

## ❖ SPECIAL FEATURE

### RCPA Conference “Strive to Thrive”

Our annual conference will be starting soon! September 9–12, 2025 we will be at the Hershey Lodge for a week of networking, sharing of ideas, learning, and celebrating the success of our colleagues. There will be many topics discussed, including discussion groups and updates regarding the state and federal budget and policies that impact human services providers. Al Guida, Owner of Guide Consulting Services, Inc., will kick us off on Tuesday morning with federal updates, followed by DHS Secretary Valerie Arkoosh providing state updates. The week continues with 64 workshops, additional keynotes, our annual awards lunch, networking receptions, and many activities sure to meet everyone’s needs. Our Connections Hall will feature 91 businesses that provide services and supports to the field, including many of our business partners and members. Reach out to [Allison Brognia](#) if you missed the online registration, for assistance with signing up. We hope you can join us! ◀



## About RCPA:

With more than 400 members, the majority of who serve over one million Pennsylvanians annually, Rehabilitation and Community Providers Association (RCPA) is among the largest and most diverse state health and human services trade associations in the nation. RCPA advocates for those in need, works to advance effective state and federal public policies, serves as a forum for the exchange of information and experience, and provides professional support to members. RCPA provider members offer mental health, substance use disorder, intellectual and developmental disabilities, children's, brain injury, criminal and juvenile justice, medical and pediatric rehabilitation, and physical disabilities and aging services, across all settings and levels of care.

Contact **Tieanna Lloyd**, Membership Services Manager, with inquiries or updates regarding the following:

- **Membership Benefits**
- **Your Staffing Updates** (i.e., new hires, promotions, retirements)

Take full advantage of your RCPA membership by signing up for [emails and meeting invitations](#) as well as [complete website access](#).



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*President and CEO*

**Jim Sharp, MS**  
*COO and Director of Mental Health, BH Division*

**Cathy Barrick**  
*IDD Policy Analyst*

**Allison Brognia**  
*Event Planner/ Accounts Payable Manager*

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*Director, Rehabilitation Services Divisions*

**Carol Ferenz**  
*Conference Coordinator*

**Cindi Hobbes**  
*Director, International Pediatric Rehabilitation Collaborative*

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*Director, Intellectual/Developmental Disabilities Division*

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*Accounts Receivable Manager/Accounting Assistant*

## NEW MEMBER INFORMATION

September 2025

### BUSINESS

#### Clinically AI

435 E Tenth Ave  
Escondido, CA 92025  
Gracie Scholz, Executive Assistant

#### Giv.

3300 North Thanksgiving Way  
Lehi, UT 84043  
Alec Fowler, Sr. Director BD

#### Greenspace Health

39 Glenforest Road  
Toronto, Ontario, Canada M4N 1Z7  
Tanya Scarapicchia, Director of Partnerships

#### USI Insurance Services LLC

1787 Sentry Parkway West, Veva 16, Ste 300  
Blue Bell, PA 19422  
Jessen Smith, Partner & Vice President

#### Videra Health

898 N 1200 W #201  
Orem, UT 84057  
Jake Kercheval, VP of Growth

#### Willetts Technology, Inc.

446 N Mechanic St  
Cumberland, MD 21502  
Jason Willetts, President

#### PROVIDER

#### Families United Network

276 Ashler Manor Drive  
Muncy, PA 17758  
Ron Simon, CEO

#### KidsPeace

4085 Independence Dr  
Schnecksville, PA 18078  
Michael Slack, President/CEO

## RCPA PARTNERS

*Be Sure to Visit our* [RCPA Partners Page](#)

RCPA is proud to have the following organizations as RCPA Partners:

- ADP
- Brown & Brown of the Lehigh Valley
- Eleos Health
- Embolden WC Trust
- First Nonprofit
- Greenspace Health
- Hearten
- Linke Resources, LLC
- Quantum Strategies
- The Ramsay Group
- Relias
- Warfel Construction

Interested in becoming an RCPA Partner?  
Please contact [Tieanna Lloyd](#) for details.



Sponsor / Advertise at the  
**2025 RCPA Conference!**

**Exhibit Booths Sold Out!**

**SEPTEMBER 9–12 AT HERSHEY LODGE**

Use this link for additional information!

### Strengthening Future Preparedness in Health and Human Services



Clarity Brings Confidence and Peace of Mind

Interview with RCPA Partner and presenter at the 2025 RCPA Conference Bill Rizzo, Quantum Strategies, discussing his take on **Empowering Change Through Leadership, Workforce Development, And Innovation**

**The health and human services fields are evolving. How does your workshop prepare professionals to adapt to future challenges in these sectors?**

**BR:** In today's dynamic business landscape, organizations must stay agile and focused to achieve their objectives. A crucial aspect of this is setting clear goals and fostering accountability at all levels.

