2023 COMPASS

REPORT

What is Compass-EZ™?

The Compass is a self-administered scale that allows provider that addresses complex co-occurring issues (substance use & mental health) to examine key areas of their recovery-oriented programs.

"Helping People Live Better Lives"

2023 COMPASS-EZ™ REPORT

Executive Summary

The *Compass-EZ*^{TM} is a self-administered scale used to assist organizations, systems, and agencies in designing, implementing, and tracking the progress of recovery-oriented complexity-capable programs with services that address complex co-occurring substance use and mental health issues. The *Compass-EZ*^{TM} is utilized as one of the Division of Behavioral Health's (DBH) continuous quality improvement activities in partnership with the Regional Behavioral Health Authorities (RBHA) and contracted mental health and substance use providers. The *Compass-EZ*^{TM} has been completed every other year since 2013.

Compass-EZ^{TM} encompasses 15 domains comprised of 69 Likert-style items (1-5 scale).

Data, essential to complexity-capable infrastructure and care, are analyzed at statewide and regional levels to determine areas of strength and opportunity. Results from 2013 (initial year) and 2021 (previous year) data are presented to compare 2023 (current) performance relative to prior responses.

Compass-EZ^{TM}	
Domain 01:	Program Philosophy
Domain 02:	Program Policies
Domain 03:	Quality Improvement and Data
Domain 04:	Access
Domain 05:	Screening and Identification
Domain 06:	Recovery-Oriented Integrated Assessment
Domain 07:	Integrated Person-centered Planning
Domain 08:	Integrated Treatment/Recovery Programming
Domain 09:	Integrated Treatment/Recovery Relationships
Domain 10:	Integrated Treatment/Recovery Program Policies
Domain 11:	Psychopharmacology
Domain 12:	Integrated Discharge/Transition Planning
Domain 13:	Program Collaboration and Partnership
Domain 14:	General Staff Competencies and Training
Domain 15:	Specific Staff Competencies

2023 Statewide Level Highlights:
Compared to 2021, the number of provider responses increased by 18% in 2023 (from 79 to 93). There were also some levels of variance in areas of improvement observed between the regions.

Overall statewide from 2021 to 2023, there were negligible differences for nine domains (maintained) and minimal changes of 1% to 2% for the other domains.

2023 Domains with highest overall score:

- Domain 02 (4.7 / 5.0)
- Domain 04 (4.7/ 5.0)
- Domain 09 (4.8 / 5.0)

2023 Domains with lowest overall score:

- Domain 03 (4.0 / 5.0)
- Domain 08 (4.1 / 5.0)
- Domain 15 (4.2 / 5.0)

As an observable measure for program-level process improvement, all domains continue to exceed baseline.

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2023 Compass-EZ™ Report

Purpose

The COMPASS-EZ™ is designed to help individual programs organize a baseline self-assessment of recovery-oriented complexity (co-occurring) capability as the first step in a continuous quality improvement process, in which the program designs an action plan to make progress. It is designed to help programs have a consistent method for measuring progress and continue the learning and change process by repeating the self-assessment at regular intervals.

COMPASS-EZ™ helps programs begin the process of developing recovery- and resiliency-oriented complexity-capable (co-occurring). It brings together critical knowledge about what helps individuals and families—knowledge about integrated treatment and services, trauma-informed services, person-centered planning, cultural competency, population-specific services, and most fundamentally, empathic relationships that inspire hope and help. One of the most important intents of the COMPASS-EZ™ is to create a foundation for an improvement process through empowered (data substantiated) conversations that involve as many people as possible working together to build the program and its services.

The Department of Health and Human Services (DHHS), Division of Behavioral Health (DBH) contracts with and provides funding, oversight, and technical assistance to six Regional Behavioral Health Authorities (RBHA) hereafter referenced as the Regions. Local programs are subcontracted by the Regions to provide public community-based mental health and substance inpatient, outpatient, and emergency services to people who are may be uninsured by private health insurance or Medicaid. As one of DBH's continuous quality improvement activity in partnership with the Regions, contracted mental health and substance use providers have been asked to complete the *Compass-EZ^{TM}* every other year since 2013. A comprehensive approach to complexity-capable care at clinical and organizational levels is esteemed to better improve the recovery and health outcomes for individuals and families with co-occurring conditions.

For this report, contracted providers of the six Behavioral Health Regions were asked to submit responses using the Compass-EZ™ by July 2023.

Assessment Domains

Compass-EZ^{TM} encompasses 15 domains comprised of 69 Likert-style items (1-5 scale). Each item is rated on a scale of 1-5 with 1 being the most negative and 5 being the most positive response.

2023 Compass-EZ Results: Statewide

Statewide Summary

At the statewide level, the self-reported levels of positivity are reflective of providers' perspectives. Across all domains there were high levels of positiveness in 2023. Figure 1A shows the distribution of negative to most positive selections for the domains that had the highest scores and lowest overall scale scores.

Compass EZ Domains: 2023 Statewide Provider Scale Perspectives

scale score; domain#: Description

Domain	Negative	Neutral	Positive	Most Positive
4.8; D09: Intg. Tx/Rec. Rel.	4%	11%	83%	2%
4.7; D04: Access to Service	6%	3%	14%	82%
4.7; D02: Program Policies	4%	4%	12%	80%
4.2; D15: Staff Competences	5%	15%	38%	42%
4.1; D08: Intg. Tx/Rec. Prog.	11%	11%	28%	50%
4.0; D03: Qual. Improvement	9%	15%	35%	41%

■ Negative ■ Neutral ■ Positive ■ Most Positive

Figure 1A: Statewide perspectives (levels of positivity) for three of the highest and lowest overall scoring domains in 2023

There has been improvement in the average domain score across the 15 domains when compared to the 2013 baseline assessment (Figure 1b, Table 1). Of all 15 domains, the domains with the most improvement from 2013 to 2023 are Domain 6, 12, and 14. From the previous measurement in 2021 to 2023, Domain 4 showed the most improvement. For the current *Compass-EZ*^{TM} assessment, Domains 2, 4, and 9 had the highest scores at the statewide level. Each of the six Regional Behavioral Health Authorities (RBHA) varied in their areas of improvement.

Statewide Domain Changes
Level of changes between measurement years:

- From the baseline in 2013 to 2023, Domains 12 (0.83, *16.6%*), 6 (0.81, *16.2%*), and 14 (0.8, *16.0%*) showed the largest increases in mean scores.

- From the previous measure in 2021 to 2023, the magnitude of any change observed was negligible to nil.
  - Domains 4 (0.11), 13 (0.07), and 6 (0.07) showed the most positive change in average domain scores.
  - Domains 15 (-0.10), 10 (-0.08), and 5 (-0.06) showed decreases in average domain scores.

2023 Compass-EZ Results: Statewide

Domain	2023	2021	2013
D01: Program Philosophy	4.53	4.53	3.75
D02: Program Policies	4.66	4.67	4.32
D03: Quality Imp. & Data	4.04	4.00	3.55
D04: Access to Services	4.74	4.62	4.29
D05: Screening & Identification	4.60	4.66	4.08
D06: Rec-Oriented Int. Assmt.	4.55	4.48	3.74
D07: Int. Person-centered Plan	4.39	4.35	3.68
D08: Int. Tx/Rec Programming	4.10	4.13	3.45
D09: Int. Tx/Rec Relationships	4.77	4.76	4.33
D10: Int. Tx/Rec Prog. Policies	4.30	4.38	3.80
D11: Psychopharmacology	4.39	4.41	3.82
D12: Int. Dis/Trans Planning	4.32	4.32	3.50
D13: Prog. Collab & Partnership	4.25	4.18	3.54
D14: Gen. Staff Comp. & Training	4.32	4.32	3.52
D15: Sp. Staff Comp. & Training	4.16	4.26	3.85

■ 2023   ■ 2021   ■ 2013

Figure 2B: Statewide Domain Changes

Table 1

Domain		Domain Mean			Change in 2023 from			
Description		2013	2021	2023	2013	Direction	2021	Difference
1	Program Philosophy	3.75	4.53	4.53	0.78	increase	0.00	no change
2	Program Policies	4.32	4.67	4.66	0.34	increase	-0.01	negligible
3	Quality Improvement and Data	3.55	4.00	4.04	0.49	increase	0.04	negligible
4	Access	4.29	4.62	4.74	0.44	increase	0.11	increase
5	Screening and Identification	4.08	4.66	4.60	0.52	increase	-0.06	decrease
6	Recovery-Oriented Integrated Assessment	3.74	4.48	4.55	0.81	increase	0.07	increase
7	Integrated Person-centered Planning	3.68	4.35	4.39	0.71	increase	0.04	negligible
8	Integrated Treatment/Recovery Programming	3.45	4.13	4.10	0.65	increase	-0.02	decrease
9	Integrated Treatment/Recovery Relationships	4.33	4.76	4.77	0.44	increase	0.01	negligible
10	Integrated Treatment/Recovery Program Policies	3.80	4.38	4.30	0.50	increase	-0.08	decrease
11	Psychopharmacology	3.82	4.41	4.39	0.57	increase	-0.02	negligible
12	Integrated Discharge/Transition Planning	3.50	4.32	4.32	0.83	increase	0.00	no change
13	Program Collaboration and Partnership	3.54	4.18	4.25	0.71	increase	0.07	increase
14	General Staff Competencies and Training	3.52	4.32	4.32	0.80	increase	0.01	negligible
15	Specific Staff Competencies and Training	3.85	4.26	4.16	0.31	increase	-0.10	negligible

2023 Statewide Areas of Strengths and Opportunities at the Domain Level

Table 2

2021 Domain Highlights	Mean
Areas of Strength	
D9: Integrated Treatment/Recovery Relationships	4.77
D4: Access	4.74
D2: Program Policies	4.66
Areas of Opportunity	
D15: Specific Staff Competencies and Training	4.16
D8: Integrated Treatment/Recovery Programming	4.10
D3: Quality Improvement and Data	4.04

2023 Statewide Strengths and Areas of Opportunity at the Item Level

Table 3

2023 Item Highlights	Mean
Areas of Strength	
Q02_2: The program confidentiality or release of information policy is written to promote appropriate routine sharing of necessary information between mental health providers, substance abuse providers, and medical providers to promote quality of care.	4.86
Q04_3: Individuals and families receive welcoming access to appropriate service regardless of active mental health issues (e.g., active symptoms, type of psychiatric diagnosis, or type of prescribed psychiatric medications, such as antipsychotics, stimulants, benzodiazepines, opiate maintenance).	4.84
Q06_4: The assessment documents current and past information to support the identification of a mental health issue or diagnosis when present, including if possible, describing mental health symptoms during previous periods of non-harmful substance use or sobriety.	4.78
Areas of Opportunity	
Q08_3: Clients have access to group programming that is matched to their stage of change for each issue. (You may omit this question if the program does not have groups.)	3.72
Q08_5: There are specific co-occurring skills manuals that are used regularly in the program for individual or group skill building regarding complex (co-occurring) conditions, such as manuals on managing trauma symptoms while in addiction treatment, or sobriety skill building while in mental health treatment.	3.70
Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children and youth.)	3.58

2023 Statewide Compass-EZ™ Results: All Items

Table 4

Statewide Compass-EZ Item Results for 2023 (see appendix for full item text)												
Question		**N**	**Min**	**Max**	**Mean**	**S.D.**	**Question**		**N**	**Min**	**Max**	**Mean**	**S.D.**
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	93	2	5	4.62	0.61	**Integrated Treatment/Recovery**	Q09_1	85	1	5	4.77	0.71
	Q01_2	93	3	5	4.77	0.47	**Relationships**	Q09_2	87	1	5	4.77	0.71
	Q01_3	93	1	5	4.58	0.71		Q09_3	86	1	5	4.76	0.68
	Q01_4	93	2	5	4.40	0.86	**Domain 10**						
	Q01_5	93	1	5	4.27	1.08	**Integrated Treatment/Recovery**	Q10_1	92	1	5	4.40	1.16
Domain 2							**Program Policies**	Q10_2	89	1	5	4.19	1.11
Program Policies	Q02_1	86	1	5	4.30	1.09		Q10_3	91	1	5	4.26	0.96
	Q02_2	93	1	5	4.86	0.64		Q10_4	90	1	5	4.33	1.05
	Q02_3	90	0	5	4.75	0.75	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	82	1	5	4.36	1.01
Quality Improvement and Data	Q03_1	93	2	5	4.28	0.76		Q11_2	83	1	5	4.34	1.04
	Q03_2	92	1	5	3.79	0.98		Q11_3	80	1	5	4.58	1.03
	Q03_3	93	1	5	4.12	0.98		Q11_4	72	1	5	4.50	1.14
	Q03_4	93	1	5	4.12	1.16		Q11_5	68	1	5	4.44	1.25
	Q03_5	40	1	5	3.58	1.53		Q11_6	67	1	5	4.36	1.26
Domain 4							**Domain 12**						
Access	Q04_1	93	1	5	4.66	0.85	**Integrated Discharge/Transition**	Q12_1	89	1	5	4.22	0.96
	Q04_2	93	2	5	4.72	0.65	**Planning**	Q12_2	89	1	5	4.43	0.80
	Q04_3	93	3	5	4.84	0.40	**Domain 13**						
Domain 5							**Program Collaboration and**	Q13_1	92	2	5	4.46	0.73
Screening and Identification	Q05_1	93	1	5	4.74	0.67	**Partnership**	Q13_2	90	1	5	4.50	0.79
	Q05_2	90	3	5	4.76	0.56		Q13_3	87	1	5	3.89	1.32
	Q05_3	89	1	5	4.46	1.08		Q13_4	87	1	5	3.92	1.23
	Q05_4	88	1	5	4.56	0.92		Q13_5	86	1	5	4.40	0.96
	Q05_5	92	1	5	4.58	0.74	**Domain 14**						
	Q05_6	88	1	5	4.48	0.87	**General Staff Competencies and**	Q14_1	90	1	5	4.17	1.22
Domain 6							**Training**	Q14_2	81	1	5	4.27	1.22
Recovery-Oriented Integrated Assessment	Q06_1	92	2	5	4.68	0.61		Q14_3	81	1	5	4.65	0.85
	Q06_2	93	2	5	4.43	0.79		Q14_4	90	1	5	4.29	1.11
	Q06_3	87	1	5	4.67	0.73		Q14_5	89	1	5	4.66	0.66
	Q06_4	89	1	5	4.78	0.67		Q14_6	88	1	5	3.84	1.30
	Q06_5	88	1	5	4.46	0.80	**Domain 15**						
	Q06_6	87	1	5	4.20	1.11	**Specific Staff Competencies**	Q15_1	92	2	5	4.33	0.81
Domain 7								Q15_2	92	2	5	4.23	0.84
Integrated Person-centered Planning	Q07_1	91	2	5	4.65	0.65		Q15_3	90	1	5	3.93	0.95
	Q07_2	89	1	5	4.49	0.76		Q15_4	72	1	5	4.06	0.87
	Q07_3	87	1	5	3.96	1.11		Q15_5	44	1	5	4.23	1.08
	Q07_4	91	2	5	4.42	0.73							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	91	1	5	4.26	0.90							
	Q08_2	89	1	5	4.52	0.85							
	Q08_3	69	0	5	3.72	1.32							
	Q08_4	83	1	5	4.03	1.20							
	Q08_5	83	1	5	3.70	1.36							
	Q08_6	89	1	5	4.30	1.05							

2023 Results by Region

Region 1 Summary

Region 1 exceeded the overall state means in Domains 3 and 7. The scores for Region 1 were lower than the statewide mean for the other domains.

