

Area Agency on Aging of Dane County

2022 Paul H. Kusuda Special Projects Fund Grant Application

The 2022 Paul H. Kusuda Special Projects Fund Grant augments Dane County-funded Client-Centered Case Management and related services provided by the 12 Senior Focal Points. It may cover all or part of one-time costs to meet any of the following Case Management Program needs:

- a. To continue or restore client services that had to be curtailed because of diminished staff time;
- b. To enable staff to attend staff development or in-service training (for example, tuition, books or other resources, transportation/lodging costs);
- c. To plan, develop, and provide new client service(s) heretofore thought to be evidence-based, unique, or needing application in a case-setting;
- d. To meet unexpected costs not included in the current budget (to include equipment, supplies, postage or services);
- e. To enable social research targeting program or technique effectiveness; or
- f. To fund other initiatives that either enhance case management services or improve the quality of life for financially eligible older adults served by this program.

The grant-funded project covers the period 1 January 2022 through 31 December 2022. Projects are limited to a minimum of \$500 and maximum of \$15,807.

Use this fillable form (your responses must fit within the specified space) and email it with letters of support to: aaa@countyofdane.com. Completed applications and letters of support must be received by Friday, 18 February 2022, 4 pm.

Proposal Information

Project Title	Improving Outcomes for Case Management Clients by Building Staff Motivational Interviewing Skills.
Amount Requested	\$700.00
Agency Name	Oregon Area Senior Center
Agency Address	219 Park Street Oregon WI 53575
Applicant Name	Rachel Brickner, Director
Applicant Phone Number	608-835-5801
Applicant Email Address	rbrickner@vil.oregon.wi.us

This project is: a new project *or* an expansion of an existing project.

If planning to expand an existing project, attach a one-page addendum describing the nature and scope of the current project and how it will be expanded. Collaborations are encouraged.

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PROPOSAL [50 points—two pages maximum]

Describe the proposal's focus, purpose, and steps that will be taken to meet the purpose.

The Oregon Area Senior Center (OASC) seeks to help case management clients find the internal motivation necessary to make positive changes in their behavior, and in their lives. Very little is accomplished unless a person truly wants to change—the desire must come from within. This project would support a case manager learning techniques designed to help people come to their own conclusions about the need for change in their lives.

The OASC seeks funding to pay the tuition for a case manager to attend a UW-Madison Department of Continuing Studies Behavioral Health course: "Motivational Interviewing: Advanced Skills Practice." This 20 hour course will be held live online beginning Oct. 6, 2022.

Motivational Interviewing (MI) is an evidence-based approach to behavior change. It is particularly helpful in helping people address addiction, or manage chronic physical health conditions. In MI, the case manager approaches the client as an equal, and seeks to empower people to change by drawing out their own feelings, their own meaning and sense of purpose, and their own thoughts about their capacity for change. MI honors client autonomy, and keeps the client at the center of the conversation. MI helps people realize and express their own desires and wishes with regard to change in their lives.

Psychology Today has described MI as "a counseling method that helps people resolve ambivalent feelings and insecurities to find the internal motivation they need to change their behavior; it is a practical, empathetic process that takes into consideration how difficult it is to make life changes."

Many case management clients face the need to make changes in their lives. It might be a change in diet or exercise, it might be choosing to give up driving, it might be any of a great many changes. Those clients do not change because someone tells them to. They change (or choose not to) based on their own reasoning process. Using the techniques of MI, a case manager helps a client process all of the factors involved in the decision, and come to the one that the client feels they want to pursue.

If this grant proposal is accepted for funding, one of our two case managers who already has good, basic familiarity with MI would enroll in the MI Advanced Practice course, which begins in October. She would attend the course during her regular working hours, and be paid for her hours as she usually is. She would be putting her training into practice as soon as she is learning it, so that case management clients of the OASC would benefit as soon as is practicable.

OASC had over 200 clients receiving Dane County supported case management in 2021. OASC's case managers also provided services to a number of older adults receiving case management services through Medicaid. All of those clients have the potential to benefit from a case manager with greater skills and knowledge.

