

Chapter:	Program
Subject:	Staff Supervision Plan for Recreation & Leisure Activities
Section:	12.4
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ODJFS Rule:	5101: 2-9-18
COA Standard:	GLS 2.01(e), 13.01, 13.03, 13.04, 15
Revised:	10/15/2020; 2/1/2022

NRTC provides 24-hour a day supportive care and supervision. Staff are responsible for providing a predictable and structured environment through our daily schedule and NRTC pillars of expectations through teaching, modeling and re-enforcing. At Nicholas we use a Multi-Tiered Support System to address youth behaviors. Youth behavior expectations are taught by staff during orientation and throughout the program using our PACTS Resource Guides that define and teach youth our rules. We utilize a positive behavior support system and reinforce pro-social behaviors with our Pack Point system. Youth who follow and exceed behavioral expectations listed throughout the facility will have those behaviors reinforced with points redeemable for tangible and nontangible items. Youth who have poor behavior and violate social expectations will receive verbal redirection/coaching, fines and SCVs that can result in activity restrictions and low status for their treatment weeks and could be recommended for additional Tier 2 or Tier 3 supports. NRTC uses evidence based programming when managing youth behaviors. Our iChoose program incorporates trauma-focused interventions such as Cognitive Behavioral Therapy and Motivational Interviewing. iChoose is NRTC's motto for reinforcing choice in the youths' actions.

NRTC makes available in each living unit within the facility staff support and leisure-time equipment appropriate to the age, sex and developmental stage of the youth. At a minimum, this equipment includes books, games and toys. All leisure-time equipment is maintained in a usable condition.

NRTC makes available recreational equipment and activities sufficient to implement its recreational program. All recreational equipment necessary for the implementation of the recreation program are maintained in a safe and usable condition.

NRTC has a written schedule for supervising organized or structured group activities that provide opportunities for youth to interact with peers and staff in a positive, nurturing, respectful and cooperative manner. NRTC ensures a sufficient number of qualified personnel on-site that can respond to emergency/crisis situations, or to meet special needs of residents during busy or more stressful times. This includes direct care staff, clinicians, teachers, case managers and other support care staff. NRTC has on-call managers for additional after hours support. In case of mental health crises, NRTC contracts with South Community, Inc. to provide after-hours crisis care and support. Same-gender and cross gender supervision is available as needed. At times staff may adjust activities or the schedule to fit the needs of the milieu.

1. NRTC maintains a daily schedule listed in the youth handbook. Specific programming and group schedules are updated monthly or as needed and posted on each unit.
2. Youth attend gym daily as part of their educational schedule. During gym class they have supervised instruction on use of equipment provided by the facility.

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3. When youth are present there will be a minimum of one child care staff member for each of NRTC's three identified units (Timber/Tundra, Coyote, and Arctic). During waking hours at NRTC, there will be at least one child care staff person for each six youth. There will be at least one awake child care staff member for each eight youth during sleeping hours.
4. For off-campus activities, there will be at least one child care staff person or teacher per four youth.
5. Youth on Orientation, A-Level or B-Level must be directly supervised at all times. Direct supervision means the youth are within sight and hearing of the staff or parents, and staff members are not otherwise engaged in activities that could distract them.
6. Youth on C-Level or D-Level do not need to be directly supervised at all times, but they must accurately report their whereabouts. Staff members are responsible to monitor these youth at least every fifteen minutes to ensure that their whereabouts have been accurately reported.

NRTC shall permit the youth to swim only when a person who has completed training in lifesaving or water safety is present.