2023 Compass-EZ Results: Region 1

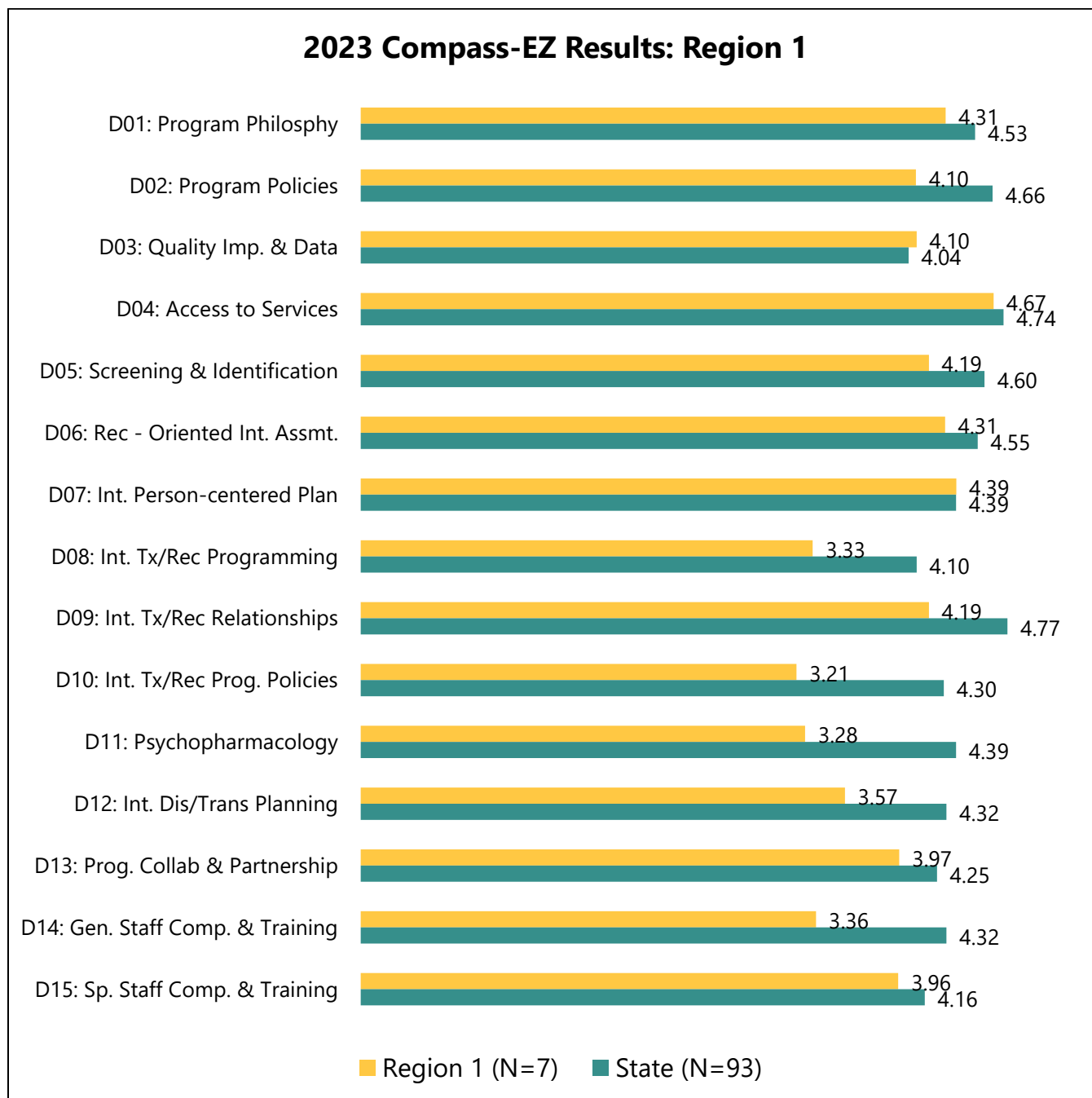| Domain	Region 1 (N=7)	State (N=93)
D01: Program Philosphy	4.31	4.53
D02: Program Policies	4.10	4.66
D03: Quality Imp. & Data	4.10	4.04
D04: Access to Services	4.67	4.74
D05: Screening & Identification	4.19	4.60
D06: Rec - Oriented Int. Assmt.	4.31	4.55
D07: Int. Person-centered Plan	4.39	4.39
D08: Int. Tx/Rec Programming	3.33	4.10
D09: Int. Tx/Rec Relationships	4.19	4.77
D10: Int. Tx/Rec Prog. Policies	3.21	4.30
D11: Psychopharmacology	3.28	4.39
D12: Int. Dis/Trans Planning	3.57	4.32
D13: Prog. Collab & Partnership	3.97	4.25
D14: Gen. Staff Comp. & Training	3.36	4.32
D15: Sp. Staff Comp. & Training	3.96	4.16

Figure 3: Region 1 and Statewide Domain Means

Region 1 Domain Changes

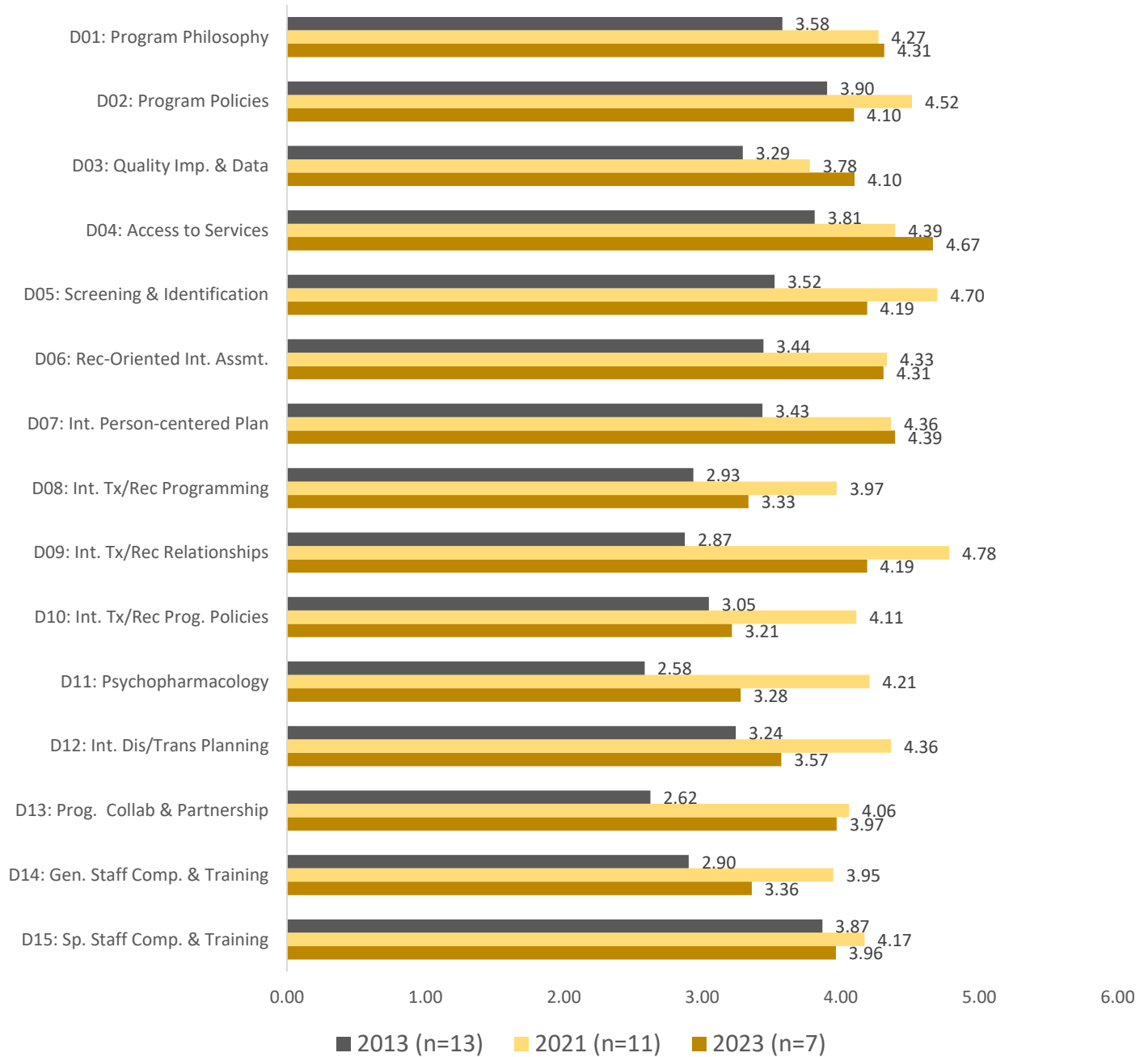Level of changes between measurement years (Figure 3, Table 5):

- From the baseline in 2013 to 2023, Domains 13 (1.35), 9 (1.32), and 7 (0.95) showed the greatest increases between means.

- From 2021 to 2023, there were four domains in which the mean scores increased.

    o Domains 3 (0.32), 4 (0.27), and 1 (0.04) had the greatest increases in means over this period.

    o Domains 11 (-0.93), 10 (-0.90), and 12 (-0.79) had the largest decreases in means from 2021 to 2023.

Figure 4: Region 1 Domain Changes

Table 5

Domain		Domain Mean			Change in 2023 from			
	Description	2013	2021	2023	2013	Direction	2021	Direction
D1	D1 Program Philosophy	3.58	4.27	4.31	0.74	increase	0.04	increase
D2	D2 Program Policies	3.90	4.52	4.10	0.19	increase	-0.42	decrease
D3	D3 Quality Improvement and Data	3.29	3.78	4.10	0.81	increase	0.32	increase
D4	D4 Access	3.81	4.39	4.67	0.85	increase	0.27	increase
D5	D5 Screening and Identification	3.52	4.70	4.19	0.67	increase	-0.51	decrease
D6	D6 Recovery-Oriented Integrated Assessment	3.44	4.33	4.31	0.87	increase	-0.02	decrease
D7	D7 Integrated Person-centered Planning	3.43	4.36	4.39	0.96	increase	0.03	increase
D8	D8 Integrated Treatment/Recovery Programming	2.93	3.97	3.33	0.40	increase	-0.64	decrease
D9	D9 Integrated Treatment/Recovery Relationships	2.87	4.78	4.19	1.32	increase	-0.59	decrease
D10	D10 Integrated Treatment/Recovery Program Policies	3.05	4.11	3.21	0.17	increase	-0.90	decrease
D11	D11 Psychopharmacology	2.58	4.21	3.28	0.69	increase	-0.93	decrease
D12	D12 Integrated Discharge/Transition Planning	3.24	4.36	3.57	0.33	increase	-0.79	decrease
D13	D13 Program Collaboration and Partnership	2.62	4.06	3.97	1.35	increase	-0.09	decrease
D14	D14 General Staff Competencies and Training	2.90	3.95	3.36	0.45	increase	-0.59	decrease
D15	D15 Specific Staff Competencies and Training	3.87	4.17	3.96	0.10	increase	-0.21	decrease

Region 1 Domain Changes: 2013, 2021, 2023

Domain	2013 (n=13)	2021 (n=11)	2023 (n=7)
D01: Program Philosophy	3.58	4.27	4.31
D02: Program Policies	3.90	4.52	4.10
D03: Quality Imp. & Data	3.29	3.78	4.10
D04: Access to Services	3.81	4.39	4.67
D05: Screening & Identification	3.52	4.70	4.19
D06: Rec-Oriented Int. Assmt.	3.44	4.33	4.31
D07: Int. Person-centered Plan	3.43	4.36	4.39
D08: Int. Tx/Rec Programming	2.93	3.97	3.33
D09: Int. Tx/Rec Relationships	2.87	4.78	4.19
D10: Int. Tx/Rec Prog. Policies	3.05	4.11	3.21
D11: Psychopharmacology	2.58	4.21	3.28
D12: Int. Dis/Trans Planning	3.24	4.36	3.57
D13: Prog. Collab & Partnership	2.62	4.06	3.97
D14: Gen. Staff Comp. & Training	2.90	3.95	3.36
D15: Sp. Staff Comp. & Training	3.87	4.17	3.96

2023 Region 1 Areas of Strengths and Opportunities at the Domain Level

Table 6

2023 Domain Highlights	Mean
Areas of Strength	
D4 Access	4.67
D7 Integrated Person-centered Planning	4.39
D1 Program Philosophy	4.31
Areas of Opportunity	
D8 Integrated Treatment/Recovery Programming	3.33
D11 Psychopharmacology	3.28
D10 Integrated Treatment/Recovery Program Policies	3.21

2023 Region 1 Areas of Strengths and Opportunities at the Item Level

Table 7

2023 Item Highlights	Mean
Areas of Strength	
Q04_1: The program has "no wrong door" access policies and procedures that emphasize welcoming and engaging all individuals and families with complex (co-occurring) issues from the moment of initial contact.	4.86
Q07_1: The person's/family's hopeful goals, recent successes and strengths are the foundation of the service plans.	4.86
Q01_2: Written program descriptions specifically say that individuals and families with complex (co-occurring) issues are welcomed for care.	4.71
Areas of Opportunity	
Q11_5: Medications with addictive potential (e.g., benzodiazepines) are neither routinely initiated nor routinely refused in the ongoing treatment of individuals with substance dependence. Prescription of such medications is individualized based on evaluation and consultation or peer review.	2.60
Q08_3: Clients have access to group programming that is matched to their stage of change for each issue. (You may omit this question if the program does not have groups.)	2.40
Q11_6: Medications used specifically for treatment of substance use disorders are prescribed routinely for clients who might benefit from such medications as part of their treatment.	2.40

2023 Region 1 Compass-EZ™ Results: All Items

Table 8

Region 1 Compass-EZ Item Results for 2023 (see appendix for full question text)												
Question		**N**	**Min**	**Max**	**Mean**	**S.D.**	**Question**		**N**	**Min**	**Max**	**Mean**	**S.D.**

Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	7	4	5	4.57	0.53	**Treatment/Recovery Relationships**	Q09_1	7	1	5	4.00	1.53
	Q01_2	7	3	5	4.71	0.76		Q09_2	7	1	5	4.29	1.50
	Q01_3	7	3	5	4.57	0.79		Q09_3	7	1	5	4.29	1.50
	Q01_4	7	2	5	3.71	1.25	**Domain 10**						
	Q01_5	7	2	5	4.00	1.15	**Integrated Treatment/Recovery Program Policies**	Q10_1	7	1	5	3.29	2.14
Domain 2								Q10_2	7	1	5	3.14	2.04
Program Policies	Q02_1	7	1	5	4.29	1.50		Q10_3	7	1	5	3.14	2.04
	Q02_2	7	1	5	4.43	1.51		Q10_4	7	1	5	3.29	2.14
	Q02_3	7	0	5	3.57	2.15	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	6	1	5	3.50	1.97
Quality Improvement and Data	Q03_1	7	3	5	4.29	0.76		Q11_2	6	1	5	3.50	1.38
	Q03_2	7	1	5	4.00	1.53		Q11_3	6	1	5	3.50	1.97
	Q03_3	7	4	5	4.29	0.49		Q11_4	5	1	5	3.40	2.19
	Q03_4	7	1	5	4.00	1.41		Q11_5	5	1	5	2.60	2.19
	Q03_5	6	1	5	3.83	1.47		Q11_6	5	1	5	2.40	1.95
Domain 4							**Domain 12**						
Access	Q04_1	7	4	5	4.86	0.38	**Integrated Discharge/Transition Planning**	Q12_1	7	2	5	3.86	1.21
	Q04_2	7	4	5	4.43	0.53		Q12_2	7	1	5	3.29	1.60
	Q04_3	7	4	5	4.71	0.49	**Domain 13**						
Domain 5							**Program Collaboration and Partnership**	Q13_1	7	4	5	4.29	0.49
Screening and Identification	Q05_1	7	1	5	4.14	1.46		Q13_2	7	1	5	4.00	1.41
	Q05_2	7	4	5	4.71	0.49		Q13_3	7	1	5	3.71	1.50
	Q05_3	7	1	5	3.71	1.89		Q13_4	7	1	5	3.71	1.38
	Q05_4	7	1	5	3.86	1.95		Q13_5	7	3	5	4.14	0.69
	Q05_5	7	1	5	4.14	1.46	**Domain 14**						
	Q05_6	7	4	5	4.57	0.53	**General Staff Competencies and Training**	Q14_1	7	1	5	2.86	1.86
Domain 6								Q14_2	6	1	5	3.17	1.83
Recovery-Oriented Integrated Assessment	Q06_1	7	4	5	4.57	0.53		Q14_3	6	1	5	3.50	1.97
	Q06_2	7	2	5	4.43	1.13		Q14_4	7	1	5	3.00	1.91
	Q06_3	7	2	5	4.29	1.11		Q14_5	7	1	5	4.14	1.46
	Q06_4	7	1	5	4.29	1.50		Q14_6	7	1	5	3.00	1.53
	Q06_5	7	1	5	4.00	1.53	**Domain 15**						
	Q06_6	7	1	5	4.29	1.50	**Specific Staff Competencies**	Q15_1	7	3	5	4.14	0.90
Domain 7								Q15_2	7	2	5	4.14	1.21
Integrated Person-centered Planning	Q07_1	7	4	5	4.86	0.38		Q15_3	7	1	5	3.86	1.35
	Q07_2	7	2	5	4.29	1.25		Q15_4	5	1	5	3.40	1.52
	Q07_3	6	2	5	4.00	1.26		Q15_5	7	1	5	3.86	1.68
	Q07_4	6	2	5	4.50	1.22							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	7	2	5	3.71	1.11							
	Q08_2	7	1	5	3.43	1.51							
	Q08_3	5	0	4	2.40	1.82							
	Q08_4	7	1	5	3.57	1.51							
	Q08_5	7	1	5	2.86	1.77							
	Q08_6	7	1	5	3.43	1.99							

