



Summit 1: Measure by Measure

Supports Coordination Organization
Performance-Based Contracting

August 13, 2025

Agenda



- Introduction
- Plan for Achieving Outcomes
- Access Measures
- Administration Measures
- Continuum of Services Measures
- Employment Measures
- Next Steps
- PBC Resources

Plan for Achieving Outcomes



Pennsylvania
Department of Human Services
Office of Developmental Programs

Build Capacity

Scale Capacity

**Perform to
Statewide
Benchmarks**

New Terms

- **Selective Contracting** – a 1915(b)4 Waiver allows state Medicaid programs to determine specific criteria for provider contracting under their fee-for-service delivery system, thereby creating restrictions on who can provide the service. The Department is referring to this as **Performance-Based Contracting**
- **Pay For Performance** - a payment approach that gives added incentive payments to provide high-quality and cost-efficient care.
- **Performance Area** – general categories of quality standards and measures used in ODP's model for PBC.
- **Standards** – a measurable requirement that indicates quality
- **Measure** – a description of how a standard is evaluated, completed, or scored

SCO Performance-Based Contracting Data Submission Tool

Provide the following information about the SCO, as of December 31, 2024:

Total number of staff employed by the SCO:

Number of Supports Coordinators (SCs) employed by the SCO:

Number of SCO Supervisors employed by the SCO:

Number of SCO Directors employed by the SCO:

Year the SCO was established:



Access Measures

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Access

Measure SC-AC.01: SCO attests to remain open for accepting new referrals and individual/family selection of SCO in county(ies) of the SCO's defined territory and/or the location of the base contract, regardless of case complexity.

☐ I attest

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Access

Measure SC-AC.02: SCO attests to develop and maintain a system to track and report all of the following data elements:

- a. Name of individual referred
- b. MCI of individual referred
- c. Date referral received
- d. Date referral accepted/rejected
- e. Source of referral (AE/counties)
- f. Number of days between acceptance of referral and service initiation (using First Billed service note date in HCSIS)
- g. Reason why 21-calendar day timeline for service initiation is not met
- h. Reason why a referral was denied (location/geography, insufficient workforce, conflict-of-interest per policy, etc.).

☐

I attest



Questions and Answers



Administration Measures

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Administration

Measure SC-ADM.01.1: SCO attests to accurately and truthfully disclose to the Office of Developmental Programs (ODP) the following:

- a. Current financial statements
- b. Violations of conflict-of-interest policy
- c. Any history and status of criminal convictions of Governing Body members
- d. Any history of enforcement actions in other Pennsylvania Department of Human Services programs and/or in other states in which the SCO renders any services to individuals with intellectual and developmental disabilities if applicable.

☐ I attest

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Administration

Measure SC-ADM.01.2: Submission of current financial statements (audited, if available).

Question: Upload current audited financial statements for Fiscal Year 2023-24 (July 1, 2023 – June 30, 2024) or Calendar Year 2024 (January 1, 2024 – December 31, 2024).

If no audited financial statements for Fiscal Year 2023-24 or Calendar Year 2024 exist, SCO should submit:

- a. Profit/Loss statement, and;
- b. Balance Sheet(s).

Combine multiple documents into a single file prior to uploading.

Upload



Performance Area: Administration

Measure SC-ADM.01.3: Disclosure of conflict-of-interest policy and associated documentation, including Governing Body.

Question: Was the SCO's conflict-of-interest policy violated during Calendar Year 2024?

☐

Yes

☐

No

[if yes] **Question:** Indicate how the SCO's conflict-of-interest policy was violated during Calendar Year 2024, including actions taken by the SCO.

Performance Area: Administration

Measure SC-ADM.01.4: Disclosure of Criminal convictions, including disclosure of criminal convictions for Governing Body members.

Question: Did any of the officers or owners within the SCO have criminal convictions?

☐

Yes

☐

No

[If yes] **Question:** Identify the first and last names of any officers or owners within the SCO that have had criminal convictions. Include when the instance occurred and the status of the instance.

First Name of Officer/Owner	Last Name of Officer/Owner	Position Title of Officer/Owner	Date when incident occurred	Status of incident

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Administration

Measure SC-ADM.01.5: Disclosure of history of enforcement actions by other Pennsylvania DHS programs and/or by other states in which the SCO renders any services to individuals with intellectual and developmental disabilities if applicable.

Question: Has the SCO been subject to enforcement actions in other Pennsylvania DHS programs?

☐ Yes

☐ No

[If yes] Provide a written description that includes why these actions were issued, which DHS program/entity issued them, and the date of these actions.

[If yes] Have these issues been resolved? If not, is there a mitigation plan in place to resolve them?