In the ever-changing health and human services industry, where technology and innovation are rapidly transforming operations, effective goal setting and accountability practices are particularly crucial. Organizations in this sector are still catching up in terms of adopting modern management practices, making it even more important to break down goals into manageable, time-bound tasks that align with budgets and organizational needs. Embracing a structured approach to goal setting and fostering a culture of accountability, organizations can stay focused, adapt to changes, and drive efficiency in their pursuit of success.

**The workshop promises to tackle systemic inefficiencies. Could you give us a sneak peek into some of the methods you will introduce to identify and address these inefficiencies?**

**BR:** The process typically begins with senior leadership defining the organization's vision and overarching goals for the upcoming quarter, year, or beyond. This vision is then cascaded down through the ranks, with each level translating it into specific, measurable goals and tactics – often referred to as lead indicators. Lead indicators are the tactics or smaller goals that are necessary to accomplish the larger goal. By tracking these lead indicators, individuals and teams can quickly assess their progress and adjust as needed, without relying on micromanagement. The key to effective goal setting lies in the use of SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) goals. This framework ensures that goals are well-defined, quantifiable, realistic, aligned with the organization's priorities, and have clear deadlines.

**Accountability is crucial in any organization. What are the common challenges leaders face in fostering accountability within their teams?**

**BR:** Once goals are established, accountability becomes paramount. Leaders at each level are responsible for communicating their goals and assigning specific tasks and targets to their direct reports. This cascading process continues down the chain of command, with each team member's contributions collectively contributing to the achievement of the organization's overall objectives.

Structured goal setting and accountability may not be essential for every organization; however, they certainly play a significant role in driving success and achieving sustainable growth. By embracing a structured approach to goal setting and fostering a culture of accountability, organizations can stay focused, adapt to changes, and drive efficiency. The benefits are clear, and the results speak for themselves. ◀

### Step By Step, Inc. Recognized as a WRAP® Center of Distinction



Step By Step, Inc. is proud to be designated a Center of Distinction for the Wellness Recovery Action Plan (WRAP), an internationally recognized, evidence-based practice that empowers individuals to take control of their own wellness.

WRAP is a simple, yet powerful process that helps individuals build personalized wellness strategies and develop daily routines to maintain balance, reduce the impact of triggers, and navigate life's challenges. Rooted in the five key concepts of hope, personal responsibility, education, self-advocacy, and support, WRAP helps individuals define

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and pursue wellness on their own terms. For over two decades, people around the world have used WRAP to shape healthier, more fulfilling lives. Developed by those with lived experience, WRAP equips participants with tools to:

- ▶ Discover simple, safe, and effective tools to create and maintain wellness;
- ▶ Develop an organized plan to identify stressors or triggers and how to use action planning to address these;
- ▶ Develop a daily plan to stay on track with your life and wellness goals;
- ▶ Identify what throws you off track and develop a plan to keep moving forward; and
- ▶ Gain support and stay in control, even in a crisis.

Step By Step, Inc. is a licensed partner of Advocates for Human Potential, working directly with WRAP founder Mary Ellen Copeland to deliver high-quality, transformative training experiences [\[read full article\]](#). ◀

### AI Meets Behavioral Health: Exploring the Cx360 Intelligence EHR With Dr. Michael Arevalo



Core Solutions has announced the launch of [Cx360 Intelligence](#), its new AI-powered electronic health record (EHR) platform for clinical support in behavioral health and intellectual and developmental disabilities (IDD). In this interview, Core's Director of Clinical Strategy Michael Arevalo, PsyD shares how Cx360 Intelligence improves documentation, supports outcomes, enhances decision-making, and helps behavioral health organizations deliver higher-quality care.

**Q:** What is the big idea behind Cx360 Intelligence?

**Dr. Michael Arevalo (MA):** Cx360 Intelligence is an AI-powered clinical support platform that can be

integrated into an organization's current EHR or used as an integrated AI EHR system. It includes powerful tools that support provider workflows, help ensure clinical quality and compliance, and help make meaningful sense of client data to enhance outcomes.

**Q:** How does Cx360 Intelligence improve clinical documentation?

**MA:** Clinical documentation can often be burdensome for many providers. As a clinician myself, there have been plenty of times when I'm seeing back-to-back clients, and I have to make tough choices. Do I take five minutes to use the restroom, grab a quick snack, or review charts for my next session? It's incredibly difficult to keep up with all of the documentation. I've spent long hours after I finish work just catching up on notes to ensure I stay compliant. Many providers and organizations struggle to be compliant because of the volume of documentation required [\[read full article\]](#). ◀

### Remote Work, Real Risks: Building Cyber Resilience in Hybrid Work

By *Emily Reiter, CIC, Vice President, Commercial Practice, Brown & Brown Insurance*

Cybersecurity has emerged as a critical concern, as remote and hybrid work models become increasingly common in the human services sector. Organizations must adapt to new risks associated with employees accessing sensitive data from home-based workspaces. This article explores practical strategies for employers and employees to work together in establishing a more cyber-resilient environment.



