengths and challenges. Skills will be taught within a therapeutic setting (i.e., talking with the therapist 1:1), and functional situations, such as social, educational and recreational times.

The following tools will be used as references for assessment and program implementation:

- Youth Outcome Questionnaire, Youth Outcome Questionnaire-Self Report, and the Outcome Questionnaire (YOQ, YOQ-SR, & OQ)
- Beck Youth Inventory (BYI)
- SCERTS Model
- Parent Stress Index III (PSI-III)
- Social Skills Rating System (SSIS) Rating Scales
- Assessment of Functional Living Skills (AFLS)
- Beck Depression, Anxiety and Hopelessness Scales

The Therapist will implement one or more of the following interventions: Cognitive Behavioral Therapy, Social Narratives, Social Skills Training, Visual Supports, Video Modeling, and Applied Behavior Analysis-based practices including Pivotal Response Training, Functional Communication Training, Antecedent-Based Interventions, Differential Reinforcement, Functional Behavior Assessment and Naturalistic Interventions. The use of these interventions will reflect collaboration between the client, the therapist, and the client's natural supports where appropriate. These interventions will include the use of client's individualized strengths and network of supports to target the acquisition of necessary skills.

Anticipated Consumer Outcomes

Clients who participate in this program can expect to learn the following:

- Self-advocacy (acting as the expert on themselves and their life).
- Emotional management (i.e., emotional identification skills and the ability to use appropriate coping skills and recruit appropriate natural supports when needed)
- Replace challenging behaviors with appropriate alternative behaviors that meet the same identified function
- Self-management (initiating self-care and self-help routines independently as well as identifying when help is needed)
- Initiating social interactions
- Effective communication skills
- Adjusting to changing social situations based on environmental cues
- Adjusting to changes in routine

While goals for each client will be individualized based on abilities and challenges, all goals will be geared toward increasing independence, providing the client with an increased access to participation in society, and the expansion and further development of social supports. Goals will be directly informed by the assessment tools used by the therapist throughout assessment and intervention process.

The developer of this program anticipates that the average length of service will be 12 months with a range of 6-24 months.

Attendance Policy

Consistency is an important component of each client's program; therefore, every effort should be made to keep all scheduled appointments.

Cancellations

Greenhouse Therapy understands that occasionally clients become ill without warning. Therefore, it is requested that clients, and/or parents and caregivers notify the Therapist as soon as they know the session must be cancelled.

Vacations

Greenhouse Therapy appreciates the opportunities that can be had through personal and family vacations, and will encourage clients and families to take time off. Greenhouse Therapy requests the Therapist is notified as soon as vacation plans are finalized.

No Show Appointments

- The first no-show will be noted in the client's file.
- After the second no-show, the Greenhouse Therapy Therapist will contact the client's Regional Center Service Coordinator for a meeting to discuss the client and/or family's commitment to the program.

If 15% or more of the total scheduled hours are missed due to a client or family's cancellations within a three-month period of time, a meeting will be held with the family to troubleshoot the missed hours, and the team will attempt to reach a solution.

Grievance Procedures

In addition to clients, parents and caregivers are seen as vital to the success of this program, and their questions, comments, suggestions and requests for specific skills and interventions, and criticism are welcomed and valued. Therapists with this program will listen and respond to all requests in a timely (responding to emails, texts and voicemails within one business day), respectful and collaborative manner. Therapists will do their best to accommodate clients, family members, and other members of the ID team, but may not be able to do so in all situations. If the team is unable to reach an effective compromise after three meetings, the Alta Regional Service Coordinator will be informed and a Planning Team Meeting (PTM) will be requested to discuss programming options.

Evaluation of Program Effectiveness

After the initial assessment, quarterly reports will be submitted to update the team on the client's progress. Each report will contain recommendations for ongoing intervention, as well as continued program goals. Clients who do not meet 50% of their goals over two quarters will be evaluated for ongoing services with Greenhouse Therapy. As applicable, recommendations may be made for more appropriate programming.

Exiting the Program

Clients may be exited from Greenhouse Therapy's program for the following reasons:

1. Need for Intervention decreases to warrant a reduction of services: Throughout the successful completion of individualized goals, a client is likely to require less and less direct therapeutic intervention. At this time the client will be able to experience more and more independence in his or her daily life. When this

condition is met, the program will be faded to a maintenance level (i.e., as needed) and then terminated. Termination will remain in the therapeutic dialogue throughout the services as the client and ID team work toward reducing therapeutic supports as appropriate.

2. Client's Non-participation in the program/Client chooses to leave the program: This program is entirely voluntary and respects the dignity, independence, and autonomy of each person. At such time that a client (or guardian, in the case of minor or conserved clients) identifies that he or she is no longer interested or able to participate in this program, the program will be terminated.

3. ID Team determines during review that program no longer meets the client's needs: This program respects the role and importance of the ID team and will terminate services upon a determination that the services are no longer meeting the client's needs.

4. Unsafe environment

This will result in an immediate meeting with the ID team to determine the necessary measures to make the environment safe, if possible. If this is determined to not be possible at this time, the services will be suspended until such time that a safe environment can be provided.