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Administration

Measure SC-ADM.01.5: Disclosure of history of enforcement actions by other Pennsylvania DHS programs and/or by other states in which the SCO renders any services to individuals with intellectual and developmental disabilities if applicable.

Question: Has the SCO been subject to enforcement actions in other states in which the SCO renders services to individuals with intellectual and developmental disabilities?

☐ Yes

☐ No

[If yes] Provide a written description that includes why these actions were issued, which other State program/entity issued them, and the date of these actions.

[If yes] Have these issues been resolved? If not, is there a mitigation plan in place to resolve them?

[Measure SC-ADM.01.5 Continued]



Performance Area: Administration

Measure ADM.02: Submission of a plan documenting how the SCO will operationalize the new payment methodology effective July 1, 2026.

Question: Upload the SCO's plan to implement the new payment methodology effective July 1, 2026.

Acceptable plans must include the following elements at a minimum:

- a. Action items
- b. Responsible person(s)
- c. Goal date for achieving each action item
- d. Progress made toward achieving each action item
- e. Expected completion date

Upload



Questions and Answers



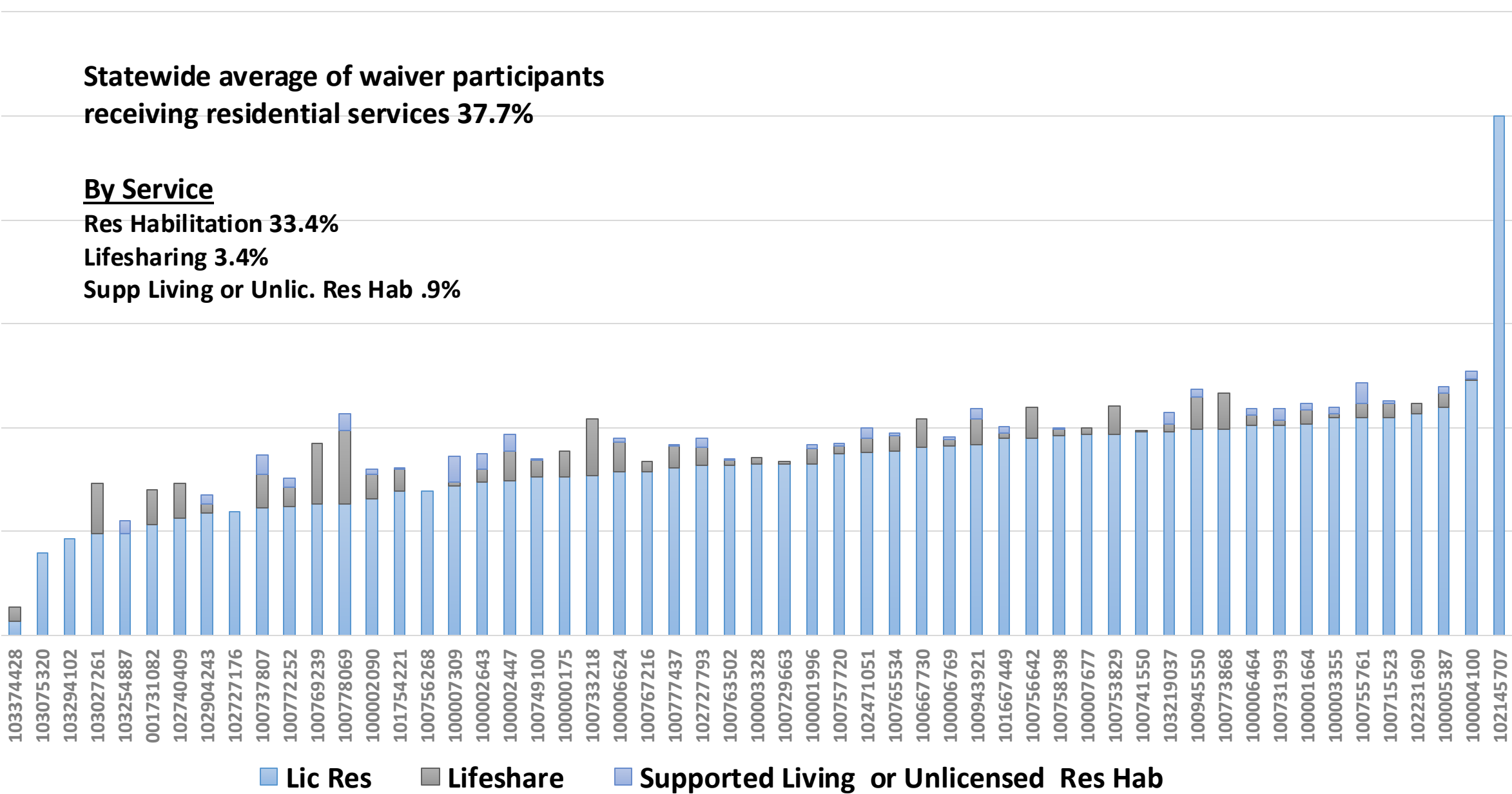
Continuum of Services Measures

Percentage of Individuals Receiving Residential Services by SCO/MPI (CY23)