Remote work environments introduce specific vulnerabilities, such as unsecured home networks and the use of personal devices.

Cybercriminals are shifting their focus to exploit such weaker security systems. From phishing emails to ransomware attacks, human services organizations must stay vigilant, focusing on education, using secure tools and fostering a culture of cybersecurity awareness.

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### The Role of Employees in Cyber Defense

In today's remote work environment, employees play a critical role in protecting their organization from cyber threats. While firewalls and antivirus software are important, human behavior is often the most powerful defense. Security awareness training helps employees recognize and respond to threats before they cause harm. This includes understanding how to spot phishing emails, which often mimic legitimate messages to trick users into clicking malicious links or sharing sensitive information.

Training should also cover safe browsing habits, password hygiene, and how to report suspicious activity quickly and effectively. Interactive sessions and real-world examples can make training more engaging and effective. One effective tool is phishing simulations, which test employees with mock attacks to build awareness and reinforce good habits. By investing in regular, easy-to-understand training and fostering a culture of vigilance, employers empower their teams to act as the first line of defense, reducing the risk of successful cyberattacks [\[read full article\]](#). ◀

## How to Maximize Medicaid Reimbursements Through Better Documentation

For IDD agencies, maximizing Medicaid reimbursements starts with documentation. Every claim must be backed by detailed, accurate records that connect directly to an individual's approved plan of care. A single missing note, vague description, or delayed entry can trigger denials and slow down cash flow. Multiply that risk across hundreds of services each week, and the financial strain becomes clear.

The good news: improving documentation doesn't have to add more paperwork. With the right systems in place, agencies can capture the data they need as part of their daily workflow, keeping reimbursements steady, denials low, and audits manageable.



### Reimbursement needs proof

The rule is simple; if it isn't documented, it didn't happen. Medicaid and MCOs require clear, complete service records for every claim. That includes who delivered the service, when and where it occurred, what was provided, and how it ties back to the individual's plan. Even if services are delivered perfectly, a missing timestamp or incomplete note can stall payment. Strong documentation ensures services are not only delivered but reimbursed.

### Real-time documentation reduces errors

The longer staff wait to document, the more details slip away. End-of-day notes or handwritten logs often mean mistakes, incomplete entries, or inconsistencies that lead to costly follow-up. Digital, mobile-friendly tools allow staff to document in real time, ensuring accuracy, reducing corrections, and speeding up claim submission. Capturing notes at the point of service helps agencies prevent errors at the source [\[read full article\]](#). ◀

## How Behavioral Health Organizations Can Prepare for OBBBA



With \$911 billion in projected Medicaid cuts, the [One Big Beautiful Bill Act](#) sounds more like a "not-so-beautiful" bill to many in the behavioral health field. Changes to eligibility redetermination, work requirements, and state funding are expected to limit or eliminate coverage for millions — while

simultaneously putting more administrative and financial strain on clinicians, admin staff, and the organizations that support them.

But while the clouds around OBBBA may look heavy, there is a silver lining: the phased rollout over the next decade gives leaders plenty of time to prepare before the storm hits. With the right mix of technology and collaboration, organizations can turn disruption into momentum — and come through stronger on the other side.

### Free clinicians to focus on care.

Clinicians are already stretched thin, and additional OBBBA-driven administrative demands could make the situation worse. [AI-powered ambient scribes](#) are one example of how organizations can leverage technology to reclaim time. By reducing documentation workload, providers save an average of 7–10 minutes per note. Over time, that translates into more availability for client care, outreach, and case management [\[read full article\]](#). ◀

## Celebrating Cultural Holidays in the Workplace

*In July, the RCPA DEI Committee hosted a discussion on “The Pros and Cons of Celebrating Cultural Holidays in the Workplace.” The following article is adapted from that member discussion; thanks to all who participated and contributed.*



In our diverse and increasingly global world, celebrating cultural holidays in the workplace has become an often debated topic. While these celebrations can foster a sense of inclusion and community, they also pose challenges related to equity, logistics, and potential missteps. Balancing these factors requires thoughtful planning, open communication, and a commitment to inclusivity.

