



THE ITA WEGMAN ASSOCIATION OUTCOME LOGIC MODEL 2022 / 2023

PROGRAM: DAY PROGRAM 20-25 FTE		OUTCOMES/ ACTIVITIES/ SUPPORTS BENEFITS FOR THE COMPANION /COMMUNITY DURING COMPANIONS INVOLVEMENT WITH THE PROGRAM.			OUTCOME INDICATORS			BENCHMARK TARGETS	DATA SOURCES COLLECTION OF PERTINENT INFORMATION
GOAL OF THE PROGRAM	OUTPUTS DIRECT PRODUCT	INITIAL (30 DAYS)	INTERMEDIATE (FIRST 3 MONTHS)	LONG TERM (1 YEAR AND ANNUALLY THEREAFTER)	EFFECTIVENESS (degree to which something is Successful)	EFFICIENCY (Quality, return on investment)	COMPANION SATISFACTION (Weekly feedback from Companions regarding support delivery)		
Companion participation with appropriate support, which is determined by individual support needs.	# of total hours Companions participate in the day program (represented in annual support hours delivery analysis).	Establish connection with Companion and assess support needs.	Committed engagement in the day program. Weekly needs review, support assessment and associated response.	Participation in the day program. Weekly review and tracking of support needs.	# of hours Companions participate in the day program.	# of Companions participating in the day program.	Track Companion participation.	85% engagement rates	Annual Service Level Reports to CLBC. Review attendance data in weekly survey forms (completed by House Coordinators, Workshop Leaders).
Companion participation in day program group activities.	# of Companions participating in group day program activities.	Identify Companion strengths, challenges to identify group activity placement.	Participatory engagement with day program group activities.	Participation in group activities in the day program. Weekly review and tracking of support needs to facilitate participation.	# of Companions supported in group day program activities.	# of Companions participating in the day program group activities.	Track Companion participation in group activities.	85% of companions engaging in group activities	Review attendance data in weekly survey forms (completed by House Coordinators, Workshop Leaders). Coworker feedback and progress notes on Companion database.



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Companion goal setting and assessment.	# of Companions setting and working towards achieving their goals.	Follow the IWA orientation process. Trial available workshop placements, gather data on weekly survey form.	Identify Companion strengths, challenges, and wishes to set goals.	Quarterly review and adjustment of goals. Goals are tracked weekly via survey form. Goals identified and set annually, with Companions, Companion Representatives and Coworkers.	Increased ability to set and achieve goals with adequate support.	# of Companions that work towards achieving their goals.	Track Companion goal setting and progress towards achievement of goals.	80% of Coworkers and Companions indicate that Companions are working towards achieving their goals.	Weekly survey, quarterly review of events and progress notes in database, annual ISP review.
Social and Interpersonal skills development	# of inter-Companion and Companion / Coworker appropriate social and interpersonal interactions	Assessment of Companion's social and interpersonal skills and abilities.	Introduction to appropriate social interactions in day program workshops. Set goals regarding appropriate social and interpersonal interactions.	Ability to lead and engage with appropriate social and interpersonal interactions. Ability to engage with new social and interpersonal interactions. Quarterly review and adjustment of social and interpersonal goals. Goals are tracked weekly via survey form. Goals identified and set annually, with Companions, and Coworkers.	Increased ability to set and achieve social and interpersonal goals with adequate support.	# of Companions that work towards achieving their social and interpersonal goals.	Track Companion social and interpersonal goal setting and progress towards achievement of goals.	80% of Coworkers and Companions indicate that Companions are working towards achieving their goals.	Weekly survey, quarterly review of events and progress notes in database, annual ISP review. Care Meetings, House Meetings.
Safety assessments (Risk Assessment, and workshop safety plans) in place and adhered to.	Annual, and as-needed Companion safety / risk assessments accurately completed.	Assess potential Companion safety risks. Adapt activities to reduce risk and allow Companion participation	Identify Companion safety risks, create a Companion risk assessment. Review Companion risk assessment and adapt as needed.	A stable and safe workshop environment for Companions and Coworkers	# of incidents / critical incidents occurring in day program workshops.	Reduction in day program critical incidents.	Companions feel safe and experience a safe day program workshop environment.	Internal incidents reduced year over year. Critical incidents reduced by 10% year over year.	Safety assessment findings and reports. Monthly critical and internal incident report reviews.