Statewide average of waiver participants
receiving residential services **37.7%**

By Service

Res Habilitation 33.4%
Lifesharing 3.4%
Supp Living or Unlic. Res Hab .9%



PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Continuum of Services

Measure SC-CoS.01.1: SCO attests that:

- a. SCO has an identified lead for Life Sharing, Supported Living, and Housing who serves as a resource for education for families and SCO staff about residential alternatives,
- b. SCO provides information and materials to Support Coordinators (SCs) to build knowledge of Life Sharing, Supported Living, and Housing options, and
- c. SCs are providing that information and materials to individuals and families seeking residential services.

☐

I attest

PAS SCO Data Submission Form



Pennsylvania
Department of Human Services

Performance Area: Continuum of Services

Measure SC-CoS.01.2: Demonstrate that SC is providing education to individuals regarding residential options.

Measure SC-CoS.02: Demonstrate that SC is providing education to individuals regarding non-residential options.

Question: Upload a plan for how the SCO will improve or has improved the provision of education and resources of the full continuum of residential services, including Life Sharing, Supported Living, and promoting HTTS to individuals and families for residential alternatives.

Acceptable plans must include the following elements at a minimum:

- a. Baseline data
- b. Timeframe/End goal date
- c. Action items and/or measurable targets for improving
- d. Responsible person(s)
- e. Goal date for achieving each target/action item
- f. For ongoing/in process plans: Progress made toward achieving each target/action item

Upload

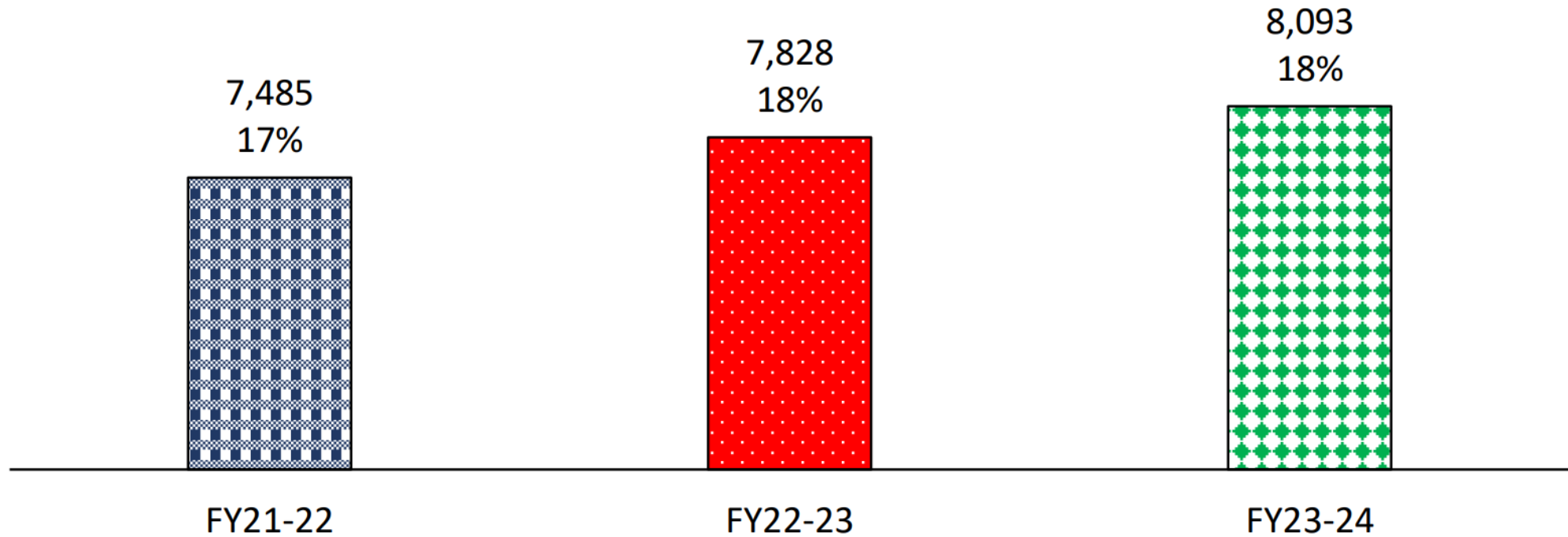


Questions and Answers



Employment Measures

Number and Percent of Individuals Ages 18-64 Working in CIE (PM 1)