### The Benefits of Celebrating Cultural Holidays at Work

One of the most significant advantages of celebrating cultural holidays in the workplace is the positive impact they have on employee morale and engagement. When individuals see their culture acknowledged, it fosters feelings of being valued, seen, and heard. This can lead to:

- ▶ **Increased employee engagement:** Cultural celebrations provide a chance to step outside of typical work interactions and connect over shared experiences.
- ▶ **Improved team cohesion:** These events can create bonds among coworkers through storytelling, shared food, learning, and discussion.
- ▶ **Greater empathy and understanding:** Exposure to different traditions and practices can increase cultural sensitivity and reduce unconscious bias.
- ▶ **A more inclusive workplace:** Recognizing diverse holidays signals that the company values all backgrounds, not just the dominant culture.

By creating space for employees to voluntarily share about their personal lives and cultural heritage, organizations build stronger, more connected teams.

### Building Inclusion Through Celebration

To truly enhance inclusivity, cultural celebrations should go beyond surface-level acknowledgments. Incorporating educational components — such as inviting guest speakers, sharing informative videos, or discussing

the historical and cultural context — helps deepen understanding. Ideally, education should come directly from members of the cultural group being recognized. If that’s not possible, organizers should engage in respectful and thorough research to represent the culture accurately.

### Avoiding Pitfalls: Division, Exclusion, and Logistical Challenges

Despite good intentions, cultural celebrations can unintentionally cause resentment or division if not handled carefully. Recognizing some holidays while ignoring others can lead to feelings of exclusion or favoritism. To avoid this, organizations may consider:

- ▶ **Rotate celebrations each year** to provide space for different cultures to be highlighted.
- ▶ **Solicit input from employees** through surveys or open forums to understand which events are most meaningful to the team.
- ▶ **Establish a committee** to review cultural holiday requests and ensure decisions are made collectively and fairly, minimizing bias.
- ▶ **Create a clear charter** or policy outlining the purpose and scope of celebrations to guide decisions and set expectations.

While celebrations can bring teams together, organizations must also take into account logistical aspects such as productivity and scheduling challenges. Each organization must determine how much time and resources to designate for these events.

### Cultural Celebrations vs. Flexible Holiday Time

Some organizations opt to offer personal holiday time as an alternative or supplement to workplace-wide celebrations. This allows individuals to observe meaningful holidays in their own way, without requiring the broader team to participate. While this respects personal beliefs and preferences, it may miss the opportunity to educate and unify the workplace through shared experiences. A blended approach — offering flexible holiday leave while also hosting occasional, inclusive celebrations — may provide the best of both worlds.

### Company Culture

At the core of any successful celebration strategy is a workplace culture rooted in respect, collaboration, and openness. Celebrating cultural holidays isn’t just about the event itself; it’s about creating a work environment where individuals and their differences are recognized and valued.

Cultural celebrations can be a powerful tool to promote education, empathy, and engagement. By listening to employees and creating space for diverse voices, companies can build stronger, more cohesive teams that celebrate not just what they have in common, but what makes them unique. ◀

### House Passes Critical Telehealth Bill 1590 to Eliminate “4 Walls” Barriers

In late June, bipartisan legislation introduced by state Rep. Dan Williams, D-Chester, to help Pennsylvanians take advantage of new federal Medicaid rules that give patients and clinicians more telehealth options for behavioral health services, passed the PA House with overwhelming support.

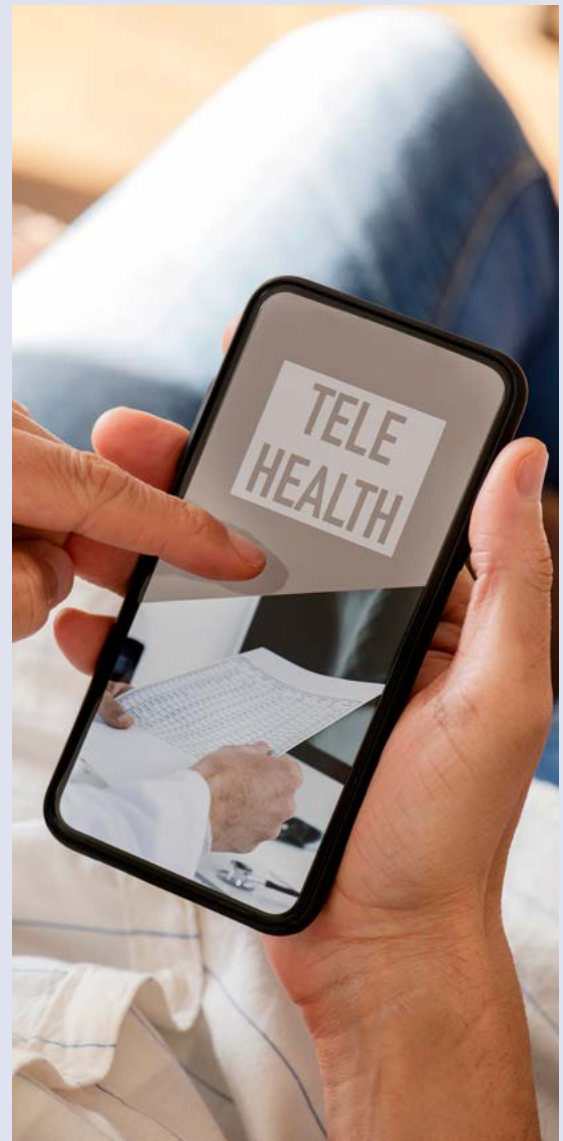
“The longstanding and outdated ‘Four Walls’ requirement has limited Medicaid reimbursement to services within the physical walls of a clinic,” said Williams. “This only creates barriers to care, particularly in rural areas and regions experiencing mental health workforce shortages.”