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QUALIFICATIONS [15 points—one page maximum]

Describe qualifications of the individual to be assigned major responsibility for the project. Include such elements as years of experience working with older adults and specific work skills to be used to complete this proposal.

The staff member who would enroll in the MI course is case manager Noriko Stevenson. Noriko has been working with older adults in one capacity or another since 2009, and has been employed as a case manager for older adults since 2016. Noriko is a Certified Advance Practice Social Worker and a graduate of the UW-Madison School of Social Work with a Master's Degree.

For some time, Noriko has been committed to learning more about MI and its role in helping clients achieve favorable outcomes. On two previous occasions she has attended MI training sessions that introduced participants to the principles of MI, and allowed for some initial practice of those principles. Noriko is now ready and eager to progress to more advanced training and practice of the techniques of MI.

Noriko is an extremely capable case manager. She consistently scores very highly in Dane County surveys of case management clients. Noriko's clients perceive her to be very committed, kind, supportive, accessible and a helpful presence in their lives. Adding advanced MI skills to her abilities would make her even more effective.

Noriko is an excellent student and a true lifelong learner who is always seeking to advance her skills. She is also an excellent teacher. Noriko has had the primary responsibility for overseeing a UW Madison School of Social Work student intern at OASC on field placement each of the last four academic years. Noriko helps guide and train student interns. Noriko will share MI techniques with interns, who will benefit, as will the interns' future clients.

Noriko has also shared information from trainings with the rest of the OASC staff at regularly scheduled staff meetings. In that way the other staff, including those in our Adult Day Program, benefit from what Noriko has learned. That all would lead to more older adults receiving the benefit of MI techniques, if Noriko has the opportunity to attend the advanced MI course.

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Complete the following chart, indicating amount requested from the Special Projects Fund, matching funds from other sources, and the total cost of the project. [5 points]

Item	Amount Requested	Matching Funds*	Total Cost
Personnel		500	500
Space Costs			
Supplies			
Transportation			
Equipment Rental			
Other			700
TOTAL	700	500	1200

* Cash or in-kind support.

Explain each budget item and why it is necessary for this project. [5 points]

Item	Why is this necessary?
Personnel	The Oregon Area Senior Center will be paying the case manager's salary and benefits for the time spent in this 20 hour training.
Space Costs	
Supplies	
Transportation	
Other	This is the cost of tuition (when registered as an "early bird") for the MI course, and the tuition for this course was not included in OASC's 2022 budget.

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AGENCY COMMITMENT [15 points—one page maximum]

After the funding period is completed, what plans have been made to continue efforts or to use purchased equipment?

Knowledge is powerful. Once gained it is difficult to lose. It can be shared and taught. As a staff member accumulates knowledge and experience in a subject, especially one as broad as this, that knowledge will be put to regular use.

Noriko has been working with older adults in Dane County throughout her professional career. Even if she ever chose to leave this position, odds are that she would continue to provide support to local older adults in one way or another. She and her clients would continue to benefit from her knowledge, as would all of the other staff and interns who have shared in that knowledge and the older adults whose lives they touch.

Knowledge is like a ripple in a pond—it keeps spreading outward in ever larger circles.

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ORGANIZATIONAL OPERATIONS [10 points—one page maximum]

Who will have primary responsibility for overseeing successful completion of the proposed project? Specify either the percentage of staff time or number of hours per month to be devoted to this project and the qualifications of that staff member.

Noriko will be responsible for attending this course and completing the required course work. She has a history of successful completion of previous educational endeavors, including receiving a certificate in Behavioral Health and Aging in 2020. That 19 hour on-line course was offered by Boston University's Center for Aging and Disability Education and Research.

The OASC Director will ensure that course enrollment takes place and will monitor Noriko's progress throughout the course.



