Consumer Action Response Team (CART) OF ALLEGHENY COUNTY

A Program of the National Alliance on Mental Illness (NAMI) Keystone Pennsylvania

2016 ANNUAL REPORT

TABLE OF CONTENTS

CART Vision, Purpose and Methodology1
Feature Article – Improving the Quality of Services by Using Consumer Feedback
CART Interview Totals5
Satisfaction Survey Findings by Population 6-7
Satisfaction Survey Responses for Outpatient and BHRS 8-9
Satisfaction Survey Responses for Inpatient and Residential Treatment 10-11
CART Staff and Advisory Board

Consumer Action & Response Team of Allegheny County CART

Vision

CART's vision is that consumers and providers will dialogue regularly about improvements that could be made in existing behavioral health services. This dialogue will result in the best possible services for consumers who will become empowered to make choices and participate in their own recovery.

CART is designed to provide:

- Processes for consumers and families to dialogue with their providers.
- A structured process for providers to respond to consumer dissatisfactions.
- Aggregate reports of response frequencies, to Health Choices Appendix L Areas of Observation and Discussion, as a means of looking at system trends.
- Reports that identify satisfaction and dissatisfaction themes for various levels of care in the provider system.
- Feedback from CSP and CHIPP consumers, to Allegheny County Office of Behavioral Health and providers, about their satisfactions with services and adjustment to living in the community.
- Information about under-served groups, in order to supply consumer feedback to system planners and policy makers.

Advantages of CART:

- Independence from provider organizations.
- Interviewers are former recipients of services and family members.
- Conducts face-to-face interviews.
- Consumers who wish to be identified can use the CART process as an occasion to meet with their provider to dialogue about their concerns about their services.
- Consumers provide more detailed responses because of the semi-structured format of CART interviews.
- Provider organizations can demonstrate their commitment to quality improvement by using CART reports.

Summary of CART Methodology

The Consumer Action Response Team (CART) conducts face-to-face interviews with willing consumers of behavioral health services. In some cases telephone interviews are done with family members and consumers who do not utilize site-based services. A survey/interview tool is utilized to obtain quantitative information about Appendix L. Areas of Concern as well as qualitative information obtained by asking consumers a number of open-ended questions about services received. Consumers at all known provider sites are surveyed via scheduled site visits twice a year. The interview findings for each service site are summarized into a report and mailed to the provider for their written response, or the provider may choose to discuss the report during a scheduled Quality Improvement Meeting with CART staff. Aggregate data reports are submitted to CCBH quarterly and annually. An annual report, that highlights significant findings and trends, is also distributed to all stakeholders.

IMPROVING THE QUALITY OF SERVICES BY USING CONSUMER FEEDBACK

CART, the Consumer Action Response Team, was established in 1998 to monitor "consumer" satisfaction for Medicaid and County funded behavioral health services.

CART evaluates the quality of behavioral health services by surveying consumers about their satisfaction with services and the quality of their lives in the community. The findings from these surveys have been used to stimulate a Continuous Quality Improvement (CQI) process where providers are expected to use the feedback from their consumers to improve the quality of services.

In order to improve services providers need actionable data that points to specific service delivery areas where providers could improve. The CART survey covers twenty-four specific aspects of service delivery. Most CART reports to providers of consumer feedback contain at least one negative comment about their service experience. Providers respond to these reports by initiating specific service improvements. In addition CART asks providers how they will involve consumers in these quality improvement efforts. Involvement of consumers in quality improvement can build trust and collaboration by communicating to service recipients that they play a vital role in how services are provided to them. This partnership with persons receiving mental health or drug/alcohol treatment can be a first step on their road to recovery.

It has been gratifying to receive many provider Quality Improvement Plans that demonstrate concrete efforts to partner with consumers on their recovery journeys. Providers give information and options so that consumers can make choices and set goals that are meaningful to them. This empowers consumers, from the start, to take ownership of their treatment experience.

