APA Recovery to Practice Curriculum

14. System Transformation
Why should we care about providing a system dedicated to actually helping people recovery and achieve the life they want to live?

“Most people with schizophrenia get no or virtually no care, little of the care is delivered consistent with the best evidence, and people with schizophrenia are overrepresented in most of life’s worst circumstances: Incarcerated, homeless, disabled, or dying early.”

What’s Involved?

- Systems transformation: Not just about services!
- Requires a fundamental shift in thinking – a paradigm shift/changing the organizational culture:
  - Recovery environment
  - Commitment & leadership by all
  - Careful hiring
  - Collaboration with all stakeholders
  - Allocation of sufficient resources
  - Appropriate services
  - Data collection
  - Sustainability
Systems Transformation

Recovery Environment
- True partnership with person and family
- Believing that people will choose services they need to achieve a satisfying life
- Overcoming provider resistance

Commitment and Leadership
- All must be committed
- Change must be implemented in total - not piecemeal
- Long term process – will not take hold overnight
- There are frequent changes in leadership - Processes must be put in place that will continue when leaders change

Careful Hiring
- Must ensure the right personnel are in place and receive ongoing supervision
Systems Transformation

Collaboration with All Stakeholders
- Genuine partnership with recipients, families, professionals
- Development of recipient and family leadership
- Ongoing monitoring of process
- Ongoing training and supervision

ALL OF THE ABOVE WILL MEET WITH PROVIDER RESISTANCE!!

Allocation of Sufficient Resources
- Follows from commitment
- Shifting of priorities may be necessary

MORE PROVIDER RESISTANCE!!
Systems Transformation

Appropriate Services
- A comprehensive system to meet the needs and wishes of people with serious mental illnesses:
  - Evidence based practices (EBPs) WITH FIDELITY!!!
  - Promising practices
  - Supporting services

Data Collection
- Requires a system to gather information and data IMMEDIATELY
- Assess attitudes, vision, concerns of moving to a system that truly promotes recovery
- Willingness to make changes based on data and feedback
Sustainability

- Requires diligence!
- Frequent changes in mental health leadership are a continual threat
- Need:
  - Processes that will transcend leadership changes
  - Active partnerships
  - DATA, DATA, AND MORE DATA!!

The job isn’t finished when new services are in place

- Sustainability requires careful attention to all of the components and an ongoing commitment!
Citation for this Module:


[www.apa.org/pi/rtp](http://www.apa.org/pi/rtp)

Citation for the full Curriculum:


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August, 2014