**Sandra Rosenbaum
School of Social Work**
UNIVERSITY OF WISCONSIN-MADISON

February 5, 2022

To Whom It May Concern:

It is with immense pleasure that I write this letter in support of Noriko Stevenson, Case Manager at the Oregon Area Senior Center, who is seeking to further her clinical skills by attending the *Motivational Interviewing: Advanced Skills Practice* workshop. She explained to me that the senior center is currently applying for a grant through the Paul H. Kusuda Special Projects Fund to help cover the expense of her registration fee. I have known Noriko since the spring of 2013 when she took a course with me and have continued to serve as her social work mentor. With my knowledge of Noriko's commitment to older adults' quality of life and her motivation to continually learn new practice skills and strengthen ones she already possesses, I have no hesitation about recommending Noriko for receiving these funds.

Noriko was my student in the Bachelor of Social Work (BSW) and Master of Social Work (MSW) programs at the University of Wisconsin-Madison and since her graduation, I have had the pleasure to observe her work and speak with her many times about her practice as a social worker. Noriko strives to achieve optimal outcomes with her clients and is always seeking to further her social work skills. She has pursued training in motivational interviewing independently and through two previous foundational courses and found this technique to be valuable in her day-to-day work with clients. I am confident that the advanced skills practice training will further her ability to assess her clients' needs more deeply and accurately, as well as assist them in exploring and resolving ambivalence so they can make positive behavior changes.

In summary, I enthusiastically recommend Noriko Stevenson for the Kusuda Special Projects Fund grant. I am confident that Noriko will value and make the most of this training opportunity by ensuring that her clients benefit from the new knowledge and skills she will gain.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Tracy A. Schroepfer'.

Tracy A. Schroepfer, PhD

To Whom it May Concern:

As a case manager at the Oregon Area Senior Center, I regularly work with clients who have feelings of ambivalence about behavior changes that may help improve their living circumstances, whether to curb hoarding tendencies, cease substance abuse, or others. In these cases, I have found that using motivational interviewing has aided me in helping older adults explore and resolve some of the ambivalent feelings they are experiencing. However, I would like to deepen my understanding of motivational interviewing techniques and attend *Motivational Interviewing: Advanced Skills Practice*. The Oregon Senior Center is applying for the Paul H. Kusuda Special Projects Fund grant to enable me to attend the program.

I have learned the foundations of motivational interviewing through independent study and two previous introductory-level seminars, but am eager to deepen my knowledge base on MI. A more thorough knowledge and ability to apply it will make it possible for me to pursue improved outcomes with older adults within my client base and, as a supervisor of social work interns from UW-Madison, I will also be able to provide a foundation of motivational interviewing for the students I am working with. I believe MI is a powerful tool to motivate change in clients and I am eager to learn more.

Thank you for your consideration of our grant application. I am hopeful you will find my training to be a suitable use of grant funds since it will not simply be used to train me but will benefit our larger community and will help prepare UW-Madison students for their field work as well.

Sincerely,

Noriko Stevenson, MSW, CAPSW
Oregon Area Senior Center
219 Park Street
Oregon, WI 53575

To Whom It May Concern:

I have known Noriko Stevenson for the past five years in my capacity as field faculty for UW-Madison Sandra Rosenbaum School of Social Work as well as my role at Stoughton Health as a licensed clinical social worker on the geriatric psychiatry unit. Noriko plays a major role for Oregon Area Senior Center in her capacity as case manager for older adults in the community as she and her colleagues are the first to identify older adults in the community at risk. Noriko would greatly benefit from the Motivational Interviewing (MI) techniques as she often faces resistance and hesitancy from older adults for a variety of reasons. Noriko can use the skills learned in the training to motivate and encourage older adults to utilize services to make positive changes for themselves and the community at large. By offering improved services Noriko can intervene in situations that could lead to further disparity among older adults. As a field supervisor of students in the UW-Madison social work program, Noriko is a wonderful mentor and supervisor and can further use the skills and knowledge learned from the MI training to model effective communication techniques that will aide in the students learning experience. Noriko continues to be a valuable asset for the Oregon community and her attendance in the MI training would enhance her skills and assist her in providing effective case management services to individuals in the community and future social work students whom Noriko provides mentorship and supervision. Noriko is an excellent candidate for this grant and I highly recommend her and the Oregon Area Senior Center to further benefit the citizens in the community.

Kind Regards,
Jacob Dunn, LCSW
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(920) 723-8460