pennsylvania
DEPARTMENT OF HUMAN SERVICES

September 30, 2020

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

RE: Abraxas Open Residential
PO Box 354
10058 South Mountain Road
Building #6
South Mountain, PA 17261
License #: 310320

Dear Mr. Swatsburg:

As a result of the Pennsylvania Department of Human Services, Office of Children Youth and Families, licensing review on September 23, 2020, of the above facility, we have determined that your submitted plan of corrections is fully implemented. Continued compliance must be maintained.

Sincerely,

Melissa Weaver (kvk)
Melissa Weaver
Licensing Technician

Enclosure
Licensing Inspection Summary

Cc: Abraxas Open Residential
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:** *ABRAXAS OPEN RESIDENTIAL*
**License Number:** *31032*
**Address:** *10058 S. MOUNTAIN RD., BLDG. 6, P.O. BOX 354, SOUTH MOUNTAIN, PA 17261*
**License Expiration:** *08/01/2021*
**County:** *FRANKLIN* **Phone:** *4122084000*

## Inspection Information

**Start Date:** *07/27/2020* **End Date:** *07/29/2020* **Type:** *Renewal* **Notice:** *Announced Visit*
**Inspector(s):** *Melissa Weaver, Jessica Brown, Sara Harris*

## Inspection Narrative

*The Department of Human Services conducted an Annual Licensing Inspection of Cornell ABRAXAS-LDP-Open Residential on July 27 through July 29, 2020 for the licensing year extending from August 1, 2019 to August 1, 2020. During the inspection, Departmental Staff reviewed 72 of 72 newly hired personnel records, 5 of 111 tenured personnel records, and 1 of 22 child records. Departmental Staff reviewed all pre-inspection documents, including fire drills, to measure compliance. During the inspection, a physical site walk through was conducted. 2 staff members and 2 children were interviewed.*

## Inspections / Reviews

### 07/27/2020 - Renewal

**Lead Inspector:** *Melissa Weaver* **Follow-Up Type:** *POC Submission* **Follow-Up Date** *09/03/2020*

### 9/3/2020 - POC Submission

**Lead Reviewer:** *Diana Yost* **Follow-Up Type:** *POC Submission* **Follow-Up Date** *09/10/2020*

### 9/14/2020 - POC Submission

**Lead Reviewer:** *Diana Yost* **Follow-Up Type:** *Document Submission* **Follow-Up Date** *09/23/2020*

Melissa Weaver 9/16/2020

Diana Yost 9/16/2020

Gabi Williams 09/16/2020

## 3800.52 Staff Hiring, Retention and Utilization

1. **Requirements**

3800.52. Staff hiring retention and utilization shall be 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 Repeat Violation**

*In 5 of 72 newly hired personnel records reviewed, the following was found regarding personnel clearances:*

*Staff Member C was hired on 4/30/2020 and the Pennsylvania State Police clearance was not completed until 5/1/2020.*

*Staff Member D was hired on 5/13/2019 and the ChildLine clearance was not completed until 5/15/2019. There was no receipt of application located in the record.*

*Staff Member F was hired on 12/30/2019. There was a signed a dated disclosure form in the record. There was not a receipt of application located in the record for a ChildLine clearance. There was not an official ChildLine clearance located in the record.*

*Staff Member G was hired on 12/9/2019 and the Pennsylvania State Police clearance was not completed until 1/3/2020. There was not a receipt of application located in the record.*

*Staff Member H was hired on 1/21/2020 and the ChildLine clearance was not completed until 1/28/2020.*

*This is a repeat violation from the Annual Licensing Inspection held 5/6/2019-5/8/2019.*

*The agency shall develop a plan to assure that this mandate is being met. The plan shall identify the staff position responsible for monitoring and ensuring regulatory compliance.*

**Plan of Correction** **Do Not Accept**

*Beginning March 15, 2020, the facility recruiters revised and implemented a new pre-hire checklist form that includes the items that must be completed prior to an employee's first day of employment. The Pennsylvania State Police Clearance, the Childline Clearance, and the FBI Clearance are included on this checklist. By September 11, 2020, the Human Resources Coordinator will review the checklist with recruiters and verify their understanding that all three clearances must be obtained on or prior to the employee's hire date. The Human Resources Coordinator has been monitoring this process since the checklist was implemented and will continue to monitor for 60 days or until compliance is achieved and sustained.*