2023 Results by Region: **Region 2**

Region 2 Summary

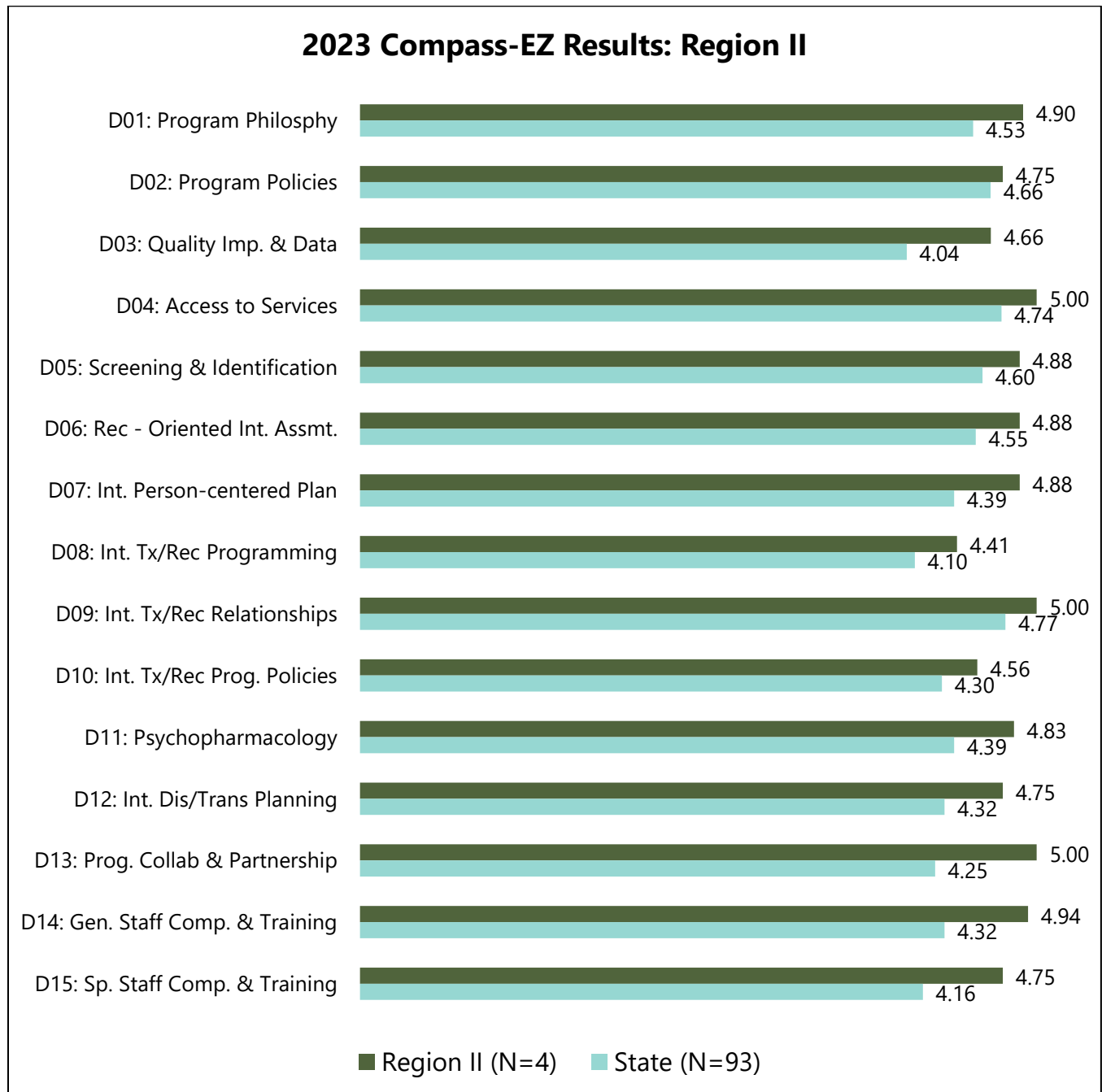The domain means for Region 2 were greater than the statewide means across all 15 domains.

2023 Compass-EZ Results: Region II

Domain	Region II (N=4)	State (N=93)
D01: Program Philosphy	4.90	4.53
D02: Program Policies	4.75	4.66
D03: Quality Imp. & Data	4.66	4.04
D04: Access to Services	5.00	4.74
D05: Screening & Identification	4.88	4.60
D06: Rec - Oriented Int. Assmt.	4.88	4.55
D07: Int. Person-centered Plan	4.88	4.39
D08: Int. Tx/Rec Programming	4.41	4.10
D09: Int. Tx/Rec Relationships	5.00	4.77
D10: Int. Tx/Rec Prog. Policies	4.56	4.30
D11: Psychopharmacology	4.83	4.39
D12: Int. Dis/Trans Planning	4.75	4.32
D13: Prog. Collab & Partnership	5.00	4.25
D14: Gen. Staff Comp. & Training	4.94	4.32
D15: Sp. Staff Comp. & Training	4.75	4.16

Figure 5: Region 2 and Statewide Domain Means

Region 2 Domain Changes

Level of changes between measurement years (Figure 5, Table 9):

- From the baseline in 2013 to 2023 Domains 6 (1.04), 3 (0.99), and 12 (0.98) showed the greatest increase between means.

- From the previous measure in 2021 to 2023, ten domains saw increased means, three saw decreased mean scores, and two saw no change.

  o Domains 11 (0.83), 1 (0.6), and 8 (0.54) showed the greatest increases between means.

  o Domains 10 (-0.19), 2 (-0.08), and 5 (-0.04) showed the greatest and only decreases between means.

Table 9

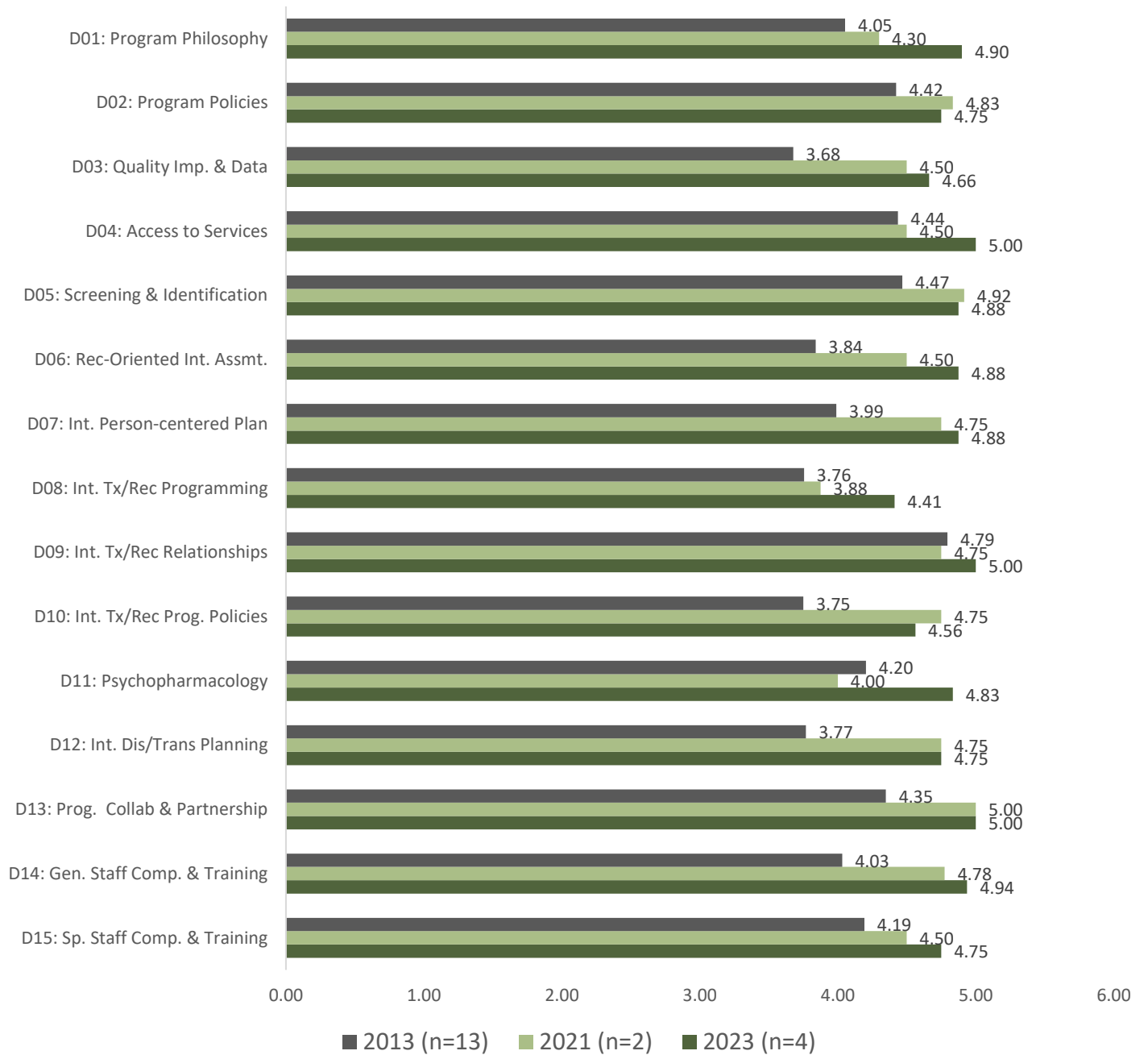| Domain		Domain Mean			Change in 2023 from			
	Description	2013	2021	2023	2013	Direction	2021	Direction
D1	Program Philosophy	4.05	4.30	4.90	0.85	increase	0.60	increase
D2	Program Policies	4.42	4.83	4.75	0.33	increase	-0.08	decrease
D3	Quality Improvement and Data	3.68	4.50	4.66	0.99	increase	0.16	increase
D4	Access	4.44	4.50	5.00	0.56	increase	0.50	increase
D5	Screening and Identification	4.47	4.92	4.88	0.41	increase	-0.04	decrease
D6	Recovery-Oriented Integrated Assessment	3.84	4.50	4.88	1.04	increase	0.38	increase
D7	Integrated Person-centered Planning	3.99	4.75	4.88	0.88	increase	0.13	increase
D8	Integrated Treatment/Recovery Programming	3.76	3.88	4.41	0.66	increase	0.54	increase
D9	Integrated Treatment/Recovery Relationships	4.79	4.75	5.00	0.21	increase	0.25	increase
D10	Integrated Treatment/Recovery Program Policies	3.75	4.75	4.56	0.81	increase	-0.19	decrease
D11	Psychopharmacology	4.20	4.00	4.83	0.63	increase	0.83	increase
D12	Integrated Discharge/Transition Planning	3.77	4.75	4.75	0.98	increase	0.00	no change
D13	Program Collaboration and Partnership	4.35	5.00	5.00	0.65	increase	0.00	no change
D14	General Staff Competencies and Training	4.03	4.78	4.94	0.91	increase	0.16	increase
D15	Specific Staff Competencies and Training	4.19	4.50	4.75	0.56	increase	0.25	increase

Figure 6: Region 2 Domain Changes

2023 Region 2 Areas of Strengths and Opportunities at the Domain Level

Table 10

2023 Domain Highlights	Mean
Areas of Strength	
D4 Access	5.00
D9 Integrated Treatment/Recovery Relationships	5.00
D13 Program Collaboration and Partnership	5.00
Areas of Opportunity	
D3 Quality Improvement and Data	4.66
D10 Integrated Treatment/Recovery Program Policies	4.56
D8 Integrated Treatment/Recovery Programming	4.41

2023 Region 2 Areas of Strengths and Opportunities at the Item Level

Table 11

2023 Item Highlights	Mean
Areas of Strength	
There are 41 items with a value of 5. Q01_2, Q01_4, Q01_5, Q02_2, Q02_3, Q03_3, Q04_1, Q04_2, Q04_3, Q05_1, Q05_2, Q05_3, Q05_4, Q06_1, Q06_2, Q06_3, Q06_4, Q07_1, Q07_3, Q08_6, Q09_1, Q09_2, Q09_3, Q10_1, Q11_2, Q11_3, Q11_4, Q11_5, Q11_6, Q12_1, Q13_1, Q13_2, Q13_3, Q13_4, Q13_5, Q14_1, Q14_2, Q14_3, Q14_4, Q14_5, Q15_5	5.00
Areas of Opportunity	
Q08_5: There are specific co-occurring skills manuals that are used regularly in the program for individual or group skill building regarding complex (co-occurring) conditions, such as manuals on managing trauma symptoms while in addiction treatment, or sobriety skill building while in mental health treatment.	4.25
Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children and youth.)	4.00
Q10_2: Program policies and procedures are designed to reward individuals for asking for help when they are having difficulty or beginning to relapse with any issue.	4.00

Note: each of the items underlined above have less than three responses

2023 Region 2 Compass-EZ™ Results: All Items

Table 12

Region 2 Compass-EZ Item Results for 2023 (see appendix for full question text)											
Question		**N**	**Min**	**Max**	**Mean**	**S.D.**	**Question**		**N**	**Min**	**Max**	**Mean**	**S.D.**

Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	4	4	5	4.75	0.50	**Treatment/Recovery Relationships**	Q09_1	4	5	5	5.00	0.00
	Q01_2	4	5	5	5.00	0.00		Q09_2	4	5	5	5.00	0.00
	Q01_3	4	4	5	4.75	0.50		Q09_3	4	5	5	5.00	0.00
	Q01_4	4	5	5	5.00	0.00	**Domain 10**						
	Q01_5	4	5	5	5.00	0.00	**Integrated Treatment/Recovery Program Policies**	Q10_1	4	5	5	5.00	0.00
Domain 2								Q10_2	4	2	5	4.00	1.41
Program Policies	Q02_1	4	3	5	4.25	0.96		Q10_3	4	4	5	4.75	0.50
	Q02_2	4	5	5	5.00	0.00		Q10_4	4	3	5	4.50	1.00
	Q02_3	4	5	5	5.00	0.00	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	2	4	5	4.50	0.71
Quality Improvement and Data	Q03_1	4	4	5	4.75	0.50		Q11_2	2	5	5	5.00	0.00
	Q03_2	4	4	5	4.75	0.50		Q11_3	2	5	5	5.00	0.00
	Q03_3	4	5	5	5.00	0.00		Q11_4	1	5	5	5.00	0.00
	Q03_4	4	4	5	4.50	0.58		Q11_5	1	5	5	5.00	0.00
	Q03_5	2	3	5	4.00	1.41		Q11_6	1	5	5	5.00	0.00
Domain 4							**Domain 12**						
Access	Q04_1	4	5	5	5.00	0.00	**Integrated Discharge/Transition Planning**	Q12_1	4	5	5	5.00	0.00
	Q04_2	4	5	5	5.00	0.00		Q12_2	4	4	5	4.50	0.58
	Q04_3	4	5	5	5.00	0.00	**Domain 13**						
Domain 5							**Program Collaboration and Partnership**	Q13_1	4	5	5	5.00	0.00
Screening and Identification	Q05_1	4	5	5	5.00	0.00		Q13_2	4	5	5	5.00	0.00
	Q05_2	4	5	5	5.00	0.00		Q13_3	4	5	5	5.00	0.00
	Q05_3	4	5	5	5.00	0.00		Q13_4	4	5	5	5.00	0.00
	Q05_4	4	5	5	5.00	0.00		Q13_5	4	5	5	5.00	0.00
	Q05_5	4	4	5	4.50	0.58	**Domain 14**						
	Q05_6	4	4	5	4.75	0.50	**General Staff Competencies and Training**	Q14_1	4	5	5	5.00	0.00
Domain 6								Q14_2	2	5	5	5.00	0.00
Recovery-Oriented Integrated Assessment	Q06_1	4	5	5	5.00	0.00		Q14_3	1	5	5	5.00	0.00
	Q06_2	4	5	5	5.00	0.00		Q14_4	4	5	5	5.00	0.00
	Q06_3	4	5	5	5.00	0.00		Q14_5	4	5	5	5.00	0.00
	Q06_4	4	5	5	5.00	0.00		Q14_6	4	4	5	4.75	0.50
	Q06_5	4	4	5	4.75	0.50	**Domain 15**						
	Q06_6	4	4	5	4.50	0.58	**Specific Staff Competencies**	Q15_1	4	4	5	4.75	0.50
Domain 7								Q15_2	4	4	5	4.75	0.50
Integrated Person-centered Planning	Q07_1	4	5	5	5.00	0.00		Q15_3	3	4	5	4.67	0.58
	Q07_2	4	4	5	4.75	0.50		Q15_4	3	4	5	4.67	0.58
	Q07_3	4	5	5	5.00	0.00		Q15_5	2	5	5	5.00	0.00
	Q07_4	4	4	5	4.75	0.50							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	4	4	5	4.25	0.50							
	Q08_2	4	4	5	4.50	0.58							
	Q08_3	2	4	5	4.50	0.71							
	Q08_4	3	4	5	4.33	0.58							
	Q08_5	4	3	5	4.25	0.96							
	Q08_6	3	5	5	5.00	0.00							

