

Implementation Planning:

“A future where veterans with mental illness will recover...”

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Implementing Change Towards Rehabilitation & Recovery

- Educate Staff, Veterans, Families, Community
- Mission/Policies/Organizational Practices
- Implement Evidence-Based Practices
- Develop Peer Support
- Review/Assess/Revise Outcome Measures
- Recognize & Reward Successes
- Identify/Be “Champions for Change”

Rehabilitation Paradigm

- Goal Oriented – Individualized
- Functional Improvement/Quality of Life
- Demands Personal Responsibility
- Empowering
- Choices – Menu Options
- Staff “Do With” – not “Do To” or “Do For”
- Raising the Bar of Expectations...

Recovery Paradigm

- Shared Hope
- Mutual Trust
- Collaborative Partnerships/Alliances
- Veteran Empowerment/Self-Determination
- Connecting on a Human Level
- Veteran & Family Involvement in planning, delivery and evaluation of services

Broad Recovery Domains

- MH system empowers veterans and involves family members in the planning and provision of individual care
- MH system permits consumer input into the design and delivery of (program/system) services
- Veterans experience and set goals for Recovery and full community inclusion

Guidelines for Workgroups

- Consider systems, program, & individual levels
- Involve Veterans & Families in whole process
- Learn from people who have “been there” (recovered persons/systems/programs)
- Apply science/literature

Some Resources:

- Academic/Research & Training Centers for Psychiatry/ Psych Rehab
- SAMHSA - Center for MH Services
- Consumer-Run Technical Assistance Centers
- Consumer Education & Advocacy Groups
- Professional Organizations
- VACO/VISN/VAMC leadership/MIRECCS/EES

Educate Staff, Veterans, Families, Community

- What education is needed to promote psychosocial rehabilitation & recovery?
- Prioritize those needs
- What means/methods of educating would you use?
- Prioritize educational methods

Mission/Policies/Practices

- What policy changes would be necessary?
- What organizational practices should be changed to promote a rehab and recovery orientation?
- What aspect of organizational environment should change & how?

Implement Evidence-Based Practices

- Which EBPs would you start with?
- What steps would you take to get support/buy-in?
- How would you promote service integration to ensure effective implementation?

Develop Peer Support Models

- What steps would you take to promote veteran participation in community programs?
- What steps would you take to hire consumers as Peer Specialists?
- How would you promote mutual Self-Help within your programs?

Outcomes, Incentives Recognition/Rewards

- What rehabilitation and recovery outcomes should you measure?
- What incentives would you use to promote desired outcomes?
- What means would you use to recognize and reward the achievement of desired outcomes?

“Champions for Change”

- What should you do next week/next month to promote rehab and recovery at your site?
- Who should you involve?
- What key messages should you convey?
- To Whom?
- What should a Recovery Coordinator/Team do to transform your MH system?
- What support would you need from VACO/VISN/VAMC leadership?
