



Licensed Child Caring Agency Unannounced Site Visit Report

Licensee: Adapt Deer Creek

Executive Director: Dr. Gregory Brigham

Program Director(s): Ronald Farley

Date of Unannounced: 8/13/2021

Licensing Coordinator: Mary Torres

Other Regulatory or Accrediting Agencies: Oregon Health Authority (OHA)

Purpose: Per OAR 413-215-0101 (1) (b) Children's Care Licensing is required to perform at least one unannounced site visit a year where children in care reside.

Previous Findings	Repeat Findings Further Action Needed	Comments
The program had no previous findings to review from the last Licensing on-site inspection completed in December of 2020.	Yes ☐ No ☐	

New Findings from Site Visit	Comments
There were no new findings from this site visit	

Interview Summary

Program Director, Ron Farley, was interviewed and facilitated a tour of the campus.

Information gathered during site visit:

- The program currently has 6 youth, 3 males/3 females. A 7th resident is pending intake.
- The majority of referrals coming in to Adapt are not a good match for the program as the youths' needs are much higher than the program can accommodate. The program is receiving 3 - 4 referrals a week. With the new COVID surge, referral numbers have decreased.
- A new electronic filing system was adopted, making intakes difficult to enter, but staff are doing their best to maneuver through this computer system.
- Staff are grieving the unexpected death of a long-time employee. This employee had been with Adapt for 32 years.
- Youth are attending school Monday through Friday. An instructor from the local school district is on campus Tuesday, Wednesday and Thursday. On Monday and Friday, Adapt staff assist residents with their school work. Youth are currently wearing masks while in school as required by the Department of Education.
- There are three open staff positions. Two resident assistants (RA) and a counselor. One open position is a result of an out of state move while two are a result of covering additional shifts related to under staffing. The program raised their entry level rate to \$15.15/hr., but employment interest remains low.
- Family on-site visits were suspended again due to COVID. Youth continue to have daily phone contact with their family and participate in zoom visits on the weekends. Prior to the new COVID surge, the program had hosted four months of family visits and had recently began allowing siblings, ages 12 years and older, to visit. When on-site visits were occurring, everyone wore masks and no food was allowed.
- Some youth in program are vaccinated.
- Licensing recapped mandatory reporting, stressing the importance of reporting any suspected child abuse to the Child Abuse Hotline rather than conducting an internal investigation.

Two youth were interviewed. Both report feeling safe in the program. One youth shared a recent incident where a power struggle took place between staff and youth. This was described as an isolated incident and an uncommon occurrence for the staff involved. This information was given to the Program Director at the time of the site visit. The Program Director was already aware of the situation and has plans to look into the matter further. Neither youth enjoy the program's meals that are prepared off site in an industrial kitchen. One resident stated that the food was generally "not good" while the other said the food had "no flavor." Youth report getting enough to eat, however, as the facility has two kitchens available where residents can prepare quick meals and have snacks throughout the day. Youth confirm daily phone calls and zoom calls on the weekends with family. Both youth shared that it would be nice if daily call times could be increased to 15 minutes. Right now, residents are allowed only 10-minute phone calls. Youth understand that when the program is full, that 10 minute calls allow everyone an opportunity to use the phone, but when

resident numbers are low, youth would like to see their phone times increased. Youth report possessing a good understanding of their treatment goals while in program and have a sense of what their after care plan may look like. A program strength was identified as staff's consistency with enforcing rules. A program weakness was stated as staff "not listening" to youth. Youth explained that staff will stop a youth from sharing during a conversation, encouraging them, instead, to talk to their counselor. Youth acknowledge that at times speaking to a counselor is more appropriate, but youth may want to talk to staff knowing that their counselor is immediately unavailable to them. Both youth identified the same staff member who does not exhibit the same level of engagement as the rest of the staff. This staff member is said to be on their phone the majority of their shift time and does the "bare minimum." This information was also provided to the Program Director who is actively coaching this staff member.

Observations

Despite the uncommonly high temperatures, the facility was well air conditioned and comfortable.

The youths' rooms have a supply of masks for youth to use as needed.

There were no new findings regarding the program's physical campus.

Corrective Actions and Timeframes:

Please submit the following to verify compliance.

Within 45 days of receipt of this report **Agency Name** must submit a letter of verification indicating the agency is in compliance with the specific rules cited above and describing how compliance will be maintained going forward. Along with the letter of verification, the agency must submit any and all specific documentation requested in the body of this report. The letter of verification and any additional requested documents can be emailed directly to **Licensing Coordinator email address** or sent by regular mail to the following address:

Department of Human Services
Children's Care Licensing Program
Attn: Licensing Coordinator
201 High St. SE Suite 500
Salem, OR 97301

Licensing Coordinator's Signature:  Date: 8/25/2021

Manager Review:  Date: 8-23-2021