The Centers for Medicare and Medicaid Services gave states the option to waive the requirement on January 1, 2025. In response, the Pennsylvania Department of Human Services has submitted a State Plan Amendment to adopt this flexibility, which has been approved. The State Plan Amendment addresses the practice prohibitions of requiring the practitioner or client receiving telehealth services to be with in the physical “4 walls” of the outpatient clinic.

To address the Federal Medicaid payment conditions in the Pennsylvania statute, there was a need for this legislation to permit services be covered under Medicaid, and [HB 1590](#) would achieve this. It is also important to reiterate that this bill will not change outpatient behavioral health clinic rules requiring in-person treatment hours. The passage of this bill will address these conditions for outpatient clinics as well as the delivery of SUD services.

HB 1590 would repeal state regulations that conflict with the new federal flexibility. Importantly, the bill would not change existing rules requiring in-person treatment hours for outpatient behavioral health clinics. The bill now moves to the State Senate for consideration.

Both the CMS SPA approval and the legislation would be retroactive to January 1, 2025. RCPA continues to meet with Senate legislators, to get this bill passed in the fall session that convenes in September. ◀



### RCPA’s Legislative Tracking Reports

RCPA is constantly tracking various policy initiatives and legislation that may have positive or negative effects on our members and those we serve. For your convenience, RCPA has created a [Legislative Tracking Report](#), containing the bills and resolutions we are currently following. You can review this tracking report to see the legislative initiatives that the PA General Assembly may undertake during the current Legislative Session. If you have questions on a specific bill or policy, please contact [Jack Phillips](#), Director of Government Affairs. ◀

# BEHAVIORAL HEALTH SUBSTANCE USE DISORDER TREATMENT SERVICES

## Alcohol Consumption Down in the US, but AUD Remains A Serious Issue

Although the percentage of US adults who reportedly drink alcohol is the lowest it has been in 90 years, cases of alcohol use disorder (AUD) and alcohol-related deaths show no sign of slowing.

In [Gallup's Latest Consumption Habits Survey](#), conducted in July, 54 percent of US adults say they consume alcohol, the lowest by one percentage point in Gallup's decades of tracking the trend. This coincides with a growing belief among Americans that moderate alcohol consumption is bad for one's health, now the majority view for the first time.

Meanwhile, [Pew reported in June 2024](#) that more than 29 million people in the United States ages 12 and up had alcohol use disorder (AUD), which the National Institute on Alcohol Abuse and Alcoholism (NIAAA) describes as "a medical condition characterized by an impaired ability to stop or control alcohol use despite adverse social, occupational, or health consequences."

In fact, [NIAAA estimates nearly 180,000 deaths per year are attributable to excessive alcohol use](#), making alcohol one of the leading preventable causes of death in the United States, behind tobacco, poor diet and physical inactivity, and illegal drugs. By comparison, the Centers for Disease Control and Prevention's National Center for Health Statistics indicate there were [an estimated 80,391 drug overdose deaths in the United States in 2024](#) — a decrease of 26.9 percent from the 110,037 deaths estimated in 2023 and believed to be at the lowest level since 2019. Opioid-related deaths in 2024 were estimated at 48,422.

So, while overall alcohol consumption may be down, problem alcohol use remains a serious issue. Of those with AUD, [fewer than 10 percent receive treatment for it](#), and even fewer receive medication to treat their AUD. [Research from the Recovery Research Institute also suggests](#) that those who have substance use disorder (SUD), including AUD, may not be receiving treatment for the AUD, given that

treatment providers may overlook it if patients enter treatment with a different primary substance, such as opioids or stimulants. In addition to this critical gap in care, there has been a lack of research on alcohol-related health risks in SUD treatment populations, limiting the development of targeted interventions.