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PROGRAM: RESIDENTIAL SUPPORT- IN HOME SUPPORT 16 - 19 FULL TIME FTE COMPANIONS		OUTCOMES/ ACTIVITIES/ SUPPORTS BENEFITS FOR THE COMPANION /COMMUNITY DURING COMPANIONS INVOLVEMENT WITH THE PROGRAM.			OUTCOME INDICATORS			BENCHMARK TARGETS	DATA SOURCES COLLECTION OF PERTINENT INFORMATION
GOAL OF THE PROGRAM	OUTPUTS DIRECT PRODUCT	INITIAL (30 DAYS)	INTERMEDIATE (FIRST 3 MONTHS)	LONG TERM (1 YEAR AND ANNUALLY THEREAFTER)	EFFECTIVENESS (degree to which something is Successful)	EFFICIENCY (Quality, return on investment)	COMPANION SATISFACTION (Weekly feedback from Companions regarding support delivery)		
In home support.	# of Companions living at Glenora Farm.	Establish connection with Companions.	Committed engagement	Companion safety and engagement in the residential program.	# of Companions who live at Glenora Farm	Successful residential placement with low turnover, and low change of residence/ requests to move (# of Companions who left residential program, # of Companions who requested to change residence)	Companion indicates they feel safe living at Glenora Farm. Companion indicates they feel supported in their home.	Occupancy rates full at 100%	Companion and Companion representative feedback via annual ISP meetings, complaint forms, weekly survey forms, family/representative survey (link on website)
Connection with community resources, community programs, and networks	# of Companions engaging with community programs, resources and networks	Identify (community support) needs in collaboration with Companion, Coworkers, and Companion families/representatives	Participatory engagement with community programs, resources and networks with support from House Coordinators and Coworkers	Increase Companion knowledge of, connection to, and autonomy engaging with community resources.	# of Companions accessing community resources	Number of Companions accessing and maintaining community resources.	Companion / Companion Representative / Coworker observation indicates a sense of connection / belonging to community resources..	80% of Companions engage with community resources as needed / able	Feedback from Coworkers, House Coordinators, families/representatives, and community resource providers (ie. coach, teacher, etc.)



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Autonomy and inclusion in the process of developing necessary support and care.	# of Companions providing feedback regarding their support and care.	Immediate Companion / Coworker support	Ongoing Companion / Coworker support	Increase or maintain Companion skills and utilization of skills	# of Companions Increasing or maintain skills and utilization of skills	# of Companions participating in community resources	Companions indicate they are engaged in and are an active participant in their support planning	Coworkers indicate that Companions are following strategies to support residential placement 80%	Coworker progress notes
Positive and healthy social interactions in the Glenora Farm community.	# of residential group participation opportunities	Introduction to residential programming	Ongoing skills retention or new skills learned in group settings	Household stability and participation	# of opportunities to engage in group activities (ex. house meetings, movie nights, festivals, day outings, rec. activities, worker bees)	# of group activities engaged in	Companions are satisfied with group work sessions or activities.	Residential departures (post probation) less than 20%	Support planning, weekly and quarterly survey forms, and annual ISP meetings
Safety assessments, Risk Assessments, and safety drills in place and adhered to.	Annual, as-needed Companion safety and risk assessments.	Assess potential Companion safety risks. Adapt home life to reduce risk and foster participation in home life.	Ongoing analysis of Companion safety risks (annually and as needed). Adapt home life to reduce risk as needed to foster safe participation in home life.	A stable, safe and appropriate home environment for Companions and Coworkers.	# of safety incidents / critical incidents occurring in the residential homes.	Reduction in internal and residential critical incidents.	Companions feel safe and experience a safe residential environment.	Internal incidents reduced by 10% year over year. Critical incidents reduced by 10% year over year.	Safety assessment findings and reports. Companion risk assessments, Health and Safety walk-throughs, emergency drill logs, incident and critical incident review forms.



FROM OP1/ OP2 - OUTCOMES STATEMENTS

- Companions will have continued or increased access to integrated support through the program.
- Companions will be fully involved in the shaping of their lives and the process of developing necessary support and care.
- Companions will be assisted in exploring and accessing community programs, resources and networks.
- Companions will be supported to have positive and healthy relationships and interactions within the community.
- Companions will work in safe and appropriate situations.
- Companions will be assisted in building their independence and self-esteem, as well as improving their social skills and their ability to speak for themselves.



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ACHIEVEMENTS

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CHANGES

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