2

Region 3 Summary

Region 3 exceeded the overall state means for seven domains (2,3,4,7,8,9,13) and was lower or equal to the statewide mean for the remaining domains.
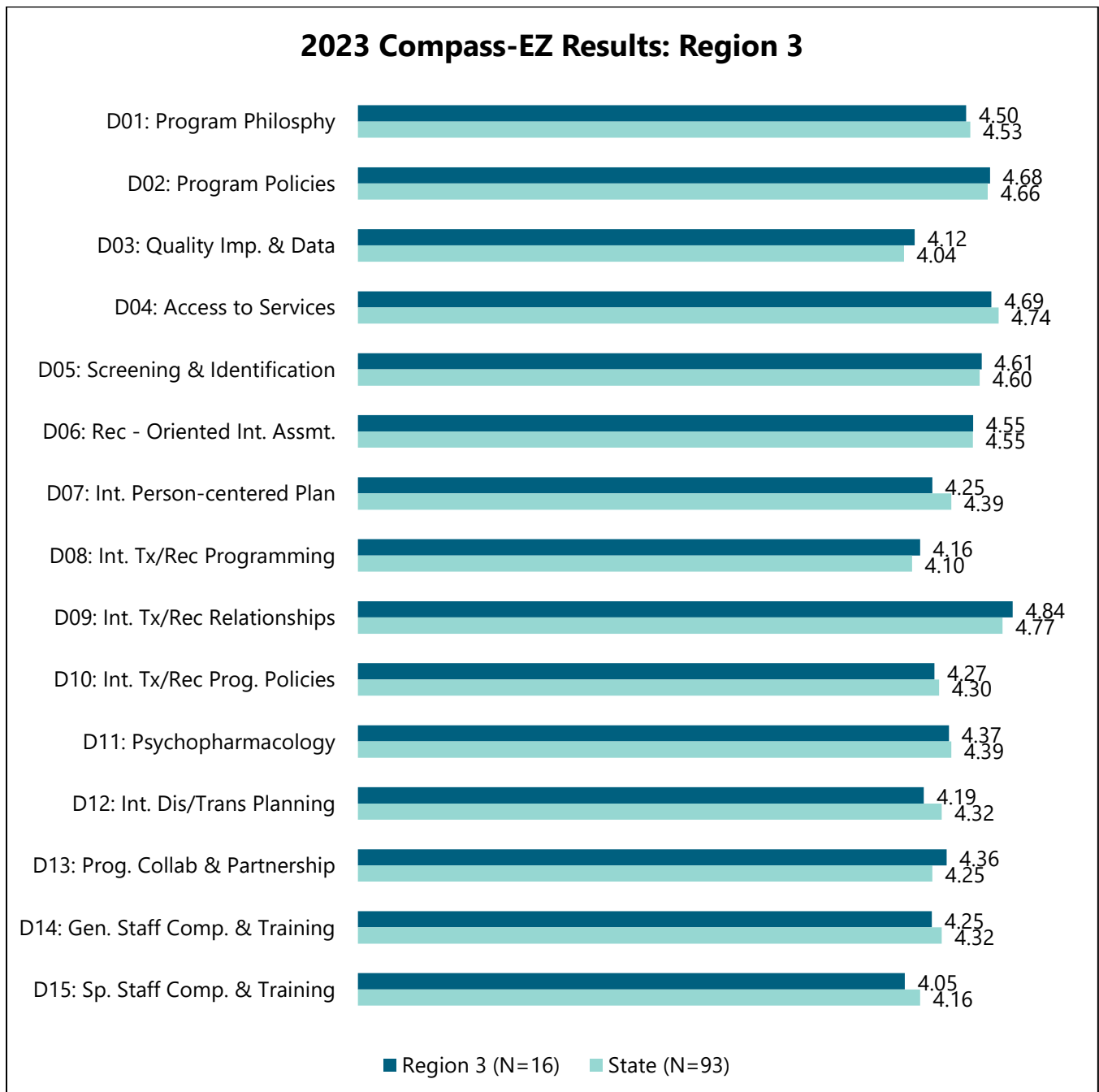

2023 Compass-EZ Results: Region 3

Domain	Region 3 (N=16)	State (N=93)
D01: Program Philosphy	4.50	4.53
D02: Program Policies	4.68	4.66
D03: Quality Imp. & Data	4.12	4.04
D04: Access to Services	4.69	4.74
D05: Screening & Identification	4.61	4.60
D06: Rec - Oriented Int. Assmt.	4.55	4.55
D07: Int. Person-centered Plan	4.25	4.39
D08: Int. Tx/Rec Programming	4.16	4.10
D09: Int. Tx/Rec Relationships	4.84	4.77
D10: Int. Tx/Rec Prog. Policies	4.27	4.30
D11: Psychopharmacology	4.37	4.39
D12: Int. Dis/Trans Planning	4.19	4.32
D13: Prog. Collab & Partnership	4.36	4.25
D14: Gen. Staff Comp. & Training	4.25	4.32
D15: Sp. Staff Comp. & Training	4.05	4.16

Figure 7: Region 3 and Statewide Domain Means

Region 3 Domain Changes

Level of changes between measurement years (Figure 7, Table 13):

- From the baseline in 2013 to 2023, Domains 12 (1.07), 1 (1.01), and 8 (0.91) showed the greatest increases between means.

- From the previous measure in 2021 to 2023, there were seven domains that saw increased means and eight domains that saw decreased means.

   o Domains 8 (0.35), 9 (0.26), and 11 (0.22) saw the largest increases.

   o Domains 15 (-0.21), 10 (-0.13), and 3 (-0.12) saw the largest decreases.

Table 13

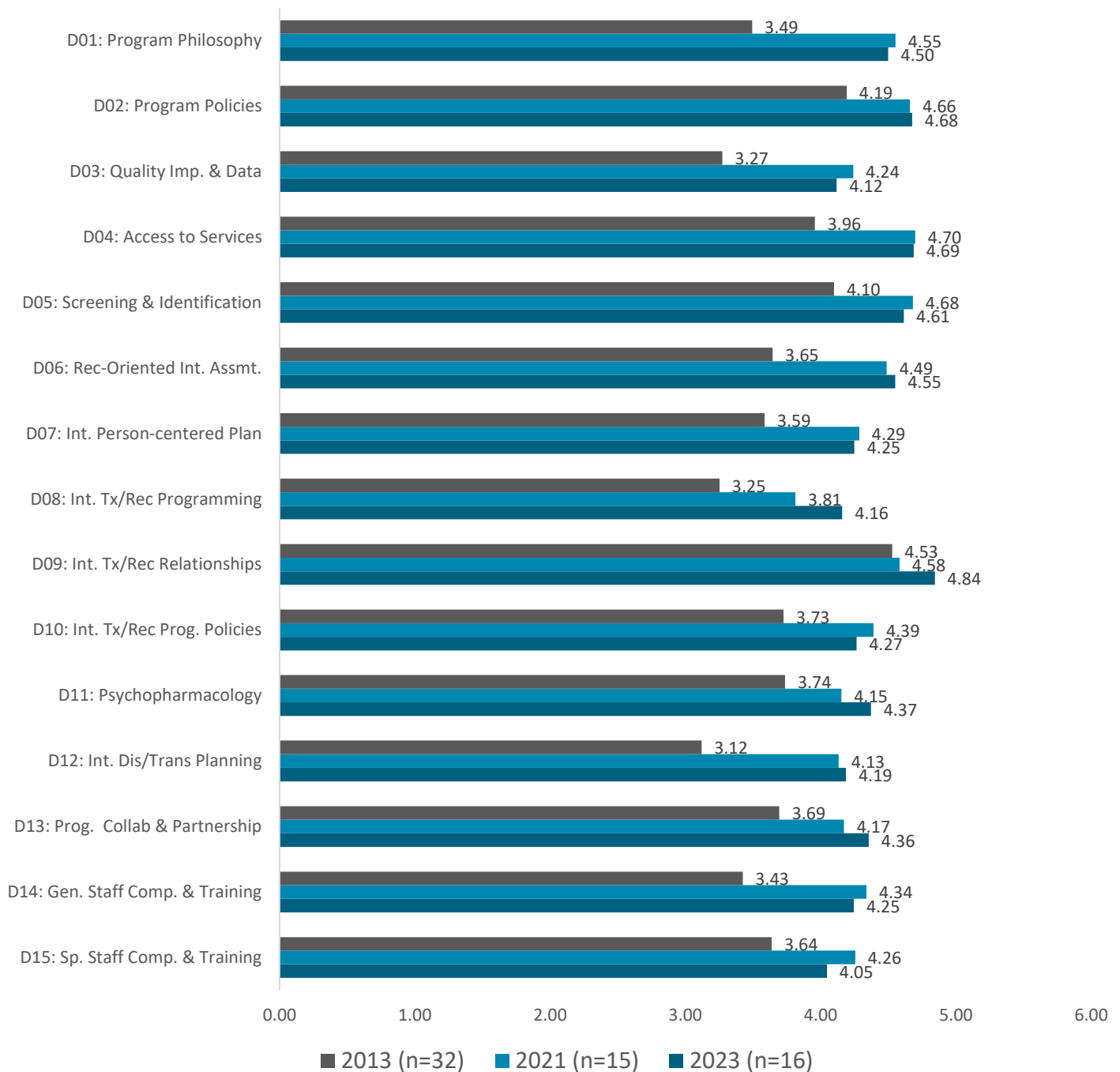| Domain		Domain Mean			Change in 2023 from			
	Description	2013	2021	2023	2013	Direction	2021	Direction
D1	Program Philosophy	3.49	4.55	4.50	1.01	increase	-0.05	decrease
D2	Program Policies	4.19	4.66	4.68	0.48	increase	0.02	increase
D3	Quality Improvement and Data	3.27	4.24	4.12	0.85	increase	-0.12	decrease
D4	Access	3.96	4.70	4.69	0.73	increase	-0.01	decrease
D5	Screening and Identification	4.10	4.68	4.61	0.51	increase	-0.07	decrease
D6	Recovery-Oriented Integrated Assessment	3.65	4.49	4.55	0.91	increase	0.06	increase
D7	Integrated Person-centered Planning	3.59	4.29	4.25	0.66	increase	-0.04	decrease
D8	Integrated Treatment/Recovery Programming	3.25	3.81	4.16	0.91	increase	0.35	increase
D9	Integrated Treatment/Recovery Relationships	4.53	4.58	4.84	0.32	increase	0.26	increase
D10	Integrated Treatment/Recovery Program Policies	3.73	4.39	4.27	0.54	increase	-0.13	decrease
D11	Psychopharmacology	3.74	4.15	4.37	0.63	increase	0.22	increase
D12	Integrated Discharge/Transition Planning	3.12	4.13	4.19	1.07	increase	0.05	increase
D13	Program Collaboration and Partnership	3.69	4.17	4.36	0.66	increase	0.18	increase
D14	General Staff Competencies and Training	3.43	4.34	4.25	0.82	increase	-0.09	decrease
D15	Specific Staff Competencies and Training	3.64	4.26	4.05	0.41	increase	-0.21	decrease

Region 3 Domain Changes: 2013, 2021, 2023

Domain	2013 (n=32)	2021 (n=15)	2023 (n=16)
D01: Program Philosophy	3.49	4.55	4.50
D02: Program Policies	4.19	4.66	4.68
D03: Quality Imp. & Data	3.27	4.24	4.12
D04: Access to Services	3.96	4.70	4.69
D05: Screening & Identification	4.10	4.68	4.61
D06: Rec-Oriented Int. Assmt.	3.65	4.49	4.55
D07: Int. Person-centered Plan	3.59	4.29	4.25
D08: Int. Tx/Rec Programming	3.25	3.81	4.16
D09: Int. Tx/Rec Relationships	4.53	4.58	4.84
D10: Int. Tx/Rec Prog. Policies	3.73	4.39	4.27
D11: Psychopharmacology	3.74	4.15	4.37
D12: Int. Dis/Trans Planning	3.12	4.13	4.19
D13: Prog. Collab & Partnership	3.69	4.17	4.36
D14: Gen. Staff Comp. & Training	3.43	4.34	4.25
D15: Sp. Staff Comp. & Training	3.64	4.26	4.05

Figure 8: Region 3 Domain Changes

2023 Region 3 Areas of Strengths and Opportunities at the Domain Level

Table 14

2023 Domain Highlights	Mean
Areas of Strength	
D9 Integrated Treatment/Recovery Relationships	4.84
D4 Access	4.69
D2 Program Policies	4.68
Areas of Opportunity	
D8 Integrated Treatment/Recovery Programming	4.16
D3 Quality Improvement and Data	4.12
D15 Specific Staff Competencies and Training	4.05

2023 Region 3 Areas of Strengths and Opportunities at the Item Level

Table 15

2023 Item Highlights	Mean
Areas of Strength	
Q02_3: Clinical recordkeeping policies support documentation of integrated attention to mental health, health, and substance use issues in a single process note and in a single client chart or record.	4.91
Q06_4: The assessment documents current and past information to support the identification of a mental health issue or diagnosis when present, including if possible, describing mental health symptoms during previous periods of non-harmful substance use or sobriety.	4.87
Q09_1: Each client has a primary relationship with an individual clinician or team of clinicians that integrates attention to complex (co-occurring) issues inside the relationship.	4.87
Areas of Opportunity	
Q15_2: The program staff demonstrate specific competency in working on complex (co-occurring) issues with clients who have cognitive impairments (e.g., clients with learning disabilities, intellectual impairments, thought processing difficulties).	3.81
Q08_5: There are specific co-occurring skills manuals that are used regularly in the program for individual or group skill building regarding complex (co-occurring) conditions, such as manuals on managing trauma symptoms while in addiction treatment, or sobriety skill building while in mental health treatment.	3.80
Q14_6: Recovery/resiliency and complexity (co-occurring) competencies are evaluated as part of annual staff performance reviews.	3.73

2023 Region 3 Compass-EZ™ Results: All Items

Table 16

Region 3 Compass-EZ Item Results for 2023 (see appendix for full question text)											
Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.

Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	16	2	5	4.56	0.81	**Treatment/Recovery Relationships**	Q09_1	15	4	5	4.87	0.35
	Q01_2	16	4	5	4.75	0.45		Q09_2	15	4	5	4.87	0.35
	Q01_3	16	1	5	4.50	1.10		Q09_3	15	4	5	4.80	0.41
	Q01_4	16	2	5	4.44	0.89	**Domain 10**						
	Q01_5	16	3	5	4.25	0.86	**Integrated Treatment/Recovery Program Policies**	Q10_1	16	1	5	4.31	1.20
Domain 2								Q10_2	16	1	5	4.06	1.06
Program Policies	Q02_1	15	1	5	4.27	1.16		Q10_3	16	3	5	4.31	0.79
	Q02_2	16	2	5	4.81	0.75		Q10_4	16	2	5	4.38	0.89
	Q02_3	16	4	5	4.91	0.27	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	15	1	5	4.20	1.08
Quality Improvement and Data	Q03_1	16	4	5	4.50	0.52		Q11_2	15	2	5	4.33	1.05
	Q03_2	16	2	5	3.88	0.81		Q11_3	15	1	5	4.60	1.06
	Q03_3	16	2	5	4.38	0.89		Q11_4	12	1	5	4.50	1.17
	Q03_4	16	1	5	3.81	1.11		Q11_5	11	1	5	4.36	1.21
	Q03_5	6	1	5	4.00	1.55		Q11_6	11	1	5	4.27	1.27
Domain 4							**Domain 12**						
Access	Q04_1	16	1	5	4.69	1.01	**Integrated Discharge/Transition Planning**	Q12_1	16	1	5	3.94	1.29
	Q04_2	16	2	5	4.56	0.89		Q12_2	16	3	5	4.44	0.63
	Q04_3	16	4	5	4.81	0.40	**Domain 13**						
Domain 5							**Program Collaboration and Partnership**	Q13_1	16	4	5	4.63	0.50
Screening and Identification	Q05_1	16	2	5	4.69	0.79		Q13_2	16	3	5	4.63	0.62
	Q05_2	16	3	5	4.81	0.54		Q13_3	16	1	5	3.88	1.15
	Q05_3	15	2	5	4.47	1.06		Q13_4	16	2	5	4.06	0.93
	Q05_4	15	3	5	4.73	0.59		Q13_5	15	3	5	4.60	0.74
	Q05_5	15	3	5	4.63	0.61	**Domain 14**						
	Q05_6	15	2	5	4.50	0.91	**General Staff Competencies and Training**	Q14_1	15	1	5	4.07	1.33
Domain 6								Q14_2	14	1	5	4.04	1.42
Recovery-Oriented Integrated Assessment	Q06_1	16	3	5	4.63	0.72		Q14_3	15	2	5	4.60	0.91
	Q06_2	16	2	5	4.19	0.91		Q14_4	15	3	5	4.40	0.74
	Q06_3	15	4	5	4.80	0.41		Q14_5	15	3	5	4.60	0.63
	Q06_4	15	4	5	4.87	0.35		Q14_6	15	1	5	3.73	1.44
	Q06_5	15	4	5	4.40	0.51	**Domain 15**						
	Q06_6	15	2	5	4.33	0.90	**Specific Staff Competencies**	Q15_1	16	2	5	4.19	1.05
Domain 7								Q15_2	16	2	5	3.81	0.98
Integrated Person-centered Planning	Q07_1	16	2	5	4.50	0.89		Q15_3	16	2	5	4.00	0.89
	Q07_2	16	3	5	4.56	0.63		Q15_4	15	2	5	3.87	0.83
	Q07_3	16	1	5	3.88	1.09		Q15_5	10	4	5	4.75	0.42
	Q07_4	16	2	5	4.06	0.77							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	15	3	5	4.60	0.63							
	Q08_2	15	3	5	4.60	0.63							
	Q08_3	12	2	5	3.92	1.08							
	Q08_4	15	1	5	3.87	1.19							
	Q08_5	15	2	5	3.80	1.08							
	Q08_6	15	2	5	4.20	0.94							

Region 4 Summary

Region 4 exceeded the overall state mean in Domain 9 while was below the statewide mean for the remaining means.
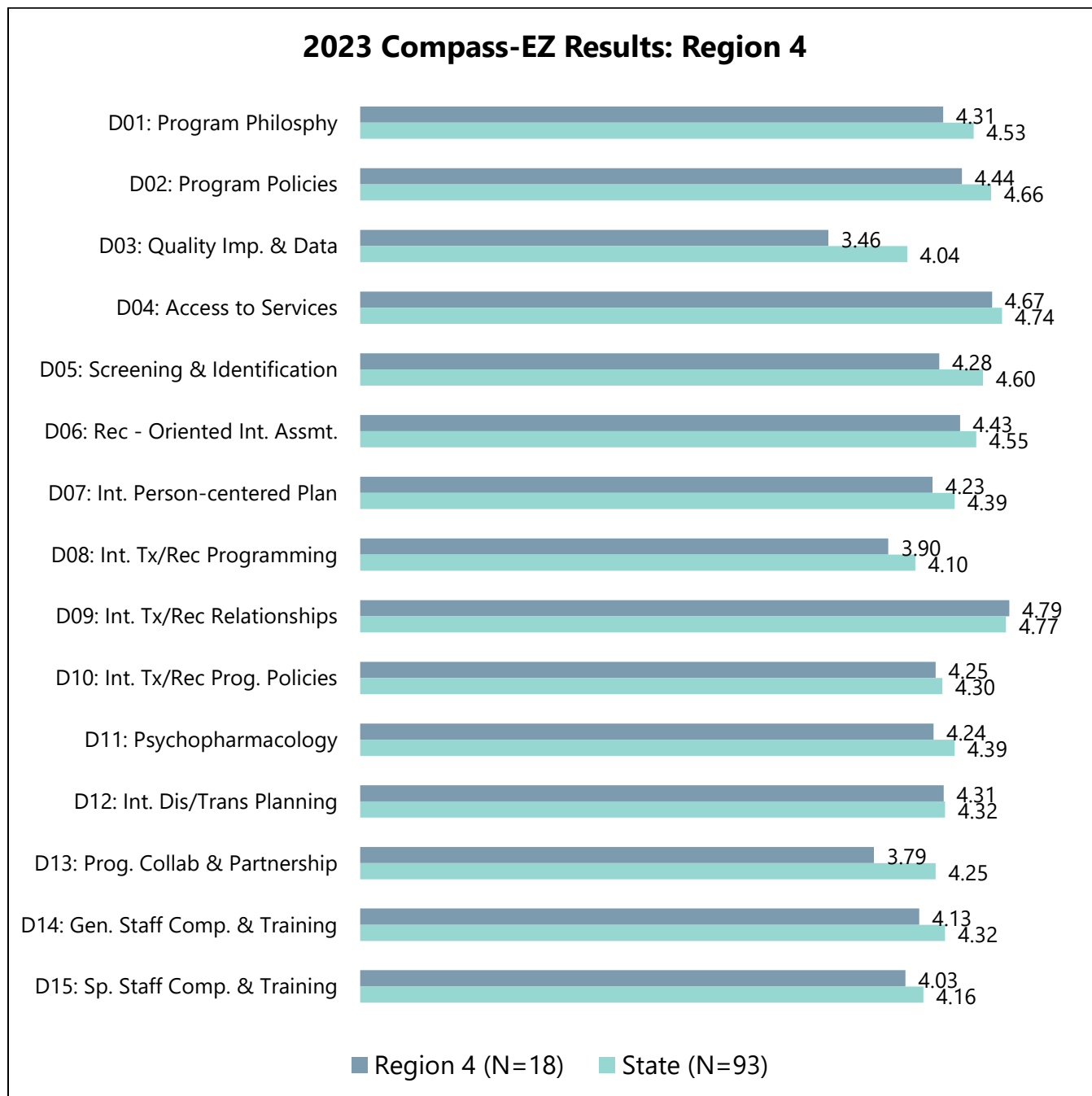

Figure 9: Region 4 and Statewide Domain Means

Region 4 Domain Changes

Level of changes between measurement years (Figure 9, Table 17):

- From the baseline in 2013 to 2023, Domains 14 (1.10), 13 (1.10), and 9 (0.94) showed the greatest increases between means.

- From the previous measure in 2021 to 2023, means increased for three domains, no change for one domain, and decreased for 11 domains.

  - Domains 9 (0.05), 10 (0.02), and 12 (0.01) showed the greatest and only increases.

  - Domains 5 (-0.34), 14 (-0.22), and 3 (-0.20) showed the greatest decreases.

Table 17

Domain		Domain Mean			Change in 2023 from			
Description		2013	2021	2023	2013	Direction	2021	Direction
D1	Program Philosophy	3.82	4.50	4.31	0.49	increase	-0.19	decrease
D2	Program Policies	4.44	4.63	4.44	0.00	no change	-0.18	decrease
D3	Quality Improvement and Data	3.28	3.66	3.46	0.18	increase	-0.2	decrease
D4	Access	4.16	4.67	4.67	0.51	increase	0.00	no change
D5	Screening and Identification	3.64	4.61	4.28	0.64	increase	-0.34	decrease
D6	Recovery-Oriented Integrated Assessment	3.55	4.57	4.43	0.88	increase	-0.14	decrease
D7	Integrated Person-centered Planning	3.37	4.41	4.23	0.86	increase	-0.18	decrease
D8	Integrated Treatment/Recovery Programming	3.17	4.09	3.90	0.73	increase	-0.19	decrease
D9	Integrated Treatment/Recovery Relationships	3.86	4.74	4.79	0.94	increase	0.05	increase
D10	Integrated Treatment/Recovery Program Policies	3.68	4.23	4.25	0.57	increase	0.02	increase
D11	Psychopharmacology	3.66	4.24	4.24	0.58	increase	-0.01	decrease
D12	Integrated Discharge/Transition Planning	3.48	4.30	4.31	0.83	increase	0.01	increase
D13	Program Collaboration and Partnership	2.70	3.82	3.79	1.10	increase	-0.03	decrease
D14	General Staff Competencies and Training	3.02	4.35	4.13	1.10	increase	-0.22	decrease
D15	Specific Staff Competencies and Training	3.71	4.16	4.03	0.31	increase	-0.14	decrease

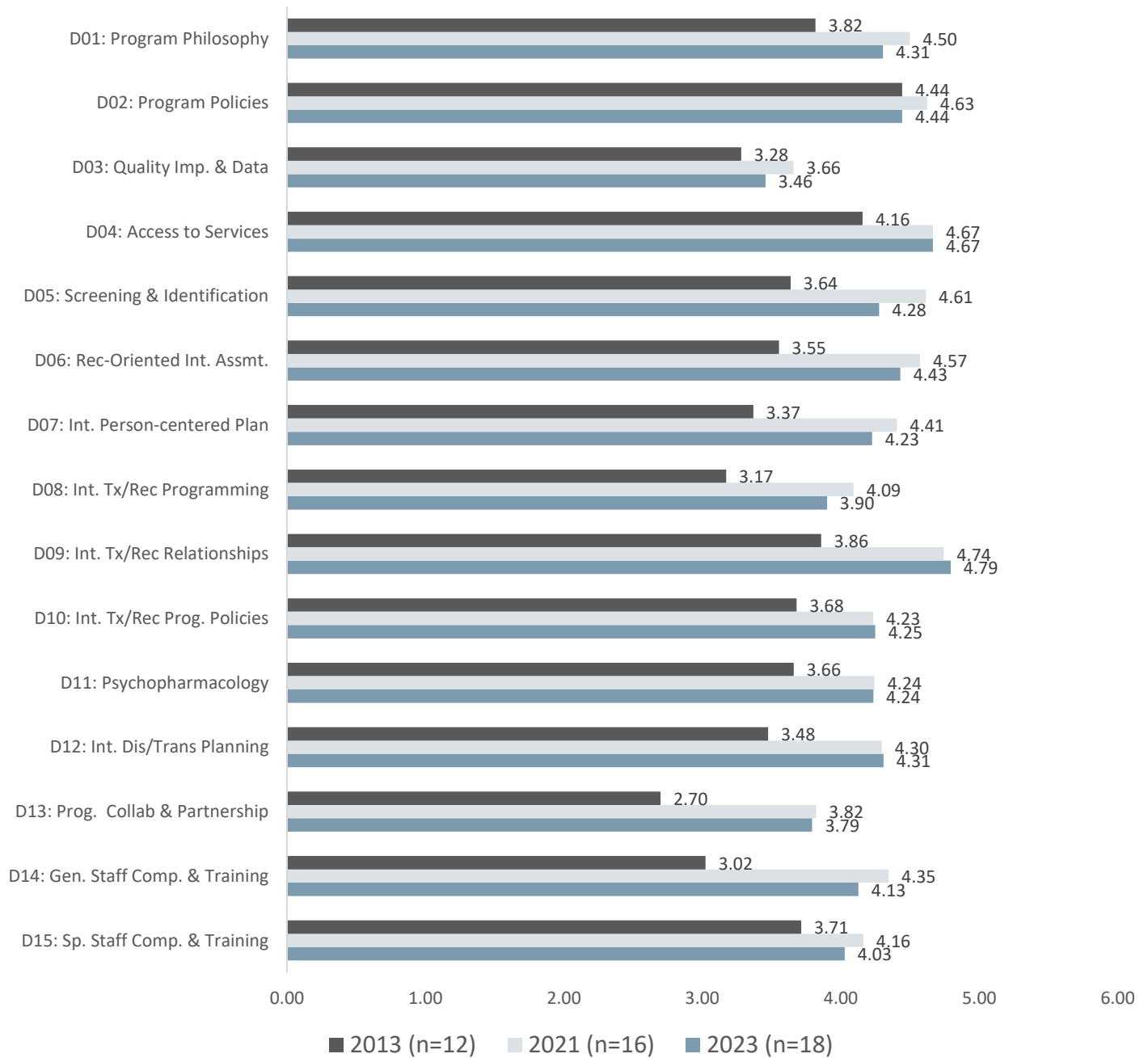**Region 4 Domain Changes: 2013, 2021, 2023**

Domain	2013	2021	2023
D01: Program Philosophy	3.82	4.50	4.31
D02: Program Policies	4.44	4.63	4.44
D03: Quality Imp. & Data	3.28	3.66	3.46
D04: Access to Services	4.16	4.67	4.67
D05: Screening & Identification	3.64	4.61	4.28
D06: Rec-Oriented Int. Assmt.	3.55	4.57	4.43
D07: Int. Person-centered Plan	3.37	4.41	4.23
D08: Int. Tx/Rec Programming	3.17	4.09	3.90
D09: Int. Tx/Rec Relationships	3.86	4.74	4.79
D10: Int. Tx/Rec Prog. Policies	3.68	4.23	4.25
D11: Psychopharmacology	3.66	4.24	4.24
D12: Int. Dis/Trans Planning	3.48	4.30	4.31
D13: Prog. Collab & Partnership	2.70	3.82	3.79
D14: Gen. Staff Comp. & Training	3.02	4.35	4.13
D15: Sp. Staff Comp. & Training	3.71	4.16	4.03

■ 2013 (n=12)   ■ 2021 (n=16)   ■ 2023 (n=18)

Figure 10: Region 4 Domain Changes

2023 Region 4 Areas of Strengths and Opportunities at the Domain Level

Table 18

2023 Domain Highlights	Mean
Areas of Strength	
D9 Integrated Treatment/Recovery Relationships	4.79
D4 Access	4.67
D2 Program Policies	4.44
Areas of Opportunity	
D8 Integrated Treatment/Recovery Programming	3.90
D13 Program Collaboration and Partnership	3.79
D3 Quality Improvement and Data	3.46

2023 Region 4 Areas of Strengths and Opportunities at the Item Level

Table 19

2023 Item Highlights	Mean
Areas of Strength	
Q09_1: Each client has a primary relationship with an individual clinician or team of clinicians that integrates attention to complex (co-occurring) issues inside the relationship.	4.85
Q04_3: Individuals and families receive welcoming access to appropriate service regardless of active mental health issues (e.g., active symptoms, type of psychiatric diagnosis, or type of prescribed psychiatric medications, such as antipsychotics, stimulants, benzodiazepines, opiate maintenance).	4.83
Q09_2: The primary clinician or team continues working with the client on each issue even when the person may still be using substances, may not be taking medication as prescribed, or may be having trouble following other aspects of the treatment plan.	4.82
Q02_3: Clinical recordkeeping policies support documentation of integrated attention to mental health, health, and substance use issues in a single process note and in a single client chart or record.	4.78
Areas of Opportunity	
Q03_2: The program has a continuous quality improvement team, with representation from leadership, supervisors, frontline staff, and consumers and families, that meets regularly and uses a written plan to guide, track, and celebrate progress toward being recovery-oriented and complexity (co-occurring) capable.	3.31
Q08_5: There are specific co-occurring skills manuals that are used regularly in the program for individual or group skill building regarding complex (co-occurring) conditions, such as manuals on managing trauma symptoms while in addiction treatment, or sobriety skill building while in mental health treatment.	3.10
Q03_4: Program management information systems are designed to collect accurate data on how many individuals in the program have complex (co-occurring) issues.	3.08
Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children and youth.)	2.63