Americans' reduction in alcohol use is laudable, yet AUD remains a major problem that may be underdiagnosed. To better identify and treat AUD, according to the Recovery Research Institute, improved screening and better integrated treatment to address alcohol use within SUD programs can reduce long-term health risks and death. Treatment programs that ensure that alcohol use is treated alongside other drug problems may help reduce the disease burden from excessive alcohol use. By acknowledging these risks, the treatment and health care systems can collaborate to create more effective recovery plans that support long-term health and prevent avoidable harm. ◀

# BEHAVIORAL HEALTH | MENTAL HEALTH

## PA to Apply for Federal Rural Health Transformation Project

On July 4, 2025, President Donald Trump signed into law the [One Big Beautiful Bill Act \(OBBBA\)](#). According to [Congressional Budget Office \(CBO\) estimates](#), the Act will reduce Medicaid spending by nearly \$1T over ten years, largely as a result of new caps on state Medicaid finance mechanisms and reductions in enrollments resulting from the implementation of community engagement requirements and changes to eligibility and enrollment processes.

Lawmakers raised concerns over the potential disproportionate impact Medicaid funding reductions could have on rural communities, including accelerating the trend of rural hospital closures, and to address

these concerns, lawmakers added the Rural Health Transformation Program (RHTP).

OBBBA appropriates a total of \$50B to the RHTP over five years, and states must submit an application to CMS to receive an allotment. OBBBA directs CMS to disburse half of the \$50B evenly to all states with approved applications and award the other half at CMS' discretion to at least one quarter of those states awarded the first half based on need and rurality as defined below. Each state's application must include a Rural Health Transformation Plan.

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## BEHAVIORAL HEALTH | MENTAL HEALTH

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The foundational blueprint for Pennsylvania's application for the RHTP is the Pennsylvania Rural Health Associations (PRHA) 2025–2030 Pennsylvania Rural Health Plan, which is a comprehensive roadmap to improve the health and wellbeing of rural residents across the state. The plan was developed with input from rural community leaders, health professionals, academic institutions, and policymakers to identify key priority and action steps to address the unique health challenges and opportunities in Pennsylvania's 48 rural counties. Primary focuses include access to care, behavioral health, oral health, maternal health, workforce development, broadband connectivity, and health equity. The 2025–2030 Pennsylvania Rural Health Plan can be found [here](#).

The Department of Human Services (DHS) is seeking stakeholder feedback through a survey/information tool on rural concepts and other ideas to shape its Rural

Health Transformation Program. This is an important step in DHS' process as it applies for HR1/OBBB Rural Health Transformation funding.

There are a few confirmed, long-standing focus areas based on DHS' previous work, including maternal health, mental and behavioral health, aging and access, transportation and EMS, and rural health care workforce needs. However, DHS is open to and looking for other ideas that may improve access to care in rural communities, so feedback is not limited to the affirmed concept areas. This would also include the opportunity to expand the ICWC programs and the CCBHCs that currently address integrated health across the Commonwealth. It is important to note that DHS may use the information gathered through this process in the development of future implementation; however, it is not guaranteed that this will occur. ◀

## CHILDREN'S SERVICES

### School-Based Mental Health Services Access Increases Via Telehealth

As youth mental health needs grow, schools are becoming heavily relied upon as access points for behavioral health services — but the demand is growing faster than schools can keep up with. School counselors are tasked with serving hundreds or thousands of children, leaving them with an impossible caseload and inevitably leading to burnout. To combat the urgent need for access, schools in some states are beginning to rely on telehealth to provide school-based behavioral health care. School districts have begun to partner with community providers to create a seamless transition between schools and mental health care.

Community partners contract with schools to provide telehealth services, and can coordinate appointments directly in the school. Telehealth in schools eliminates barriers of transportation and parent schedules, and has increased access, reduces wait times, and supports a continuity of care in school settings. The integrated model of care has reduced no-show rates, enhanced collaboration between providers and educators, and better aligns with students' academic and mental health needs. Even though this model has not been fully adopted in Pennsylvania, it can serve as a template for coordinating better access to behavioral health care in our schools. ◀



## INTELLECTUAL/DEVELOPMENTAL DISABILITIES

### Performance with Purpose: How ODP Plans to Boost Capacity & Quality

The Office of Developmental Programs (ODP) continues to advance its Performance-Based Contracting (PBC) initiatives, aimed at improving service quality and expanding system capacity for individuals with the most complex needs.

Residential providers received tier assignments in late June, with most receiving a Primary designation:

- ▶ **Primary** – 409 (94.7%)
- ▶ **Select** – 16 (3.7%)
- ▶ **Clinically Enhanced** – 7 (1.6%)

Providers are implementing plans for staff credentialing, EIM process improvements, and other quality activities. For Supports Coordination Organizations (SCOs), the focus has shifted from revising measurement tools based on significant public comment, including extensive RCPA feedback, to launching data collection activities. ODP made substantial changes to the tools, performance measures, and timelines. SCOs will operate within a single tier, phasing in quality improvements over the next two years, with data submission expected to begin in late 2025.