PROVIDER QUALITY IMPROVEMENT INITIATIVES

Continuous Quality Improvement emphasizing recovery is occurring at all levels of behavioral health services in Allegheny County, from psychiatric inpatient to service coordination. In response to consumer/ patient feedback most **Psychiatric Inpatient Units plan to improve staff interactions with patient/consumers in the following ways:**

- 1) Require Treatment Plan Training for all new staff so that they learn how to engage patients in recovery oriented treatment planning.
- 2) Provide Peer Counselors who will assist patients to self-advocate, and to understand the recovery process.
- 3) Prompt nurses to continually talk about how medications help, and how to manage side effects.
- 4) Provide easy to understand written information about each prescribed medication.
- 5) Add questions to Patient Assessment Tools that encourages patients to state their goals in their own words.
- 6) Families are welcomed into the treatment process if the patient gives permission.
- 7) Patients are given information daily about therapy groups, and they are invited to participate.

Mental Health and Drug/Alcohol Outpatient Programs are also improving their services by introducing new ways to collaborate with client/consumers in the treatment planning process. Some of these new and improved strategies are listed below.

- 1) Therapists provide a detailed explanation of the treatment process in the first session, emphasizing client goals for treatment.
- 2) Treatment goals are written in clients' language in the treatment plan.
- 3) On-going medication education is provided to clients who are prescribed medication.

Children's BHRS (Wrap-Around) service providers are improving services by increasing communication with families. Specific communication strategies include the following:

- 1) Families are asked what goals they want their children to work on and incorporate family goals into the treatment plan.
- 2) If clinical staff is not available when a family situation occurs, families can speak with a facilitator at the office, who will help them deal with the situation immediately.
- 3) Families are given access to a substitute mobile therapist when their assigned therapist is on vacation or sick.
- 4) The provider sends Outcome Surveys three times during treatment, to give parents an opportunity to give their perception of their child's progress, so dialogue with the therapist can occur if desired.

Adult Mental Health and Drug/Alcohol service providers are improving their services by linking client/consumers to community resources and supports. These resources and supports include:

- 1) A Community Activities Network Newsletter given to clients.
- 2) Case Managers to find and link clients to community resources.
- 3) Linking clients to the Office of Vocational Rehabilitation (OVR) and Benefits Counselors to support employment efforts.
- 4) Weekly groups for clients to plan their own community activities.
- 5) Monthly socials with clients in other residential settings.

CART INTERVIEW TOTALS FOR 2016

NUMBER OF INTERVIEWS BY POPULATION										
Adult Adult Adult Children's Adult Drug & Alcohol Child Mental Health Family Mental Health Drug & Alcohol Family Drug &										
Number	971	42	356	432	36	97				
% Interviewed	50.20%	2.17%	18.41%	22.34%	1.86%	5.02%				

NUMBER OF INTERVIEWS BY AGE									
	Under 14 14 - 17 18 - 20 21 - 64 65+								
Number	269	140	58	1370	97				
% Interviewed	13.91%	7.24%	3.00%	70.83%	5.02%				

NUMBER OF INTERVIEWS BY RACE									
	African American	White	Other						
Number	513	1221	200						
% Interviewed	26.53%	63.13%	10.34%						

NUMBER OF INTERVIEWS BY GENDER						
Male	Female					
1098	836					
56.77%	43.23%					

ADULT MENTAL HEALTH & FAMILY INTERVIEWS		CHILD MENTAL HEAI INTERVIEWS	ADULT DRUG & ALCO	OHOL	CHILD DRUG & ALCOHOL INTERVIEWS		
SERVICE TYPE	#	SERVICE TYPE	#	SERVICE TYPE	#	SERVICE TYPE	#
Extended Acute Care	67	Partial	5	Inpatient Detox	11	Non-Hospital Rehab	90
Inpatient	107	Outpatient	26	Non-Hospital Rehab	180	Halfway House	7
Partial	47	Service Coordination	3	Halfway House	66		
Outpatient	209	BHRS / Wraparound	249	Partial	17		
Service Coordination	36	Family Based	63	Outpatient	191		
Psych, Social & Vocational Rehab	176	СЅВВН	10	Transitional Housing	3		
Long-Term Structured Residence (LTSR)	51						
CRR & Supported Housing	105						
Enhanced Personal Care Boarding Home	44						
(DAS)	20						
Community Treatment Team	23						
Peer Specialist	33						

Standard Satisfaction Interviews	1734
Residential Satisfaction Interviews	200
CSP & CHIPP Interviews	164
Customized Survey Interviews	125
Telephone Complaint Interviews	64
GRAND TOTAL	2287