**Completion Date:** *09/11/2020*

**Update - 09/03/2020**

*The plan should indicate if an official ChildLine clearance was obtained for Staff Member F. If the staff member is no longer employed by the facility, please indicate this in the plan.*

## 3800.52 Staff Hiring, Retention and Utilization *(continued)*

**Plan of Correction** **Accept**

*Beginning March 15, 2020, the facility recruiters revised and implemented a new pre-hire checklist form that includes the items that must be completed prior to an employee's first day of employment. The Pennsylvania State Police Clearance, the Childline Clearance, and the FBI Clearance are included on this checklist. By September 11, 2020, the Human Resources Coordinator will review the checklist with recruiters and verify their understanding that all three clearances must be obtained on or prior to the employee's hire date. The Human Resources Coordinator has been monitoring this process since the checklist was implemented and will continue to monitor for 60 days or until compliance is achieved and sustained. Staff Member F resigned on 1/21/20 prior to providing the needed documentation.*

**Completion Date:** *09/10/2020* Plan Accepted 9/16/2020 DY Plan Verified 9/23/2020 MW

## 3800.55 Child Care Worker DY 9/29/2020

1. **Requirements**

3800.55. Child care worker.

g. The child care worker shall have a high school diploma or general education development certificate.

**Description of Violation**

*In 1 of 72 newly hired personnel records reviewed, Staff Member F was hired on 12/30/2019 and the record did not contain educational qualifications.*

*The agency shall develop a plan to assure that this mandate is being met. The plan shall identify the staff position responsible for monitoring and ensuring regulatory compliance.*

**Plan of Correction** **Do Not Accept**

*Beginning March 15, 2020, the facility recruiters revised and implemented a new pre-hire checklist form that includes the items that must be completed prior to an employee's first day of employment. Verification of educational qualifications for the prospective employee's position is included on the pre-hire checklist. By September 11, 2020, the Human Resources Coordinator will review the checklist with recruiters and verify their understanding that appropriate education verification must be completed prior to the employee's hire date. The Human Resources Coordinator has been monitoring this process since the checklist was implemented and will continue to monitor for 60 days or until compliance is achieved and sustained.*

**Completion Date:** *09/11/2020*

**Update - 09/03/2020**

*The plan should indicate if education qualifications have been obtained for Staff Member F. If the staff member is no longer employed by the facility, please indicate this in the plan.*

## 3800.55 Child Care Worker *(continued)*

**Plan of Correction** **Accept**

*Beginning March 15, 2020, the facility recruiters revised and implemented a new pre-hire checklist form that includes the items that must be completed prior to an employee's first day of employment. Verification of educational qualifications for the prospective employee's position is included on the pre-hire checklist. By September 11, 2020, the Human Resources Coordinator will review the checklist with recruiters and verify their understanding that appropriate education verification must be completed prior to the employee's hire date. The Human Resources Coordinator has been monitoring this process since the checklist was implemented and will continue to monitor for 60 days or until compliance is achieved and sustained. Staff Member F resigned on 1/21/20 prior to providing the needed documentation.*

**Completion Date:** *09/10/2020* Plan Accepted 9/16/2020 DY Plan Verified 9/23/2020 MW

## 3800.151 Staff Health Statement DY 9/29/2020

1. **Requirements**

3800.151. A staff person or volunteer who comes into direct contact with the children or who prepares or serves food, shall have a statement signed and dated by a licensed physician, certified registered nurse practitioner or licensed physician's assistant, within 12 months prior to working with children or food service and every 2 years thereafter, stating that the person is free of serious communicable disease that may be spread through casual contact or that the staff person has a serious communicable disease that may be spread through casual contact but is able to work in the facility if specific precautions are taken that will prevent the spread of the disease to children.