At the statewide level, ODP is moving forward with its Multi-Year Program Growth Strategy (MYPGS) to expand capacity and create a stable operating environment for IDD providers. County Administrative Entities (AEs) are undergoing readiness reviews, with a major shift toward “managing to budget” instead of managing a fixed number of waiver slots. This approach aims to fund only required services in the appropriate amounts, freeing resources to serve additional individuals.

RCPA continues to advocate for practical PBC and MYPGS implementation strategies that strengthen quality, sustain provider capacity, and avoid unnecessary administrative burdens, ensuring resources stay focused on direct services and supports. ◀

### Protecting Options: Updates on Settings Rule and Subminimum Wage Programs

At both the federal and state levels, legislative activities have sought to relax regulations related to the CMS Settings Rule and 14(c) (subminimum wage) employment programs. On July 3, 2025, the US Department of Labor under the Trump administration rescinded proposed rulemaking that would have phased out 14(c) programs. This action preserved the viability of 14(c) employment programs, allowing the continued issuance and renewal of 14(c) certificates. While this decision maintains the status quo for now, Congress may revisit the elimination of 14(c) certificates in future legislative sessions.

At the state level, Senator Coleman held a hearing on June 9, 2025 on SB 657. This bill seeks to amend the Office of Developmental Programs’ (ODP) interpretation of the CMS Settings Rule to allow for additional residential opportunities for individuals supported by ODP waivers. Specifically, SB 657 would remove current residential density restrictions under Chapter 6100 and permit providers to establish planned communities, farmsteads, and other residential settings not currently allowed by ODP. While the legislation remains stalled in committee, ODP has expressed openness to working with a stakeholder group to review Chapter 6100 and explore modifications that could benefit individuals served through ODP.

RCPA continues to work closely with our national partners at ANCOR to advocate at the federal level, while also leveraging strong relationships with Pennsylvania legislators and ODP leadership. Our goal is to ensure that individuals with disabilities have access to a broad range of residential and employment service options that meet their unique needs and preferences. Whether in Washington, DC or Harrisburg, RCPA remains a committed voice for our members, working to protect and expand opportunities that promote choice, independence, and quality of life. ◀

## BRAIN INJURY

### Severe Brain Injury Family Education Guide

A number of educational resources were developed and available in the Severe Brain Injury (BI) Family Education [Guide](#), “The Disorders of Consciousness Hub.” The guide includes information related to the injury, prognosis, diagnosis, and care after one suffers a severe BI. ◀

## ❖ BRAIN INJURY

### BIAA Releases Impact Report for 2024

The Brain Injury Association of America (BIAA) released the [Impact Report](#) for 2024. This report highlights the impact of their programs, shares updates on initiatives they are working on, events they participated in, and more. ◀

### Webinar to Focus on Behavior Changes in TBI

The Brain Injury Association of America (BIAA) will be conducting a clinical webinar, [Behavior Changes in TBI: Therapeutic Strategies](#), on Tuesday, September 30, 2025 from 3:00 pm – 4:00 pm. The live webinar will provide evidence-based strategies to assess and manage behavioral changes in individuals with traumatic brain injury (TBI) across clinical settings. There is a small fee for the webinar for professionals (includes 1 ACBIS CEU). Survivors and family members are free. ◀

## ❖ MEDICAL REHAB

### Pennsylvania Senator Urges CMS to Terminate IRF Review Choice Demonstration

Pennsylvania Senator David McCormick joined Senator Katie Britt from Alabama in sending a [letter](#) to the Centers for Medicare and Medicaid Services (CMS) Administrator, Dr. Mehmet Oz, requesting that he terminate the inpatient rehabilitation facility review choice demonstration (IRF RCD). The letter highlighted the fact that the RCD has failed to find fraud or abuse, while placing an unnecessary and undue burden on providers in Pennsylvania and Alabama. ◀

### Novitas Solutions Offers Webinar on Collaborative Wheelchair Options and Accessories

On September 30, 2025, at 12:30 pm, Medicare contractor Novitas Solutions will be conducting a collaborative webinar on Medicare's criteria that is necessary for the coverage of wheelchair options and accessories. Representatives from all four Durable Medical Equipment (DME) Medicare Administrative Contractor (MAC) jurisdictions will participate in the webinar, to explain what is required in the medical records, orders, and related documentation to support the coverage. To register, [use this link](#). ◀

## ❖ PHYSICAL DISABILITIES & AGING



### Community HealthChoices Procurement

This procurement continues to be on a stay. The proximity to the end of the calendar year makes it unlikely to be rolled out in January 2026. Aetna Better Health has sent out credentialing packages to HCBS providers. If your agency's primary contact listed in PROMISe has not received your package, search your spam folder. Then [visit this site](#). ◀

## Provider Revalidation – Critical Timeline

OLTL dedicated a significant portion of the last LTSS Committee meeting to this topic. Your agency must complete this process online. No reminders will be issued. This revalidation is essential to maintain CHC-MCO contracts.