CONSUMER AND PARENT RESPONSES TO QUESTIONS ABOUT THEIR TREATMENT-SORTED BY POPULATION GROUP-A THREE YEAR COMPARISON

		MENTAL HEALTH ADULT		MEN	MENTAL HEALTH CHILD			DRUG & ALCOHOL ADULT			DRUG & ALCOHOL CHILD		
	Year	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral
How satisfied are	2014	89%	6%	5%	93%	2%	5%	92%	4%	4%	100%	0%	0%
you with hours of	n=	(526)	(35)	(33)	(207)	(4)	(11)	(143)	(6)	(6)	(1)	(0)	(0)
operation &	2015	88%	3%	9%	94%	4%	2%	92%	2%	6%	0%	0%	0%
appointment times	n=	(512)	(18)	(54)	(205)	(8)	(6)	(183)	(4)	(12)	(0)	(0)	(0)
made available to	2016	91%	4%	5%	91%	4%	5%	91%	4%	5%	0%	0%	0%
you?(n/a to Residential)	n=	(538)	(22)	(29)	(317)	(14)	(17)	(189)	(8)	(11)	(0)	(0)	(0)
Do you feel	2014	91%	4%	5%	99%	1%	0%	97%	2%	1%	90%	7%	3%
comfortable with	n=	(752)	(35)	(36)	(256)	(3)	(1)	(342)	(8)	(3)	(78)	(6)	(3)
the staff with whom	2015	94%	2%	4%	99%	0.5%	0.5%	94%	1%	5%	94%	1%	5%
you work?	n=	(746)	(15)	(35)	(262)	(1)	(1)	(410)	(6)	(18)	(85)	(1)	(4)
(n/a to Court-Ordered	2016	94%	3%	3%	98%	1%	1%	95%	1%	4%	87%	6%	7%
Consumers)	n=	(768)	(18)	(27)	(349)	(3)	(4)	(447)	(4)	(17)	(84)	(6)	(7)
Were you given the	2014	72%	6%	22%	92%	1%	7%	84%	6%	10%	72%	13%	15%
chance to make	n=	(539)	(41)	(160)	(239)	(3)	(18)	(286)	(19)	(35)	(34)	(6)	(7)
treatment	2015	80%	5%	15%	95%	1%	4%	84%	4%	12%	52%	9%	39%
decisions?	n=	(574)	(37)	(111)	(251)	(2)	(11)	(350)	(16)	(51)	(47)	(8)	(35)
(n/a to Court-Ordered	2016	85%	7%	8%	95%	2.5%	2.5%	89%	5%	6%	78%	14%	8%
Consumers)	n=	(566)	(48)	(56)	(338)	(9)	(9)	(391)	(22)	(26)	(51)	(9)	(5)
Were you involved	2014	87%	7%	6%	99%	0.5%	0.5%	90%	6%	4%	90%	9%	1%
in planning your	n=	(545)	(45)	(39)	(220)	(1)	(1)	(319)	(21)	(13)	(78)	(8)	(1)
treatment or setting	2015	87%	8%	5%	96%	2%	2%	90%	7%	3%	87%	11%	2%
goals for your	n=	(522)	(48)	(29)	(218)	(4)	(5)	(367)	(29)	(14)	(78)	(10)	(2)
services?	2016	87%	8%	5%	97%	1%	2%	92%	5%	3%	85%	13%	2%
	n=	(589)	(53)	(33)	(342)	(3)	(8)	(396)	(23)	(13)	(82)	(13)	(2)
In the last twelve	2014	72%	5%	23%	78%	8%	14%	81%	5%	14%	77%	10%	13%
(12) months, have	n=	(596)	(41)	(186)	(202)	(21)	(37)	(286)	(17)	(50)	(67)	(9)	(11)
you been able to get	2015	83%	4%	13%	80%	10%	10%	85%	2%	13%	80%	14%	6%
the help you	n=	(660)	(30)	(106)	(212)	(27)	(25)	(369)	(10)	(55)	(72)	(13)	(5)
needed?	2016	83%	5%	12%	80%	12%	8%	89%	2%	9%	85%	4%	11%
	n=	(675)	(39)	(99)	(285)	(41)	(30)	(414)	(10)	(44)	(82)	(4)	(11)
What effect has the	2014	79%	6%	15%	89%	1%	10%	89%	1%	10%	72%	6%	22%
treatment you	n=	(651)	(46)	(126)	(232)	(2)	(26)	(315)	(2)	(36)	(63)	(5)	(19)
received had on the	2015	56%	4%	40%	61%	2%	37%	64%	1%	35%	32%	6%	62%
quality of your life?	n=	(444)	(31)	(321)	(161)	(4)	(99)	(277)	(5)	(152)	(29)	(5)	(56)
	2016	80%	3%	17%	90%	1%	9%	93%	1%	6%	63%	10%	27%
	n=	(651)	(28)	(134)	(320)	(5)	(31)	(437)	(5)	(26)	(63)	(10)	(27)
Overall, how	2014	83%	6%	11%	93%	2%	5%	92%	1%	7%	67%	7%	26%
satisfied are you	n=	(679)	(51)	(93)	(243)	(5)	(12)	(323)	(4)	(26)	(58)	(6)	(23)
with the services	2015	87%	4%	9%	89%	5%	6%	89%	3%	8%	69%	4%	27%
you received?	n=	(690)	(29)	(77)	(235)	(12)	(17)	(388)	(13)	(33)	(62)	(4)	(24)
	2016	88%	4%	8%	93%	3%	4%	92%	1%	7%	67%	18%	15%
	n=	(713)	(37)	(63)	(331)	(12)	(13)	(92)	(1)	(7)	(65)	(17)	(15)

