

**Notes**  
**Mid-Ohio Psychological Services, Inc.**  
**Growth Committee**  
**July 18, 2008**

This committee met during the clinical supervisory staff meeting to increase the input into the goals since growth is an important part of improving the agency's financial health.

**Goals**

**Maintain annual growth between 10-30% (5 year cumulative growth of 100%)**

- Add at least one and no more than 4 clinical staff a year without agency board approval
- Develop promotional activities for new clients in Franklin County--Continue Mailings and Promotion of the Agency
- Add no additional clinical staff capacity to Fairfield County per informal agreement with ADAMH Board beyond specific grant programs

**Ensure staffing patterns can accommodate growth rate**

- Conduct regular surveys of clinical staff regarding client loads/monitor through QA
- Add new staff when wait time for intake for out of county clients exceeds 30 days
- Develop and recruit staff to complete evaluations.

**Expand range of clinical services (groups and other services) to meet community demand**

- Conduct referral source survey to clarify community needs
- Conduct informal interviews of referral sources to clarify community needs
- Add services accordingly--Begin Services at Fairfield Academy

**Expansion of Agency Sites**

- Franklin County
  - Look for Opportunities Outside of Medicaid Services
  - Private Security Firm Evaluations
  - Expand contracts with Children Services
  - Add Case Management Services for JSO
- Delaware County
  - Offer HBT and PIP Services
- Licking County
  - Consider Opening an Office

**Other Concerns**

- Expansion while ensuring Quality
  - Dr. Hedges briefly outlined what the agency is currently doing to ensure this by developing standards of care and care management scales.