2023 Region 4 Compass-EZ™ Results: All Items

Table 20

Region 4 Compass-EZ Item Results for 2023 (see appendix for full question text)													
Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	18	2	5	4.28	0.75	**Treatment/Recovery Relationships**	Q09_1	17	4	5	4.85	0.34
	Q01_2	18	3	5	4.56	0.62		Q09_2	17	4	5	4.82	0.39
	Q01_3	18	2	5	4.50	0.79		Q09_3	17	4	5	4.71	0.47
	Q01_4	18	2.5	5	4.25	0.81	**Domain 10**						
	Q01_5	18	1	5	3.94	1.26	**Integrated Treatment/Recovery Program Policies**	Q10_1	18	1	5	4.39	0.98
Domain 2								Q10_2	17	1	5	4.06	1.14
Program Policies	Q02_1	17	1	5	3.82	1.59		Q10_3	18	3	5	4.22	0.73
	Q02_2	18	2	5	4.67	0.84		Q10_4	17	3	5	4.29	0.69
	Q02_3	18	4	5	4.78	0.43	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	16	2	5	4.06	0.85
Quality Improvement and Data	Q03_1	18	2	5	3.97	0.85		Q11_2	17	1	5	3.82	1.24
	Q03_2	18	2	5	3.31	0.86		Q11_3	15	3	5	4.67	0.62
	Q03_3	18	2	5	3.72	1.02		Q11_4	13	3	5	4.54	0.66
	Q03_4	18	1	5	3.08	1.40		Q11_5	11	3	5	4.64	0.67
	Q03_5	8	1	5	2.63	1.77		Q11_6	10	3	5	4.60	0.70
Domain 4							**Domain 12**						
Access	Q04_1	18	1	5	4.50	0.99	**Integrated Discharge/Transition Planning**	Q12_1	17	2	5	4.21	0.81
	Q04_2	18	2	5	4.67	0.77		Q12_2	17	3	5	4.41	0.71
	Q04_3	18	4	5	4.83	0.38	**Domain 13**						
Domain 5							**Program Collaboration and Partnership**	Q13_1	17	3	5	4.21	0.69
Screening and Identification	Q05_1	18	2	5	4.56	0.78		Q13_2	17	3	5	4.12	0.78
	Q05_2	18	3	5	4.39	0.92		Q13_3	17	1	5	3.35	1.54
	Q05_3	18	1	5	3.67	1.46		Q13_4	17	1	5	3.35	1.41
	Q05_4	18	2	5	4.28	0.96		Q13_5	17	1	5	3.94	1.39
	Q05_5	18	3	5	4.44	0.70	**Domain 14**						
	Q05_6	18	2	5	4.33	1.08	**General Staff Competencies and Training**	Q14_1	17	2	5	3.88	1.11
Domain 6								Q14_2	15	1	5	3.73	1.33
Recovery-Oriented Integrated Assessment	Q06_1	18	3	5	4.56	0.62		Q14_3	16	3	5	4.56	0.73
	Q06_2	18	2	5	4.06	0.82		Q14_4	17	2	5	4.12	0.99
	Q06_3	17	4	5	4.76	0.44		Q14_5	16	3	5	4.44	0.66
	Q06_4	18	4	5	4.72	0.46		Q14_6	17	1	5	4.00	1.22
	Q06_5	18	3	5	4.42	0.65	**Domain 15**						
	Q06_6	17	2	5	4.00	0.94	**Specific Staff Competencies**	Q15_1	17	2	5	4.06	0.83
Domain 7								Q15_2	17	2	5	4.24	0.83
Integrated Person-centered Planning	Q07_1	17	2	5	4.53	0.80		Q15_3	17	3	5	3.82	0.73
	Q07_2	18	3.5	5	4.53	0.55		Q15_4	17	2	5	3.97	0.91
	Q07_3	17	2	5	3.68	0.85		Q15_5	9	3	5	4.33	0.87
	Q07_4	18	3	5	4.17	0.79							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	18	2	5	4.03	0.85							
	Q08_2	16	4	5	4.75	0.45							
	Q08_3	10	3	5	4.00	0.82							
	Q08_4	15	3	5	3.97	0.67							
	Q08_5	15	1	5	3.10	1.34							
	Q08_6	17	2	5	3.94	0.97							

2023 Results by Region: **Region 5**

Region 5 Summary

The domain means for Region 5 were greater than the statewide domain means for all but Domain 9, where it was slightly lower.
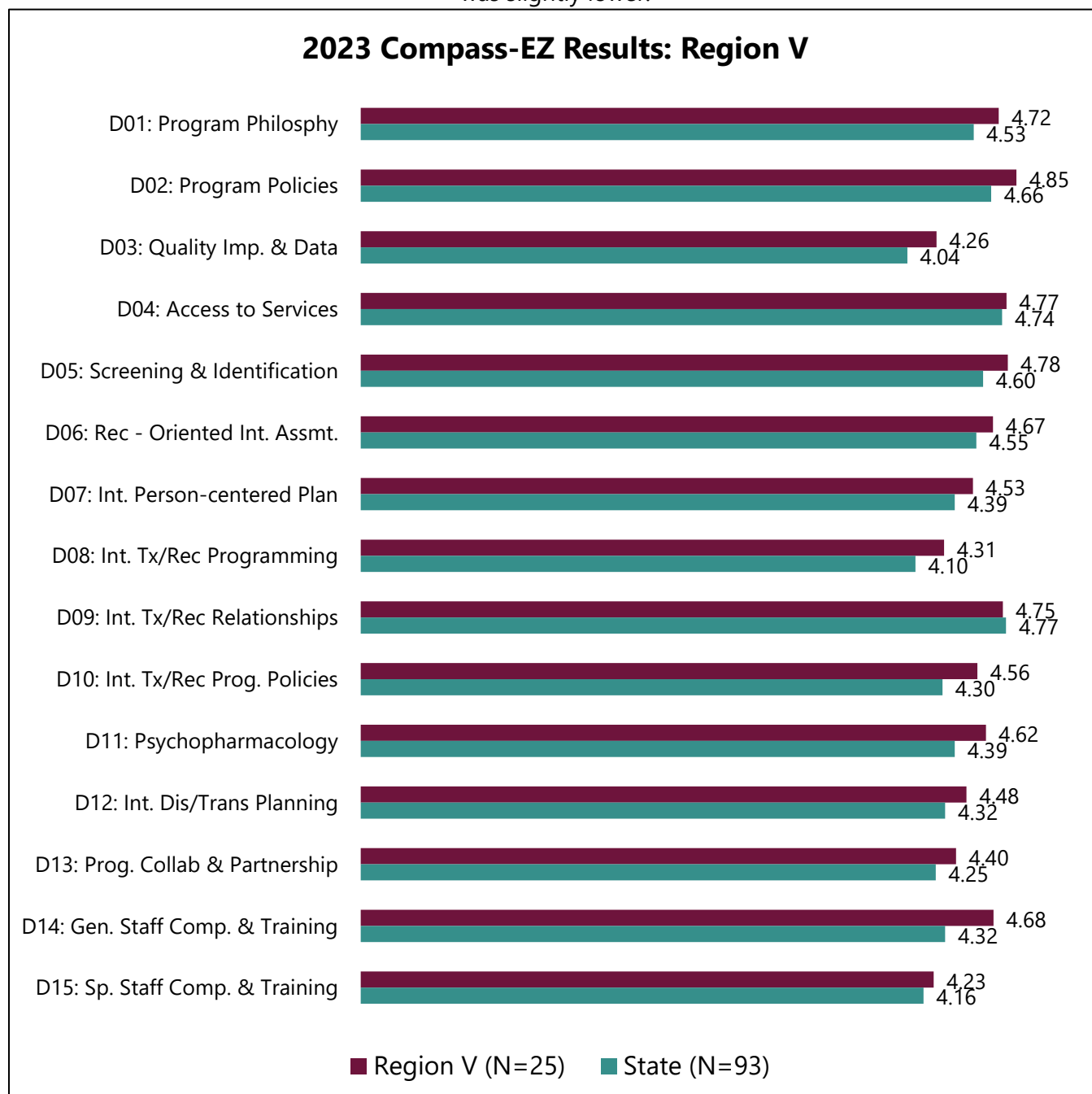

2023 Compass-EZ Results: Region V

Domain	Region V (N=25)	State (N=93)
D01: Program Philosphy	4.72	4.53
D02: Program Policies	4.85	4.66
D03: Quality Imp. & Data	4.26	4.04
D04: Access to Services	4.77	4.74
D05: Screening & Identification	4.78	4.60
D06: Rec - Oriented Int. Assmt.	4.67	4.55
D07: Int. Person-centered Plan	4.53	4.39
D08: Int. Tx/Rec Programming	4.31	4.10
D09: Int. Tx/Rec Relationships	4.75	4.77
D10: Int. Tx/Rec Prog. Policies	4.56	4.30
D11: Psychopharmacology	4.62	4.39
D12: Int. Dis/Trans Planning	4.48	4.32
D13: Prog. Collab & Partnership	4.40	4.25
D14: Gen. Staff Comp. & Training	4.68	4.32
D15: Sp. Staff Comp. & Training	4.23	4.16

■ Region V (N=25) ■ State (N=93)

Figure 11: Region 5 and Statewide Domain Means

Region 5 Domain Changes

Level of changes between measurement years (Figure 11, Table 21):

- From the baseline in 2013 to 2023 Domains 1 (0.97), 12 (0.84), and 14 (0.82) showed the greatest increase. Overall, 14 of the 15 domains showed an increase in mean domain scores.

- From 2021 to 2023, 9 of the 15 domains showed an increased mean domain score.

  - Domains 7 (0.25),6 (0.25), and 12 (0.18) showed the greatest increases.

  - Domains 15 (-0.29), 9 (-0.10), and 11 (-0.06) showed the greatest decreases.

Table 21

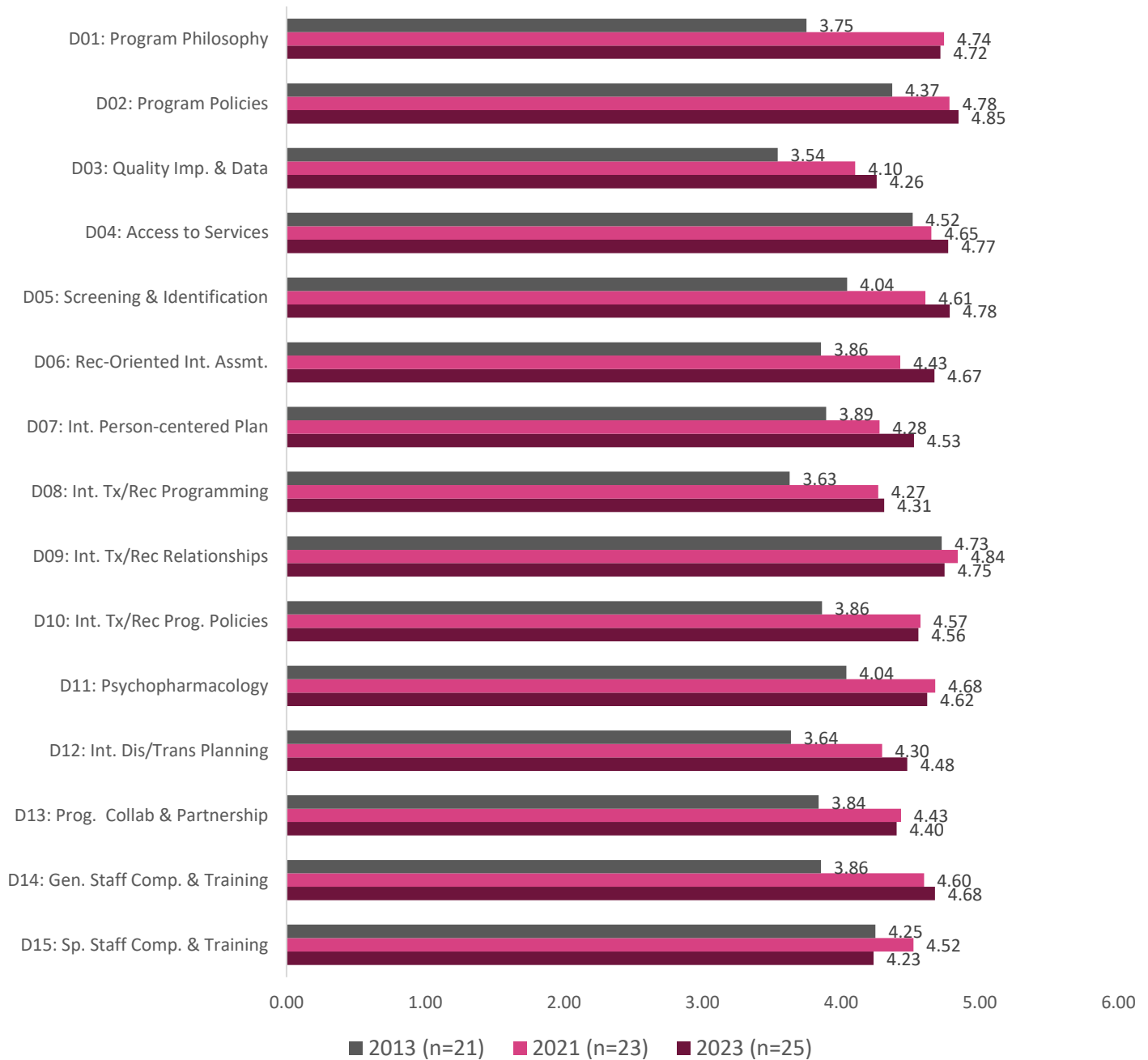| Domain		Domain Mean			Change in 2023 from			
Description		2013	2021	2023	2013	Direction	2021	Direction
D1	Program Philosophy	3.75	4.74	4.72	0.97	increase	-0.03	decrease
D2	Program Policies	4.37	4.78	4.85	0.48	increase	0.06	increase
D3	Quality Improvement and Data	3.54	4.10	4.26	0.71	increase	0.15	increase
D4	Access	4.52	4.65	4.77	0.26	increase	0.12	increase
D5	Screening and Identification	4.04	4.61	4.78	0.74	increase	0.17	increase
D6	Recovery-Oriented Integrated Assessment	3.86	4.43	4.67	0.82	increase	0.25	increase
D7	Integrated Person-centered Planning	3.89	4.28	4.53	0.63	increase	0.25	increase
D8	Integrated Treatment/Recovery Programming	3.63	4.27	4.31	0.68	increase	0.04	increase
D9	Integrated Treatment/Recovery Relationships	4.73	4.84	4.75	0.02	increase	-0.10	decrease
D10	Integrated Treatment/Recovery Program Policies	3.86	4.57	4.56	0.70	increase	-0.01	decrease
D11	Psychopharmacology	4.04	4.68	4.62	0.58	increase	-0.06	decrease
D12	Integrated Discharge/Transition Planning	3.64	4.30	4.48	0.84	increase	0.18	increase
D13	Program Collaboration and Partnership	3.84	4.43	4.40	0.56	increase	-0.03	decrease
D14	General Staff Competencies and Training	3.86	4.60	4.68	0.82	increase	0.08	increase
D15	Specific Staff Competencies and Training	4.25	4.52	4.23	-0.01	decrease	-0.29	decrease

Region 5 Domain Changes: 2013, 2021, 2023

Domain	2013 (n=21)	2021 (n=23)	2023 (n=25)
D01: Program Philosophy	3.75	4.74	4.72
D02: Program Policies	4.37	4.78	4.85
D03: Quality Imp. & Data	3.54	4.10	4.26
D04: Access to Services	4.52	4.65	4.77
D05: Screening & Identification	4.04	4.61	4.78
D06: Rec-Oriented Int. Assmt.	3.86	4.43	4.67
D07: Int. Person-centered Plan	3.89	4.28	4.53
D08: Int. Tx/Rec Programming	3.63	4.27	4.31
D09: Int. Tx/Rec Relationships	4.73	4.84	4.75
D10: Int. Tx/Rec Prog. Policies	3.86	4.57	4.56
D11: Psychopharmacology	4.04	4.68	4.62
D12: Int. Dis/Trans Planning	3.64	4.30	4.48
D13: Prog. Collab & Partnership	3.84	4.43	4.40
D14: Gen. Staff Comp. & Training	3.86	4.60	4.68
D15: Sp. Staff Comp. & Training	4.25	4.52	4.23