- ▶ Medicaid revalidations are required every five years.
- ▶ You must revalidate every service location separately.
- ▶ Providers who operate from multiple locations in the Commonwealth should have each physical location enrolled as a separate service location for

OLTL programs, if that location houses customer files, or if any coordination of services occurs in that location.

- ▶ Providers who miss a revalidation deadline will be removed from the Medicaid program.
- ▶ Providers can identify their next revalidation date by logging into PROMISe and selecting “Enrollment Summary” under provider services.

Questions about the revalidation process can be directed to [this email](#). ◀



## RCPA Events Calendar

\*Events subject to change; members will be notified of any developments.

Giv.

# Outcomes tell the **story**. Metrics **prove it**.

Access two free KPI and reporting checklists that help you identify what to track, measure what matters, and position your agency for success in value-based pay. Because every outcome you report is proof of your impact.

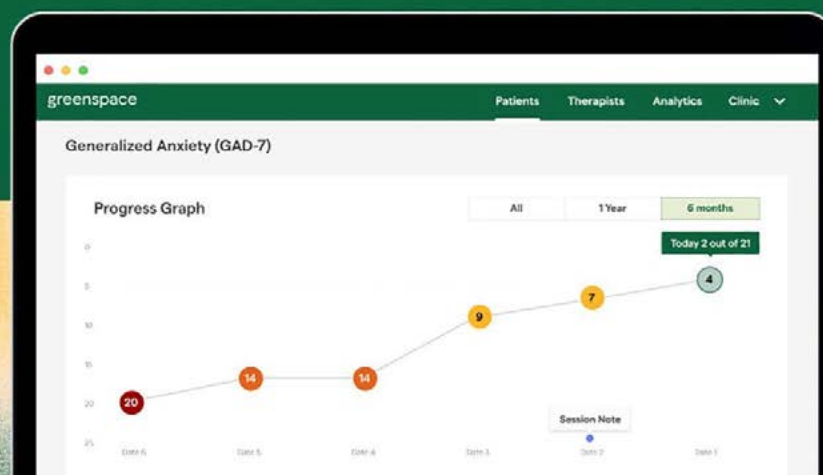
The screenshot shows a web browser displaying the Giv. dashboard. The main heading is "Value based pay metrics". Below it, there is a section titled "Outcome-Focused Metrics" with two bullet points:

- Individual goal achievement rate: % of ISP goals achieved per quarter.
- Community integration rate: % of clients participating in community-based activities.

On the right side of the dashboard, there is a QR code with the text "Get free reporting resources" above it.

greenspace

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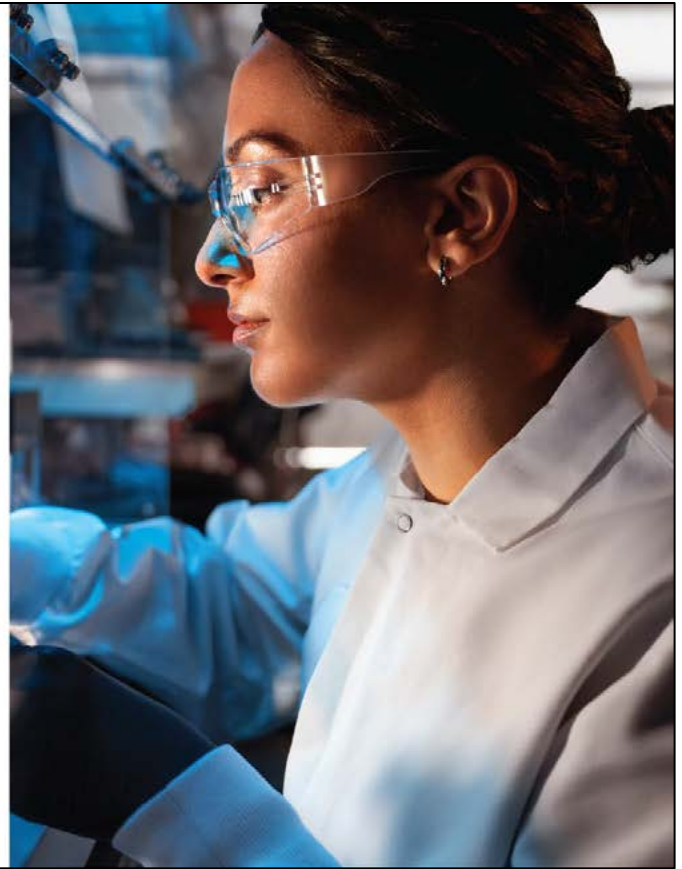
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