pennsylvania
DEPARTMENT OF HUMAN SERVICES

October 2, 2020

Mr. Jonathan Swatsburg, CEO
Cornell Abraxas Group, Inc.
2840 Liberty Avenue, Suite 300
Pittsburgh, PA 15222

RE: Leadership Development Program
PO Box 354
10058 South Mountain Road
Building #6
South Mountain, PA 17261
License #: 355310

Dear Mr. Swatsburg:

As a result of the Pennsylvania Department of Human Services, Office of Children Youth and Families, licensing review on September 18, 2020, of the above facility, we have determined that your submitted plan of correction is fully implemented. Continued compliance must be maintained

Sincerely,

Faith Blough (KVK)
Faith Blough
Program Representative

Enclosure
Licensing Inspection Summary

CC: Leadership Development Program
Attn: Craig Schmidt

Department of Human Services
Office of Children, Youth and Families

LICENSING INSPECTION SUMMARY

55 PA.CODE CHAPTER 3800

Agency/Facility Information

Name: *LEADERSHIP DEVELOPMENT PROGRAM*
License Number: *35531*
Address: *10058 S. MOUNTAIN RD., BLDG. 6, SOUTH MOUNTAIN, PA 17261*
License Expiration: *08/01/2021*
County: *FRANKLIN* **Phone**: *4122084000*

Inspection Information

Start Date: *06/25/2020* **End Date**: *06/25/2020* **Type**: *Complaint* **Notice**: *Announced Visit*
Inspector(s): *Faith Blough*

Inspection Narrative

In the course of conducting an investigation, the following areas of non-compliance were noted.

Inspections / Reviews

8/19/2020 - POC Submission

Lead Reviewer: *Diana Yost* **Follow-Up Type**: *Document Submission* **Follow-Up Date**: *09/18/2020*

3800.15 Child Abuse

1. **Requirements**

3800.15.a. The facility shall immediately report suspected abuse of a child in accordance with 23 Pa.C.S. § § 6301—6385 (relating to the Child Protective Services Law) and Chapter 3490 (relating to protective services).

Description of Violation

On 06/15/20, the facility failed to file a report of suspected child abuse of a child as required by the Child Protective Services Law.

Immediately following the restraint, four staff heard the Child A make statements about being choked by staff during the restraint. The youth reported that he could not breathe. The following day an administrative staff interviewed the child and filed a report excluding this information. Mandated reporters are required to make a report of child abuse immediately and the report is to be made by the individual who heard the disclosure of abuse.

Plan of Correction - 08/19/2020 **Accept**

Prior to submission of the plan of correction for this violation, the facility would like to submit information to clarify details of the incident prior to the Childline report. Four staff members verified that following the physical intervention, they did hear Child 1 make statements about a staff member having his arm around his neck during the physical intervention. Following the incident, during the life space interview with the staff members involved, Child 1 reported he was not injured and stated he understood how his aggressive actions resulted in the staff members losing hold of him and subsequently attempting to regain control of the situation. The unit supervisor offered to follow up on Child 1's concerns regarding a staff member having his arm around his neck, to which Child 1 indicated he was no longer concerned about it. All of the staff members involved in the incident, as well as those who witnessed the intervention reported they had no reason to suspect abuse of the child.

As was also discussed with the Human Services Program Representative during the investigation, the administrator (Assistant Director) who spoke with Child 1 the following day had not spoken with the staff members involved in the intervention the previous evening. An administrator meets with residents as a general practice to check in on their wellbeing when they are involved in physical interventions. While describing the incident to the Assistant Director, Child 1 reported he believed Staff A had not deliberately tried to hurt him, but that Staff A's arm had been around his neck during the physical intervention. Child 1 verbalized understanding of how Staff A had been trying to regain control while Child 1 was struggling aggressively. Out of an abundance of caution, the Assistant Director made a report to ChildLine and included all information known to her at the time. The Assistant Director did not intentionally "exclude" any information in her ChildLine report, as stated above in the description of the licensing violation.

The four staff members will complete the Recognizing and Reporting Child Abuse: Mandated and Permissive Reporting in Pennsylvania Online Training by 8/31/2020. The facility Quality & Compliance Specialist will verify completion and documentation will be maintained in each employee's training file.

Completion Date: *08/31/2020*

Plan Verified 9/18/2020 DY 10/2/2020 JB

3800.205 Staff Training

1. **Requirements**

3800.205. Staff training.

b. Training shall include:

3. The proper use of the specific techniques or procedures that may be used.

3800.205 Staff Training *(continued)*

Description of Violation

Staff A utilized a restrictive procedure that was not trained as a proper technique. The staff was observed on video footage of an incident on 6/15/20 where the staff person has their arm around the child's neck.

Plan of Correction - 08/19/2020 **Accept**

Staff A will attend Safe Crisis Management re-certification by 8/31/2020. The facility Quality & Compliance Specialist will verify Staff A's completion of this training and that documentation is placed in the employee's training file. The Training Manager will monitor ongoing compliance with Safe Crisis Management training for direct care staff.

Completion Date: *08/31/2020*

Plan Verified 9/18/2020 DY 10/2/2020 JB
GW 10/02/2020

Plan of correction accepted - 8/20/2020 Faith Blough

Tamm Cramer 8/21/2020

Gabi Williams 08/21/2020

Jessica Brown
Plan of correction verification for Abraxas
License: 355310
Initial onsite: 06/25/2020
POC Accepted: 08/20/2020
Verification onsite: 09/18/2020

The violations issued initially were 15(a) for late reporting to ChildLine and 205(b)(3) for an inappropriate restraint technique used.

Three of the four identified staff members who did not report to ChildLine immediately were retrained on the requirements of Recognizing and Reporting Child Abuse prior to the deadline approved in the plan of correction. The fourth staff member has been on medical leave for the last 6 months and is unable to complete this training until medically cleared to return to work. Documentation was reviewed.

The staff member identified to have placed a child in a restraint with an inappropriate technique has recompleted his SCM training in advance of the deadline outlined in the plan of correction. Documentation was reviewed.

Departmental staff reviewed the agency's history of reports since this investigation was initiated. It was determined that the agency has not had any incidents arise that warranted a call to ChildLine that they did not make in a timely manner.

No violations, plan is verified.