Figure 12: Region 5 Domain Changes

2023 Region 5 Areas of Strengths and Opportunities at the Domain Level

Table 22

2023 Domain Highlights	Mean
Areas of Strength	
D2 Program Policies	4.85
D5 Screening and Identification	4.78
D4 Access	4.77
Areas of Opportunity	
D8 Integrated Treatment/Recovery Programming	4.31
D3 Quality Improvement and Data	4.26
D15 Specific Staff Competencies and Training	4.23

2023 Region 5 Areas of Strengths and Opportunities at the Item Level

Table 23

2023 Item Highlights	Mean
Areas of Strength	
Q02_2: The program confidentiality or release of information policy is written to promote appropriate routine sharing of necessary information between mental health providers, substance abuse providers, and medical providers to promote quality of care.	5.00
Q05_1: The program's screening policy states that all individuals are to be screened in a welcoming and respectful manner for complex (co-occurring) mental health issues (including trauma), substance use issues, medical issues, and basic social needs, and for immediate risk concerns in each of these areas.	4.96
Q05_2: The program uses screening processes, checklists, and/or tools for each complex (co-occurring) issue that are appropriately matched to the population being screened.	4.93
Areas of Opportunity	
Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children and youth.)	3.86
Q08_3: Clients have access to group programming that is matched to their stage of change for each issue. (You may omit this question if the program does not have groups.)	3.75
Q15_5: The program staff demonstrate specific competency in providing developmentally matched services to children and youth with complex (co-occurring) issues. (You may omit this item if the program does not provide services to children and youth.)	3.67

2023 Region 5 Compass-EZ™ Results: All Items

Table 24

Region 5 Compass-EZ Item Results for 2023 (see appendix for full question text)														
Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	25	4	5	4.88	0.33	**Treatment/Recovery**	Q09_1	21	1	5	4.76	0.89
	Q01_2	25	4	5	4.80	0.41	**Relationships**	Q09_2	21	1	5	4.71	0.90
	Q01_3	25	4	5	4.76	0.44		Q09_3	21	1	5	4.76	0.89
	Q01_4	25	2	5	4.68	0.69	**Domain 10**						
	Q01_5	25	1	5	4.46	1.15	**Integrated Treatment/Recovery**	Q10_1	24	1	5	4.63	0.92
Domain 2							**Program Policies**	Q10_2	24	3	5	4.60	0.57
Program Policies	Q02_1	22	3	5	4.64	0.58		Q10_3	24	2	5	4.42	0.83
	Q02_2	25	5	5	5.00	0.00		Q10_4	24	3	5	4.58	0.58
	Q02_3	22	3	5	4.84	0.47	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	20	1	5	4.58	0.99
Quality Improvement	Q03_1	25	3	5	4.46	0.58		Q11_2	20	1	5	4.50	1.00
and Data	Q03_2	25	1	5	3.90	1.02		Q11_3	20	1	5	4.70	0.92
	Q03_3	25	1	5	3.96	1.06		Q11_4	19	1	5	4.68	0.95
	Q03_4	25	3	5	4.72	0.54		Q11_5	19	1	5	4.79	0.92
	Q03_5	7	1	5	3.86	1.46		Q11_6	19	1	5	4.58	1.02
Domain 4							**Domain 12**						
Access	Q04_1	25	1	5	4.56	1.00	**Integrated Discharge/Transition**	Q12_1	22	1	5	4.27	0.98
	Q04_2	25	3	5	4.88	0.44	**Planning**	Q12_2	22	4	5	4.68	0.48
	Q04_3	25	4	5	4.88	0.33	**Domain 13**						
Domain 5							**Program Collaboration and**	Q13_1	25	3	5	4.46	0.73
Screening and	Q05_1	25	4	5	4.96	0.20	**Partnership**	Q13_2	24	4	5	4.77	0.42
Identification	Q05_2	22	4	5	4.93	0.23		Q13_3	21	1	5	3.95	1.28
	Q05_3	22	4	5	4.91	0.29		Q13_4	21	1	5	4.07	1.23
	Q05_4	22	2	5	4.64	0.85		Q13_5	20	1	5	4.50	1.00
	Q05_5	25	3	5	4.70	0.61	**Domain 14**						
	Q05_6	22	3	5	4.43	0.73	**General Staff Competencies and**	Q14_1	25	3	5	4.68	0.63
Domain 6							**Training**	Q14_2	22	3	5	4.84	0.47
Recovery-Oriented	Q06_1	25	3	5	4.80	0.50		Q14_3	22	3	5	4.82	0.50
Integrated	Q06_2	25	3	5	4.74	0.52		Q14_4	25	3	5	4.76	0.52
Assessment	Q06_3	21	1	5	4.67	0.91		Q14_5	25	3	5	4.80	0.50
	Q06_4	22	4	5	4.86	0.35		Q14_6	24	1	5	4.08	0.97
	Q06_5	22	3	5	4.52	0.73	**Domain 15**						
	Q06_6	22	1	5	4.23	1.15	**Specific Staff Competencies**	Q15_1	25	2	5	4.32	0.85
Domain 7								Q15_2	25	3	5	4.46	0.76
Integrated Person-	Q07_1	25	3	5	4.74	0.52		Q15_3	24	1	5	3.94	1.02
centered Planning	Q07_2	22	1	5	4.41	0.96		Q15_4	15	3	5	4.20	0.77
	Q07_3	22	1	5	4.05	1.29		Q15_5	6	1	5	3.67	1.40
	Q07_4	25	4	5	4.72	0.46							
Domain 8													
Integrated	Q08_1	25	1	5	4.34	1.03							
Treatment/Recovery	Q08_2	24	1	5	4.52	0.93							
Programming	Q08_3	20	1	5	3.75	1.33							
	Q08_4	20	1	5	4.25	1.33							
	Q08_5	21	1	5	4.05	1.36							
	Q08_6	25	1	5	4.62	0.90							

Region 6 Summary

Region 6 domain means exceeded those of the statewide domain means in Domains 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, and 15; the remaining domains saw lower average scores than the state.
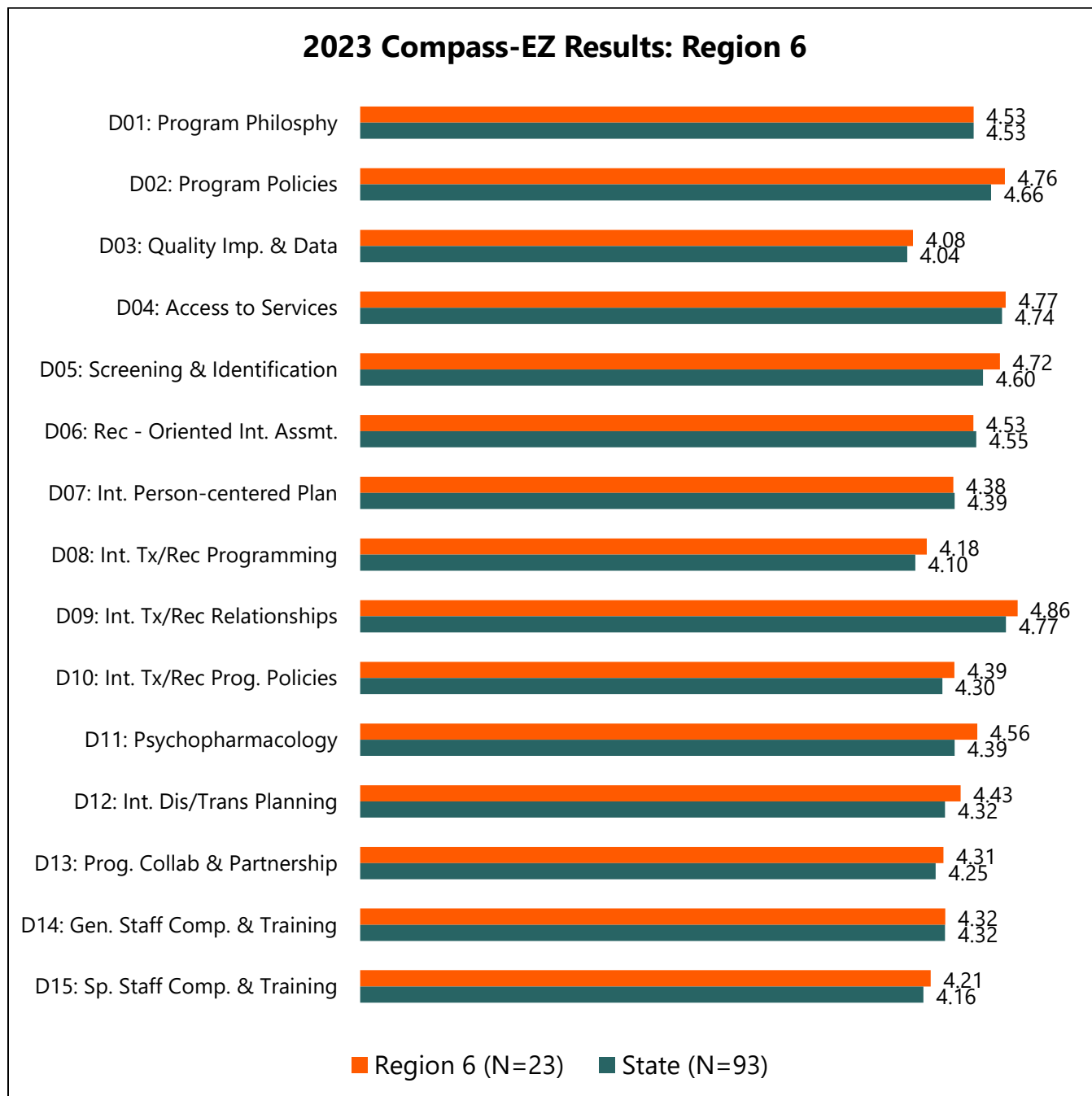

2023 Compass-EZ Results: Region 6

Domain	Region 6	State
D01: Program Philosphy	4.53	4.53
D02: Program Policies	4.76	4.66
D03: Quality Imp. & Data	4.08	4.04
D04: Access to Services	4.77	4.74
D05: Screening & Identification	4.72	4.60
D06: Rec - Oriented Int. Assmt.	4.53	4.55
D07: Int. Person-centered Plan	4.38	4.39
D08: Int. Tx/Rec Programming	4.18	4.10
D09: Int. Tx/Rec Relationships	4.86	4.77
D10: Int. Tx/Rec Prog. Policies	4.39	4.30
D11: Psychopharmacology	4.56	4.39
D12: Int. Dis/Trans Planning	4.43	4.32
D13: Prog. Collab & Partnership	4.31	4.25
D14: Gen. Staff Comp. & Training	4.32	4.32
D15: Sp. Staff Comp. & Training	4.21	4.16

■ Region 6 (N=23) ■ State (N=93)

Figure 13: Region 6 and Statewide Domain Means

Region 6 Domain Changes

Level of changes between measurement years (Figure 13, Table 25):

- From the baseline in 2013 to 2023, all average domain scores have increased. Domains 13 (0.75), 12 (0.74), and 14 (0.72) saw the greatest increases while Domains 4 (0.18), 3 (0.19), and 10 (0.28) saw the lowest increases.

- From the previous measure in 2021 to 2023 nine domains saw increased average domain scores with the remaining domains saw decreased mean scores.

  - Domains 14 (0.34), 15 (0.25), and 13 (0.17) showed the greatest increases.

  - Domains 8 (-0.28), 12 (-0.09), and 6 (-0.07) saw the greatest decreases.

Table 25

Domain		Domain Mean			Change in 2021 from			
Description		2013	2019	2021	2013	Direction	2019	Direction
D1	Program Philosophy	3.88	4.38	4.53	0.65	increase	0.15	increase
D2	Program Policies	4.45	4.61	4.76	0.31	increase	0.15	increase
D3	Quality Improvement and Data	3.89	4.07	4.08	0.19	increase	0.01	increase
D4	Access	4.59	4.65	4.77	0.18	increase	0.12	increase
D5	Screening and Identification	4.28	4.72	4.72	0.45	increase	0.01	increase
D6	Recovery-Oriented Integrated Assessment	3.88	4.60	4.53	0.65	increase	-0.08	decrease
D7	Integrated Person-centered Planning	3.72	4.44	4.38	0.66	increase	-0.06	decrease
D8	Integrated Treatment/Recovery Programming	3.66	4.47	4.18	0.52	increase	-0.28	decrease
D9	Integrated Treatment/Recovery Relationships	4.44	4.83	4.86	0.41	increase	0.02	increase
D10	Integrated Treatment/Recovery Program Policies	4.11	4.41	4.39	0.28	increase	-0.02	decrease
D11	Psychopharmacology	4.11	4.62	4.56	0.45	increase	-0.06	decrease
D12	Integrated Discharge/Transition Planning	3.69	4.52	4.43	0.74	increase	-0.09	decrease
D13	Program Collaboration and Partnership	3.56	4.14	4.31	0.75	increase	0.17	increase
D14	General Staff Competencies and Training	3.61	3.98	4.32	0.72	increase	0.34	increase
D15	Specific Staff Competencies and Training	3.75	3.97	4.21	0.46	increase	0.25	increase

Region 6 Domain Changes 2013, 2021, 2023

Domain	2013	2021	2023
D01: Program Philosophy	3.88	4.38	4.53
D02: Program Policies	4.45	4.61	4.76
D03: Quality Imp. & Data	3.89	4.07	4.08
D04: Access to Services	4.59	4.65	4.77
D05: Screening & Identification	4.28	4.72	4.72
D06: Rec-Oriented Int. Assmt.	3.88	4.60	4.53
D07: Int. Person-centered Plan	3.72	4.44	4.38
D08: Int. Tx/Rec Programming	3.66	4.47	4.18
D09: Int. Tx/Rec Relationships	4.44	4.83	4.86
D10: Int. Tx/Rec Prog. Policies	4.11	4.41	4.39
D11: Psychopharmacology	4.11	4.62	4.56
D12: Int. Dis/Trans Planning	3.69	4.52	4.43
D13: Prog. Collab & Partnership	3.56	4.14	4.31
D14: Gen. Staff Comp. & Training	3.61	3.98	4.32
D15: Sp. Staff Comp. & Training	3.75	3.97	4.21

■ 2013 (n=41)　■ 2021 (n=12)　■ 2023 (n=23)

Figure 13: Region 6 Domain Changes

2023 Region 6 Areas of Strengths and Opportunities at the Domain Level

Table 26

2023 Domain Highlights	Mean
Areas of Strength	
D9 Integrated Treatment/Recovery Relationships	4.86
D4 Access	4.77
D2 Program Policies	4.76
Areas of Opportunity	
D15 Specific Staff Competencies and Training	4.21
D8 Integrated Treatment/Recovery Programming	4.18
D3 Quality Improvement and Data	4.08

2023 Region 6 Areas of Strengths and Opportunities at the Item Level

Table 27

2023 Item Highlights	Mean
Areas of Strength	
Q02_2: The program confidentiality or release of information policy is written to promote appropriate routine sharing of necessary information between mental health providers, substance abuse providers, and medical providers to promote quality of care.	5.00
Q01_2: Written program descriptions specifically say that individuals and families with complex (co-occurring) issues are welcomed for care.	4.91
Q14_3: The program has written procedures for routinely documenting complex (co-occurring) issues and interventions provided by any clinician with any level of licensure or training.	4.90
Q09_3: Each clinical staff person on the team directly provides and documents the delivery of integrated services.	4.86
Areas of Opportunity	
Q03_2: The program has a continuous quality improvement team, with representation from leadership, supervisors, frontline staff, and consumers and families, that meets regularly and uses a written plan to guide, track, and celebrate progress toward being recovery-oriented and complexity (co-occurring) capable.	3.77
Q08_3: Clients have access to group programming that is matched to their stage of change for each issue. (You may omit this question if the program does not have groups.)	3.70
Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children, and youth.)	3.64
Q14_6: Recovery/resiliency and complexity (co-occurring) competencies are evaluated as part of annual staff performance reviews.	3.62

2023 Region 6 Compass-EZ™ Results: All Items

Table 28

Region 6 Compass-EZ Item Results for 2023 (see appendix for full question text)											
Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.