TRENDS BY POPULATION GROUP

- For adults who received mental health services there were positive trends in two areas:
 - 1) They reported that they are **increasingly given the chance** to make treatment decisions, from 72% in 2014 to 80% in 2015 to 85% in 2016.
 - 2) They reported that they are **increasingly satisfied overall** with the services they received, from 83% in 2014 to 87% in 2015 to 88% in 2016.
- Adults who received drug & alcohol services reported a **steady increase** in receiving the help that they needed, from 81% in 2014 to 85% in 2015 to 89% receiving needed help in 2016.
- Adolescents who received drug & alcohol treatment reported a **steady increase** in receiving the help that they needed, from 77% in 2014 to 80% in 2015 to 85% in 2016.
- One negative trend noted was a steady decrease for adolescents who received drug & alcohol services in their treatment plan involvement and goal setting, from 90% in 2014 to 87% in 2015 to 85% in 2016.

CONSUMER AND PARENT RESPONSES TO QUESTIONS ABOUT THEIR OUTPATIENT AND BHRS TREATMENT SERVICES - A THREE YEAR COMPARISON

		MENTAL HEALTH ADULT OUTPATIENT			ll	NTAL HEA		DRUG & ALCOHOL ADULT OUTPATIENT			
	Year	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	
How satisfied are	2014	92%	7%	1%	92%	2%	6%	94%	3%	3%	
you with hours of	n=	(142)	(10)	(2)	(115)	(2)	(8)	(127)	(4)	(4)	
operation &	2015	94%	2%	4%	94%	4%	2%	92%	2%	6%	
appointment times	n=	(179)	(4)	(7)	(160)	(6)	(4)	(146)	(3)	(9)	
made available to	2016	95%	1%	4%	89%	6%	5%	92%	3%	5%	
you?	n=	(198)	(3)	(8)	(222)	(14)	(13)	(175)	(6)	(10)	
Do you feel	2014	97%	1%	2%	99%	1%	0%	100%	0%	0%	
comfortable with	n=	(149)	(1)	(4)	(124)	(1)	(0)	(136)	(0)	(0)	
the staff with whom	2015	96%	0%	4%	99%	0%	1%	97%	1%	2%	
you work?	n=	(183)	(0)	(7)	(169)	(0)	(1)	(154)	(1)	(3)	
	2016	98%	1%	1%	98%	1%	1%	98%	0%	2%	
	n=	(206)	(1)	(2)	(246)	(3)	(3)	(187)	(0)	(4)	
Were you given the	2014	76%	2%	22%	93%	1%	6%	87%	7%	6%	
chance to make	n=	(117)	(3)	(34)	(116)	(1)	(8)	(114)	(9)	(8)	
treatment	2015	89%	2%	9%	96%	0%	4%	94%	2%	4%	
decisions?	n=	(167)	(4)	(16)	(164)	(0)	(6)	(142)	(3)	(6)	
	2016	92%	3%	5%	94%	3%	3%	89%	6%	5%	
	n=	(186)	(6)	(10)	(235)	(7)	(7)	(156)	(10)	(9)	
Were you involved	2014	94%	1%	5%	100%	0%	0%	89%	7%	4%	
