

## Rate Model Staffing Assumptions for Children’s 24-Hour Residential Settings

The following tables outline the staffing hour assumptions for each service group based on capacity of the home site. The rate model assumption reflects an average calculation of staffing hours, with some reasonable variance in hours (more or less) depending on the needs of the individuals in the home allowable.

| Capacity:                 |               | 1-3 Residents |               |            |                |  |
|---------------------------|---------------|---------------|---------------|------------|----------------|--|
| Service Group             | 1<br>Very Low | 2<br>Low      | 3<br>Moderate | 4<br>High  | 5<br>Very High |  |
| Shared*<br>Staffing Hours | 56.0 8.0      | 56.0 8.0      | 56.0 8.0      | 56.0 8.0   | 56.0 8.0       |  |
| Available<br>1:1** Hours  | 23.7 3.4      | 23.7 3.4      | 42.3 6.0      | 61.0 8.7   | 79.7 11.4      |  |
| Total Staffing<br>Hours   | 79.7 11.4     | 79.7 11.4     | 98.3 14.0     | 117.0 16.7 | 135.7 19.4     |  |

| Capacity:                 |               | 4 Residents |               |            |                |  |
|---------------------------|---------------|-------------|---------------|------------|----------------|--|
| Service Group             | 1<br>Very Low | 2<br>Low    | 3<br>Moderate | 4<br>High  | 5<br>Very High |  |
| Shared*<br>Staffing Hours | 42.0 6.0      | 42.0 6.0    | 42.0 6.0      | 42.0 6.0   | 42.0 6.0       |  |
| Available<br>1:1** Hours  | 33.0 4.7      | 33.0 4.7    | 47.0 6.7      | 75.0 10.7  | 89.0 12.7      |  |
| Total Staffing<br>Hours   | 75.0 10.7     | 75.0 10.7   | 89.0 12.7     | 117.0 16.7 | 131.0 18.7     |  |

| Capacity:                 |               | 5 Residents |               |           |                |  |
|---------------------------|---------------|-------------|---------------|-----------|----------------|--|
| Service Group             | 1<br>Very Low | 2<br>Low    | 3<br>Moderate | 4<br>High | 5<br>Very High |  |
| Shared*<br>Staffing Hours | 33.6 4.8      | 33.6 4.8    | 33.6 4.8      | 33.6 4.8  | 33.6 4.8       |  |
| Available<br>1:1** Hours  | 27.4 3.9      | 27.4 3.9    | 38.6 5.5      | 61.0 8.7  | 72.2 10.3      |  |
| Total Staffing<br>Hours   | 61.0 8.7      | 61.0 8.7    | 72.2 10.3     | 94.6 13.5 | 105.8 15.1     |  |

\*Shared Staffing is staffing which allows for a staff to support more than one child at a time or for a staff to be responsible for completing any tasks in addition to the care of one or more individuals. Shared staffing hours may include time where direct care is provided to a child and attention is focused primarily on the child, but the staff is able to be available to other residents or respond to household needs as they arise.

\*\*1:1 Staffing Hours include staffing time where the care needs of the individual are so intense, a staff may not perform any other tasks (however minor or incidental) while caring for the assigned child. Staff is actively engaged with the child in providing direct care or implementing strategies to address care and behavior support needs. If there are other children in the home, additional staff must be present, as the designated 1:1 staff must not be responsible for the care or supervision of any other child or responding to household needs.

Examples:

- 1) Purple Home has 3 child residents in the home. During nighttime hours (10 pm-6 am), there is only one overnight staff in the home. No 1:1 staffing hours would apply during this time because the staffing is considered shared.
- 2) Yellow Home has 4 child residents. Most days of the week, Child A needs 1:1 exclusive focus support in the afternoon to transition from school oriented activities to complete afternoon/evening activities, including preferred activities such as going for a walk to the local park. Child A has intensive support needs and staff have to keep a visual alertness for potential triggers the child may encounter as well as engage the child's attention and provide verbal and physical cuing to maintain safety during an activity. The time dedicated exclusively to the child would be considered 1:1 Hours. Anytime Child A is supported with 1:1 Hours, there must be staff present for the other children in the home.
- 3) Child A in Yellow Home is having a good day and has developed a positive relationship with their housemate, Child B. Child A wants to have Child B join on the preferred activity of going to the park. It is determined that with a plan for having another staff at the home available to respond in the event of an issue, it is safe for one staff to take both children to the park this day. Most of the energy and focus of the staff at the park is on Child A, however, since the supervision is shared with Child B, this would be considered sharing staffing time.
- 4) Green Home has 3 residents. In the mornings there are 2 staff who work together to get the children ready for the day. Each child needs cuing and check-ins with some hands on assistance for things such as fastening buttons or elements of grooming such as styling hair or

reaching back teeth when brushing. The 2 staff are able to work together and rotate between caring for the children, tidying up, and preparing breakfast for the children in the home. Although some of the care may be directly focused on a single child during a task, the general support and supervision of the morning would be considered shared staffing hours.

### How do the staffing patterns translate to real situations?

The hours combine together to address both individualized support needs as well as support that can be shared amongst the individuals living in the home.

An example would be a home that has the capacity to serve four individuals. The four individuals have the following service groups:

Individual A: Moderate (12.7 hours per day of support)

Individual B: High (16.7 hours per day of support)

Individual C: Very High (18.7 hours per day of support)

Individual D: Very High (18.7 per hours per day of support)

Total support hours per day for the household= 66.8 hours

These hours would cover eight and a third- 8 hours shifts per day, these hours can be flexible in adapting to the needs of the household.

An example could be a general staffing pattern of: 3/ 3.3 /2

This staffing could also be structured in other ways such as: 2.3 / 4 /2 or 3 /3 /2.3.