Question		N	Min	Max	Mean	S.D.	**Question**		N	Min	Max	Mean	S.D.
Domain 1							**Domain 9**						
Program Philosophy	Q01_1	23	4	5	4.65	0.49	**Treatment/Recovery Relationships**	Q09_1	21	3	5	4.86	0.48
	Q01_2	23	4	5	4.91	0.29		Q09_2	23	3	5	4.83	0.58
	Q01_3	23	3	5	4.48	0.59		Q09_3	22	4	5	4.86	0.35
	Q01_4	23	2	5	4.30	0.88	**Domain 10**						
	Q01_5	23	1	5	4.30	1.06	**Integrated Treatment/Recovery Program Policies**	Q10_1	23	1	5	4.48	1.08
Domain 2								Q10_2	21	1	5	4.31	1.01
Program Policies	Q02_1	21	3	5	4.38	0.74		Q10_3	22	2	5	4.36	0.79
	Q02_2	23	5	5	5.00	0.00		Q10_4	22	1	5	4.36	1.22
	Q02_3	23	4	5	4.85	0.35	**Domain 11**						
Domain 3							**Psychopharmacology**	Q11_1	23	3	5	4.70	0.56
Quality Improvement and Data	Q03_1	23	2	5	4.09	0.95		Q11_2	23	3	5	4.74	0.54
	Q03_2	22	2	5	3.77	0.87		Q11_3	22	1	5	4.64	0.95
	Q03_3	23	2	5	4.22	1.00		Q11_4	22	1	5	4.55	1.18
	Q03_4	23	1	5	4.48	0.90		Q11_5	21	1	5	4.48	1.25
	Q03_5	11	1	5	3.64	1.50		Q11_6	21	1	5	4.52	1.21
Domain 4							**Domain 12**						
Access	Q04_1	23	3	5	4.74	0.62	**Integrated Discharge/Transition Planning**	Q12_1	23	3	5	4.35	0.71
	Q04_2	23	3	5	4.74	0.62		Q12_2	23	3	5	4.52	0.67
	Q04_3	23	3	5	4.83	0.49	**Domain 13**						
Domain 5							**Program Collaboration and Partnership**	Q13_1	23	2	5	4.48	0.95
Screening and Identification	Q05_1	23	4	5	4.83	0.39		Q13_2	22	2	5	4.48	0.91
	Q05_2	23	4	5	4.80	0.39		Q13_3	22	1	5	4.09	1.31
	Q05_3	23	4	5	4.78	0.42		Q13_4	22	1	5	3.98	1.24
	Q05_4	22	3	5	4.73	0.63		Q13_5	23	3	5	4.48	0.73
	Q05_5	23	2	5	4.67	0.70	**Domain 14**						
	Q05_6	22	1	5	4.57	0.95	**General Staff Competencies and Training**	Q14_1	22	1	5	4.14	1.28
Domain 6								Q14_2	22	1	5	4.43	1.09
Recovery-Oriented Integrated Assessment	Q06_1	22	2	5	4.68	0.72		Q14_3	21	3	5	4.90	0.44
	Q06_2	23	2	5	4.46	0.72		Q14_4	22	1	5	4.09	1.34
	Q06_3	23	2	5	4.57	0.79		Q14_5	22	4	5	4.82	0.39
	Q06_4	23	1	5	4.78	0.85		Q14_6	21	1	5	3.62	1.53
	Q06_5	22	1	5	4.57	0.90	**Domain 15**						
	Q06_6	22	1	5	4.14	1.32	**Specific Staff Competencies**	Q15_1	23	4	5	4.61	0.50
Domain 7								Q15_2	23	3	5	4.20	0.65
Integrated Person-centered Planning	Q07_1	22	3	5	4.61	0.58		Q15_3	23	1	5	3.89	1.02
	Q07_2	22	3	5	4.50	0.67		Q15_4	17	3	5	4.29	0.69
	Q07_3	22	1	5	3.95	1.13		Q15_5	10	2	5	4.05	0.96
	Q07_4	22	3	5	4.45	0.67							
Domain 8													
Integrated Treatment/Recovery Programming	Q08_1	22	2	5	4.30	0.88							
	Q08_2	23	3	5	4.65	0.71							
	Q08_3	20	1	5	3.70	1.45							
	Q08_4	23	1	5	4.09	1.35							
	Q08_5	21	1	5	3.90	1.34							
	Q08_6	22	2	5	4.48	0.79							

Appendix:
Full Item Text

Compass-EZ Full Item Text

Domain 1: Program Philosophy

Q01_1: The program operates under a written vision, mission or goal statement that officially communicates to all staff and stakeholders the agency-wide goal of all its programs becoming welcoming, recovery-oriented, and complexity (co-occurring) capable.

Q01_2: Written program descriptions specifically say that individuals and families with complex (co-occurring) issues are welcomed for care.

Q01_3: Written program descriptions specifically say that individuals and families with complex (co-occurring) issues will be helped to use their strengths to address all their issues in order to achieve their goals.

Q01_4: The program environment (e.g., waiting room, treatment spaces, wall posters, flyers) creates a welcoming atmosphere that supports engagement and recovery for individuals and families with both mental health conditions and substance use conditions.

Q01_5: Program brochures for clients' welcome individuals and families with complex (co-occurring) issues into service and offer hope for recovery.

Domain 2: Program Policies

Q02_1: Program billing instructions support delivery of integrated approaches within each billing event.

Q02_2: The program confidentiality or release of information policy is written to promote appropriate routine sharing of necessary information between mental health providers, substance abuse providers, and medical providers to promote quality of care.

Q02_3: Clinical recordkeeping policies support documentation of integrated attention to mental health, health, and substance use issues in a single process note and in a single client chart or record.

Domain 3: Quality Improvement and Data

Q03_1: The program has a culture of empowered partnership in which leadership, supervisors, representative frontline staff (clinical and support) and consumers and families work together to design and implement a vision of recovery-oriented complexity (co-occurring) capable services.

Q03_2: The program has a continuous quality improvement team, with representation from leadership, supervisors, frontline staff, and consumers and families, that meets regularly and uses a written plan to guide, track, and celebrate progress toward being recovery-oriented and complexity (co-occurring) capable.

Q03_3: The program has identified and empowered change agents or champions to assist with the continuous quality improvement process.

Q03_4: Program management information systems are designed to collect accurate data on how many individuals in the program have complex (co-occurring) issues.

Q03_5: Program management information systems in infant/child/youth services are designed to collect data on how many families served have complex (co-occurring) issues. (You may omit this question if the program does not specifically serve infants, children, and youth.)

Domain 4: Access

Q04_1: The program has "no wrong door" access policies and procedures that emphasize welcoming and engaging all individuals and families with complex (co-occurring) issues from the moment of initial contact.

Q04_2: Individuals and families receive welcoming access to appropriate service regardless of active substance use issues (e.g., blood alcohol level, urine toxicology screen, length of sobriety, or commitment to maintain sobriety).

Q04_3: Individuals and families receive welcoming access to appropriate service regardless of active mental health issues (e.g., active symptoms, type of psychiatric diagnosis, or type of prescribed psychiatric medications, such as antipsychotics, stimulants, benzodiazepines, opiate maintenance).

Domain 5: Screening and Identification

Q05_1: The program's screening policy states that all individuals are to be screened in a welcoming and respectful manner for complex (co-occurring) mental health issues (including trauma), substance use issues, medical issues, and basic social needs, and for immediate risk concerns in each of these areas.

Q05_2: The program uses screening processes, checklists, and/or tools for each complex (co-occurring) issue that are appropriately matched to the population being screened.

Q05_3: Staff follow a procedure for clearly documenting positive screenings for complex (co-occurring) issues in the program data system.

Q05_4: The program has a screening process for identifying and documenting co-occurring nicotine use/dependence.

Q05_5: The program has a clear protocol on how to facilitate access to primary health care for every client.

Q05_6: The program has a formal screening procedure for identifying high-risk infectious diseases, including Hepatitis C, HIV and TB.

Domain 6: Recovery-Oriented Integrated Assessment

Q06_1: Assessments document individual and/or family goals for a hopeful, meaningful and happy life using the person's/family's own words.

Q06_2: The assessment identifies and elaborates on a specific time period of recent strength or stability, and skills and supports that the individual or family used in order to do relatively well during that time.

Q06_3: The assessment documents data to support the presence of a substance use/gambling issue or diagnosis, including distinguishing between use, abuse and dependence for each substance or behavior.

Q06_4: The assessment documents current and past information to support the identification of a mental health issue or diagnosis when present, including if possible, describing mental health symptoms during previous periods of non-harmful substance use or sobriety.

Q06_5: Assessments routinely document each complex (co-occurring) condition, active or stable, when previously diagnosed or when identified/diagnosed during the current assessment process

Q06_6: The assessment documents the stage of change (i.e., pre-contemplation, contemplation, preparation, early action, etc.) the individual is in regarding each disorder, condition or issue.

Domain 7: Integrated Person-centered Planning

Q07_1: The person's/family's hopeful goals, recent successes and strengths are the foundation of the service plans.

Q07_2: Service plans list all the relevant complex (co-occurring) issues in the plan.

Q07_3: For each of the complex (co-occurring) issues listed in the plan, there is an identified stage of change, stage-matched interventions, and achievable steps to help the person feel and be successful.

Q07_4: Person-centered plans focus on building skills and supports, using positive rewards for small steps of progress in learning and using skills and supports.

Domain 8: Integrated Treatment/Recovery Programming

Q08_1: Educational materials about complex (co-occurring) disorders and recovery are routinely provided to clients and families.

Q08_2: All clients are engaged in group or individual work that provides basic education and assistance with choices and decisions regarding complex (co-occurring) issues.

Q08_3: Clients have access to group programming that is matched to their stage of change for each issue. (You may omit this question if the program does not have groups.)

Q08_4: There are specific group or individual interventions for all clients providing education about psychiatric medications, including how to take medication as prescribed, and how to take medications more safely if continuing to use substances.

Q08_5: There are specific co-occurring skills manuals that are used regularly in the program for individual or group skill building regarding complex (co-occurring) conditions, such as manuals on managing trauma symptoms while in addiction treatment, or sobriety skill building while in mental health treatment.

Q08_6: Clients with complex (co-occurring) issues are helped to get involved with individual and group peer support for both mental health and substance use issues, including dual recovery support programs.

Domain 9: Integrated Treatment/Recovery Relationships

Q09_1: Each client has a primary relationship with an individual clinician or team of clinicians that integrates attention to complex (co-occurring) issues inside the relationship.

Q09_2: The primary clinician or team continues working with the client on each issue even when the person may still be using substances, may not be taking medication as prescribed, or may be having trouble following other aspects of the treatment plan.

Q09_3: Each clinical staff person on the team directly provides and documents the delivery of integrated services.

Domain 10: Integrated Treatment/Recovery Program Policies

Q10_1: Program policies state clearly that individuals are not routinely discharged or "punished" for substance use, displaying mental health symptoms, or having trouble following a treatment plan.

Q10_2: Program policies and procedures are designed to reward individuals for asking for help when they are having difficulty or beginning to relapse with any issue.

Q10_3: Integrated service plans and behavioral policies provide for positive reward for small steps of progress in addressing any problem, rather than focusing on negative consequences for "treatment failure," "relapse," "inappropriate behavior," or "non-compliance."

Q10_4: For clients with complex (co-occurring) issues who are also involved with the court or with child welfare, integrated service plans are designed to reward small steps of progress to help clients be successful with their multiple issues, not just to monitor compliance with external mandates.

Domain 11: Psychopharmacology

Q11_1: Whether prescribing is done on- or off-site, there are procedures, forms, and materials to help clients learn about medications, communicate openly with prescribers, and take medication as prescribed.

Q11_2: The program provides and documents for all clients' routine communication between clinical staff and medical and mental health prescribers.

Q11_3: Policies or practice guidelines specify access to medication assessment and prescription without requiring a mandatory period of sobriety.

Q11_4: Policies or practice guidelines ensure that necessary medications for treatment of serious mental illness are appropriately maintained even though clients may continue to use substances.

Q11_5: Medications with addictive potential (e.g., benzodiazepines) are neither routinely initiated nor routinely refused in the ongoing treatment of individuals with substance dependence. Prescription of such medications is individualized based on evaluation and consultation or peer review.

Q11_6: Medications used specifically for treatment of substance use disorders are prescribed routinely for clients who might benefit from such medications as part of their treatment.

Domain 12: Integrated Discharge/Transition Planning

Q12_1: Discharge plan policies, procedures, practices, and forms address specific stage-matched continuing care requirements for each complex (co-occurring) issue.

Q12_2: Each discharge plan for individuals and/or families with complex (co-occurring) issues provides for continuing integrated care with a clinician or team, ideally in a single setting.

Domain 13: Program Collaboration and Partnership

Q13_1: The program has developed a network of partner programs offering differing services to function as a learning collaborative to develop its own recovery-oriented complexity (co-occurring) capability and to help other programs to do the same.

Q13_2: The program has policies and procedures for documentation of care coordination and collaborative service planning for clients with complex (co-occurring) issues who attend services in another program.

Q13_3: There is a routine process where program staff provide complexity (co-occurring) consultation (ideally on site) to a collaborative program providing services in the "other" domain.

Q13_4: There is a routine process where program staff receive complexity (co-occurring) consultation (ideally on site) from a collaborative program providing services in the "other" domain.

Q13_5: Designated program clinicians participate in a regularly scheduled mental health and substance abuse provider interagency care coordination meeting that addresses the needs of individuals and/or families with complex (co-occurring) issues.

Domain 14: General Staff Competencies and Training

Q14_1: There are specific recovery-oriented complexity (co-occurring) competencies for all staff included in human resource policies and job descriptions.

Q14_2: The program has a written scope of practice for complexity (co-occurring) competency for all clinicians trained or licensed in only one area of service (e.g., licensed or formally trained in mental health OR substance abuse, but not both).

Q14_3: The program has written procedures for routinely documenting complex (co-occurring) issues and interventions provided by any clinician with any level of licensure or training.

Q14_4: The program has a written plan for recovery-oriented complexity (co-occurring) competency development (e.g., supervision, training activities) related to all staff (e.g., clinical, support, management).

Q14_5: Supervisors have the appropriate knowledge and skills to help staff become more welcoming, recovery-oriented and complexity (co-occurring) competent.

Q14_6: Recovery/resiliency and complexity (co-occurring) competencies are evaluated as part of annual staff performance reviews.

Domain 15: Specific Staff Competencies

Q15_1: The program staff demonstrate competency to welcome and address the needs of clients with complex (co-occurring) issues who are from different cultural and linguistic backgrounds.

Q15_2: The program staff demonstrate specific competency in working on complex (co-occurring) issues with clients who have cognitive impairments (e.g., clients with learning disabilities, intellectual impairments, thought processing difficulties).

Q15_3: The program staff demonstrate specific competency in providing family support, family psychoeducation, family-to-family peer support, and in addressing complex (co-occurring) issues with families in the context of these individual or group interventions.

Q15_4: The program staff demonstrate specific competency in providing developmentally matched services to seniors and older adults with complex (co-occurring) issues. (You may omit this item if the program does not provide senior or older adult services.)

Q15_5: The program staff demonstrate specific competency in providing developmentally matched services to children and youth with complex (co-occurring) issues. (You may omit this item if the program does not provide services to children and youth.)

Nebraska's Division of Behavioral Health

If you or someone you know need services to address a *mental health* or *substance use* issue, *you are not alone!*

Nebraska has resources available to you:

➢ call 9 8 8

➢ call the hotline or helpline

➢ use the *Network of Care* webpage to find relevant service providers online

➢ reach out to your local Behavioral Health Authority

988

Suicide Prevention & Mental Health Crisis Lifeline
Free, confidential and available 24/7/365

911

Medical & Public Safety Emergencies
Free and available 24/7/365

RURAL RESPONSE *Hotline*

800.464.0258

NEBRASKA FAMILY **HELPLINE**

888.866.8660

NEBRASKA Network of Care

https://portal.networkofcare.org/NebraskaBehavioralHealth