in planning your	n=	(131)	(1)	(8)	(125)	(0)	(0)	(121)	(10)	(5)	
treatment or setting	2015	95%	3%	2%	98%	2%	0%	92%	5%	3%	
goals for your	n=	(161)	(5)	(4)	(167)	(3)	(0)	(136)	(7)	(4)	
services?	2016	94%	3%	3%	96%	1%	3%	93%	6%	1%	
	n=	(193)	(6)	(6)	(239)	(2)	(8)	(171)	(10)	(3)	
In the last twelve	2014	79%	2%	19%	76%	14%	10%	87%	2%	11%	
(12) months, have	n=	(121)	(4)	(29)	(95)	(17)	(13)	(118)	(3)	(11)	
you been able to get	2015	87%	2%	11%	81%	11%	8%	90%	4%	6%	
the help you	n=	(165)	(3)	(22)	(137)	(19)	(14)	(142)	(6)	(10)	
needed?	2016	89%	1%	10%	80%	11%	9%	90%	1%	9%	
	n=	(187)	(1)	(21)	(200)	(28)	(21)	(172)	(2)	(17)	
What effect has the	2014	85%	1%	14%	92%	0%	8%	87%	0%	13%	
treatment you	n=	(131)	(2)	(21)	(115)	(0)	(10)	(118)	(0)	(18)	
received had on the	2015	74%	2%	24%	92%	0%	8%	84%	0%	16%	
quality of your life?	n=	(141)	(3)	(46)	(156)	(0)	(14)	(132)	(0)	(26)	
	2016	85%	1%	14%	94%	2%	4%	92%	1%	7%	
	n=	(179)	(1)	(29)	(234)	(4)	(11)	(175)	(2)	(14)	
Overall, how	2014	91%	1%	8%	93%	2%	5%	93%	1%	6%	
satisfied are you	n=	(140)	(2)	(12)	(116)	(2)	(7)	(127)	(1)	(8)	
with the services	2015	91%	1%	8%	91%	3%	6%	93%	0%	7%	
you received?	n=	(173)	(2)	(15)	(155)	(5)	(10)	(93)	(0)	(7)	
	2016	94%	1%	5%	92%	4%	4%	95%	1%	4%	
	n=	(197)	(1)	(11)	(230)	(10)	(9)	(181)	(1)	(9)	

TRENDS FOR OUTPATIENT & BHRS SERVICES

- For adults who received mental health outpatient services, there were **positive trends in three areas:**
 - 1) They were **increasingly satisfied** with the hours of operation and available appointment times, from 92% in 2014 to 94% in 2015 to 95% satisfied in 2016.
 - 2) They reported **increasing involvement** in treatment decisions, from 76% in 2014 to 89% in 2015 to 92% in 2016.
 - 3) They reported **steady increases** in getting the help that they needed, from 79% in 2014 to 87% in 2015 to 92% in 2016.
- For adults who received drug & alcohol outpatient services there was a **steady increase** reported in treatment plan involvement and goal setting, from 89% in 2014 to 92% in 2015 to 93% in 2016.
- For children who received BHRS parents reported a **steady decrease** in involvement in treatment planning and goal setting, from 100% in 2014 to 98% in 2015 to 96% in 2016.