**Description of Violation**

*In 3 of 72 newly hired personnel records reviewed, the following was found regarding personnel health statements:*

*Staff Member A was hired on 3/3/2020. The health statement dated 2/19/2020 did not indicate that the personnel was free from serious communicable diseases.*

*Staff Member B was hired on 10/7/2019. The health statement dated 9/29/2019 did not indicate that the personnel was free from serious communicable diseases.*

*Staff Member E was hired on 8/26/2019. The health statement dated 8/16/2019 did not indicate that the personnel was free from serious communicable diseases. Another health statement was not completed until 1/20/2020.*

*The agency shall develop a plan to assure that this mandate is being met. The plan shall identify the staff position responsible for monitoring and ensuring regulatory compliance.*

**Plan of Correction** **Do Not Accept**

*By September 11, 2020, the Human Resources Coordinator will meet with the facility recruiters to review the physical examination form for new employees and remind them that the appropriate communicable disease statement must be completed by the physician. Prospective employees will not be able to begin work until the physician completes that section and signs the form. Recruiters will verify the form is completed correctly and document it on the pre-hire checklist. The Human Resources Coordinator will monitor this process for 60 days or until compliance is achieved and sustained.*

**Completion Date:** *09/11/2020*

## 3800.151 Staff Health Statement *(continued)*

**Update - 09/03/2020**

*The plan should indicate if health statements indicating that the staff are free from serious communicable diseases was obtained for Staff Member A and Staff Member B. If either staff member are no longer employed by the facility, please indicate this in the plan.*

**Plan of Correction** **Accept**

*By September 11, 2020, the Human Resources Coordinator will meet with the facility recruiters to review the physical examination form for new employees and remind them that the appropriate communicable disease statement must be completed by the physician. Prospective employees will not be able to begin work until the physician completes that section and signs the form. Recruiters will verify the form is completed correctly and document it on the pre-hire checklist. The Human Resources Coordinator will monitor this process for 60 days or until compliance is achieved and sustained. Staff member A resigned 3/9/20 prior to providing documentation. Staff member B provided a health statement indicating that she was free from communicable diseases on 7/29/2020 prior to returning to work. Staff member E provided a health statement indicating that she was free from communicable diseases on 7/31/2020 prior to returning to work.*

**Completion Date:** *09/10/2020* Plan Accepted 9/16/2020 DY Plan Verified 9/23/2020 MW

DY 9/29/2020 GW 9/30/20

**ABRAXAS LDP Female** **Verified by Melissa Weaver**

**License #: 301400**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

31(a): Departmental Staff reviewed the family tracker that showed the rights/grievances packet was sent for 5 children who were admitted after 8/1/2020 and found no regulatory concerns.

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 9/8/2020 and all clearances were completed before that date. No regulatory concerns were found.

55: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's college transcripts and found no regulatory concerns.

149(b): Departmental Staff reviewed the family tracker that showed the emergency medical plan packet was sent for 5 children who were admitted after 8/1/2020 and found no regulatory concerns.

151: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's health statement and found no regulatory concerns.

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**ABRAXAS LDP Male**

**License #: 355310**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 8/19/2020 and all clearances were completed before that date. No regulatory concerns were found.

55: Departmental Staff request all new hire records since the renewal and reviewed the 1 newly hired personnel's high school diploma and found no regulatory concerns.

151: Departmental Staff request all new hire records since the renewal and reviewed the 1 newly hired personnel's health statement and found no regulatory concerns.

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**ABRAXAS LDP Open Residential**

**License #: 310320**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 8/17/2020 and all clearances were completed before that date. No regulatory concerns were found.

55: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's college transcripts and found no regulatory concerns.

151: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's health statement and found no regulatory concerns.

**ABRAXAS AYC Detention**

**License #: 331250**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 9/8/2020 and all clearances were completed before that. No regulatory concerns were found.

283(1): Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's college transcripts that show 98 college credit hours and found no regulatory concerns.

**ABRAXAS AYC Secure**

**License #: 304420**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 8/19/2020 and all clearances were completed before that date. No regulatory concerns were found.

55: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's high school diploma and found no regulatory concerns.

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**ABRAXAS AYC Shelter**

**License #: 303970**

**POC Approved: 9/16/2020**

**Date verified: 9/23/2020**

52: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's FBI, Child Abuse and PSP clearances. The personnel was hired on 9/8/2020 and all clearances were completed before that date. No regulatory concerns were found.

55: Departmental Staff requested all new hire records since the renewal and reviewed the 1 newly hired personnel's college transcripts that show 98 college credit hours and found no regulatory concerns.