

Southern Minnesota Regional Capacity Building for Positive Supports

May 8th 12pm-1pm

Purpose:

The purpose of this meeting was to discuss the Culture of Safety approach in disability services, focusing on systemic analysis of critical incidents, reducing blame, and fostering environments where staff can report issues without fear. The aim is to integrate person-centered practices, improve organizational responses to incidents, and promote positive supports.

Culture of Safety Topics:

- Critical Incident Review
- Person-Centered Thinking
- Positive Behavior Supports
- Assistive Technology
- Medication Error Prevention
- Systems Analysis
- Training and Capacity Building
- Legislative Recommendations

Attendees: Angie Fitzgerald, Haley Turner, Kerri Leucuta, Melissa Hall, Cortney Kressin, Mindy Thomas, Linda Driessen, Di Marshall, Rachel L Freeman, Marta Milliken, Jackie Caya, Scott Schifsky, Sarah Venz, Anjana Narayanan

Agenda:

- Scott – Overview and Systems Thinking
 - Emphasized shifting away from a blame-based culture toward understanding environmental factors.
 - Focused on improving outcomes by linking data to policy and training.
- Cortney – Introduction to Data Action Work
 - Introduced Linda's role in the Data Action Group and emphasized partnership for broader impact in the region.
- Linda – Data Analysis and Regional Updates
 - Shared history with Regional Quality Councils and role in Culture of Safety work.
 - Presented data from Region 10 showing critical incidents such as medication errors, staff sleeping on duty, etc.

- Summarized findings from 2022 and 2023.
 - Recommendations included:
 - Reducing paperwork burden
 - Funding training through DWRS
 - Expanding use of assistive technology
 - Standardizing training and supporting staff

Group Discussion and Feedback:

- Participants shared challenges, including medication packaging errors and broadband barriers to technology use.
- Mindy shared Bear Creek Services' successful implementation of Culture of Safety.
- Discussion about ongoing support, equity, and the need for statewide training and infrastructure improvements.

What's Next:

- Continue regional reviews of critical incidents
- Establish a Safety Action Workgroup by Summer 2025
- Monitor progress through DHS annual reports
- Advocate for legislative and budgetary changes to support staff training and technology
- Ensure participation includes diverse and representative stakeholders