CONSUMER RESPONSES TO QUESTIONS ABOUT THEIR INPATIENT AND RESIDENTIAL TREATMENT SERVICES - A THREE YEAR COMPARISON

			NTAL HEA ADULT			JG & ALCO ADULT DENTIAL R		DRUG & ALCOHOL ADOLECENT RESIDENTIAL REHAB			
	Year	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	Yes/ Sat.	No/ Dissat.	Other/ Neutral	
Do you feel	2014	83%	10%	7%	92%	6%	2%	91%	5%	4%	
comfortable with	n=	(116)	(14)	(10)	(99)	(6)	(3)	(68)	(4)	(3)	
the staff with whom	2015	87%	5%	8%	89%	2%	9%	94%	1%	5%	
you work?	n=	(92)	(5)	(9)	(116)	(3)	(12)	(79)	(1)	(4)	
	2016	85%	6%	9%	94%	2%	4%	88%	4%	8%	
	n=	(91)	(6)	(10)	(169)	(3)	(8)	(79)	(4)	(7)	
Were you given the	2014	61%	17%	22%	77%	7%	16%	69%	11%	20%	
chance to make	n=	(79)	(22)	(29)	(79)	(7)	(17)	(25)	(4)	(7)	
treatment	2015	58%	18%	24%	87%	7%	6%	77%	14%	9%	
decisions?	n=	(54)	(17)	(22)	(108)	(9)	(7)	(44)	(8)	(5)	
	2016	71%	17%	12%	90%	5%	5%	79%	15%	6%	
	n=	(64)	(15)	(11)	(154)	(9)	(9)	(49)	(9)	(4)	
Were you involved	2014	68%	24%	8%	89%	6%	5%	91%	8%	1%	
in planning your	n=	(81)	(28)	(10)	(96)	(7)	(5)	(68)	(6)	(1)	
treatment or setting	2015	63%	26%	11%	84%	12%	4%	86%	12%	2%	
goals for your	n=	(60)	(25)	(10)	(101)	(15)	(5)	(72)	(10)	(2)	
services?	2016	70%	23%	7%	93%	5%	2%	85%	13%	2%	
	n=	(66)	(22)	(7)	(150)	(8)	(4)	(76)	(12)	(2)	
In the last twelve	2014	61%	11%	28%	74%	7%	19%	81%	13%	6%	
(12) months, have	n=	(85)	(15)	(40)	(80)	(7)	(21)	(61)	(10)	(4)	
you been able to get	2015	71%	6%	23%	80%	0%	20%	81%	6%	13%	
the help you	n=	(75)	(6)	(25)	(105)	(0)	(26)	(68)	(5)	(11)	
needed?	2016	69%	10%	21%	83%	4%	13%	86%	4%	10%	
	n=	(74)	(11)	(22)	(149)	(7)	(24)	(77)	(4)	(9)	
What effect has the	2014	64%	14%	22%	92%	1%	7%	72%	5%	23%	
treatment you	n=	(89)	(19)	(32)	(99)	(1)	(8)	(54)	(4)	(17)	
received had on the		ll	9%	19%	88%	0%	12%	73%	6%	21%	
quality of your life?		(76)	(10)	(20)	(115)	(0)	(16)	(61)	(5)	(18)	
	2016 n=	65% (69)	9% (10)	26% (28)	95% (170)	1% (2)	4% (8)	64% (58)	9% (8)	27% (24)	
Overall, how	2014	64%	17%	19%	86%	2%	12%	65%	7%	28%	
satisfied are you	2014 n=	(90)	(24)	(26)	(93)	(2)	(13)	(49)	(5)	(21)	
with the services	2015	77%	10%	13%	84%	6%	10%	68%	5%	27%	
you received?	n=	(81)	(11)	(14)	(110)	(8)	(13)	(57)	(4)	(23)	
you received:	2016	69%	14%	17%	88%	1%	11%	69%	15.5%	15.5%	
	n=	(74)	(15)	(18)	(159)	(1)	(20)	(62)	(14)	(14)	

TRENDS FOR INPATIENT AND RESIDENTIAL TREATMENT SERVICES

- For adults who received drug and alcohol residential treatment there were positive trends in two areas:
 - 1) They were **increasingly satisfied** with their input into treatment decisions, from 77% in 2014 to 87% in 2015 to 90% in 2016.
 - 2) They were **increasingly satisfied** with their access to needed help, from 74% in 2014 to 80% in 2015 to 83% in 2016.
- For adolescents who received drug and alcohol residential treatment services, there were positive trends in two areas:
 - 1) They were **increasingly satisfied** with their input into treatment decisions, from 69% in 2014 to 77% in 2015 to 79% in 2016.
 - 2) They were **increasingly satisfied** with the services they received, from 65% in 2014 to 68% in 2015 to 69% in 2016.
- There was one negative trend for adolescents who received drug and alcohol residential services:
 - 1) They reported **steadily decreasing** involvement in treatment planning and goal setting, from 91% in 2014 to 86% in 2015 to 85% in 2016.

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FUNDERS

Allegheny County Department of Human Services & Community Care