Source: EDW HCSIS Consumer Demographics Facts and SCO/Individual Monitoring Facts
Data extraction date: 12/23/2024

Competitive Integrated Employment

- Earning **minimum wage** or higher
- Employed in a **setting** where the individual interacts with other people **without a disability**
- Paid at least the **same rate** that is **paid to people without disabilities** that perform the same **work with similar training, experience, and skills**
- Eligible for the **same level of benefits** provided to other employees
- Presented **opportunities for advancement** that are similar to those for other employees without disabilities who have similar positions.
- Competitive Integrated Employment can be **full time** or **part time**, and includes **self-employment**

Working Age:

- People 18-64 years old

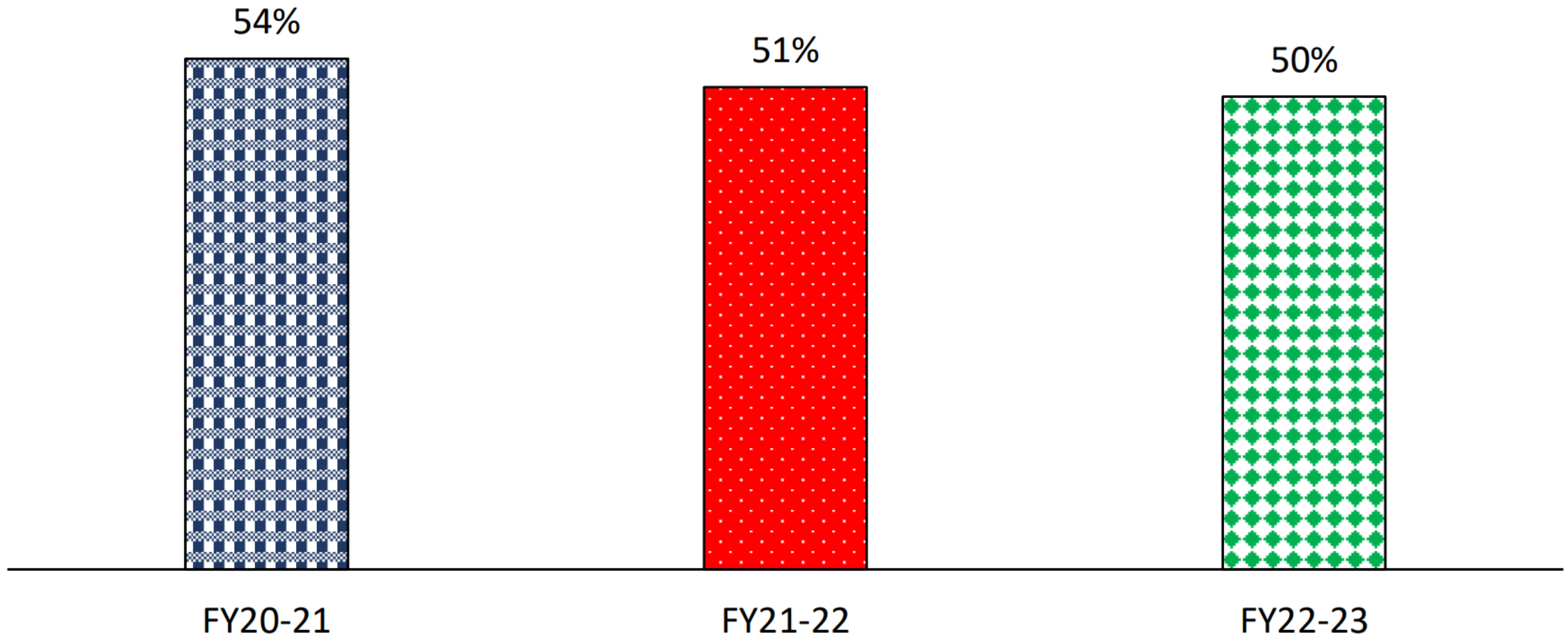
- **Twice** as many individuals (39%) expressed interest in working compared to **those employed** (18%)
 - Individuals should have opportunity to get support to work.
 - Individuals who have yet to express interest, may develop an interest - a Supports Coordinator is in a great position to explore, facilitate, link.

Table 39. Does not have paid community job and wants a paid community job

State	Average within State
PA	39%
NCI-IDD Average	42%

NCI-IDD, In-Person FY23-24

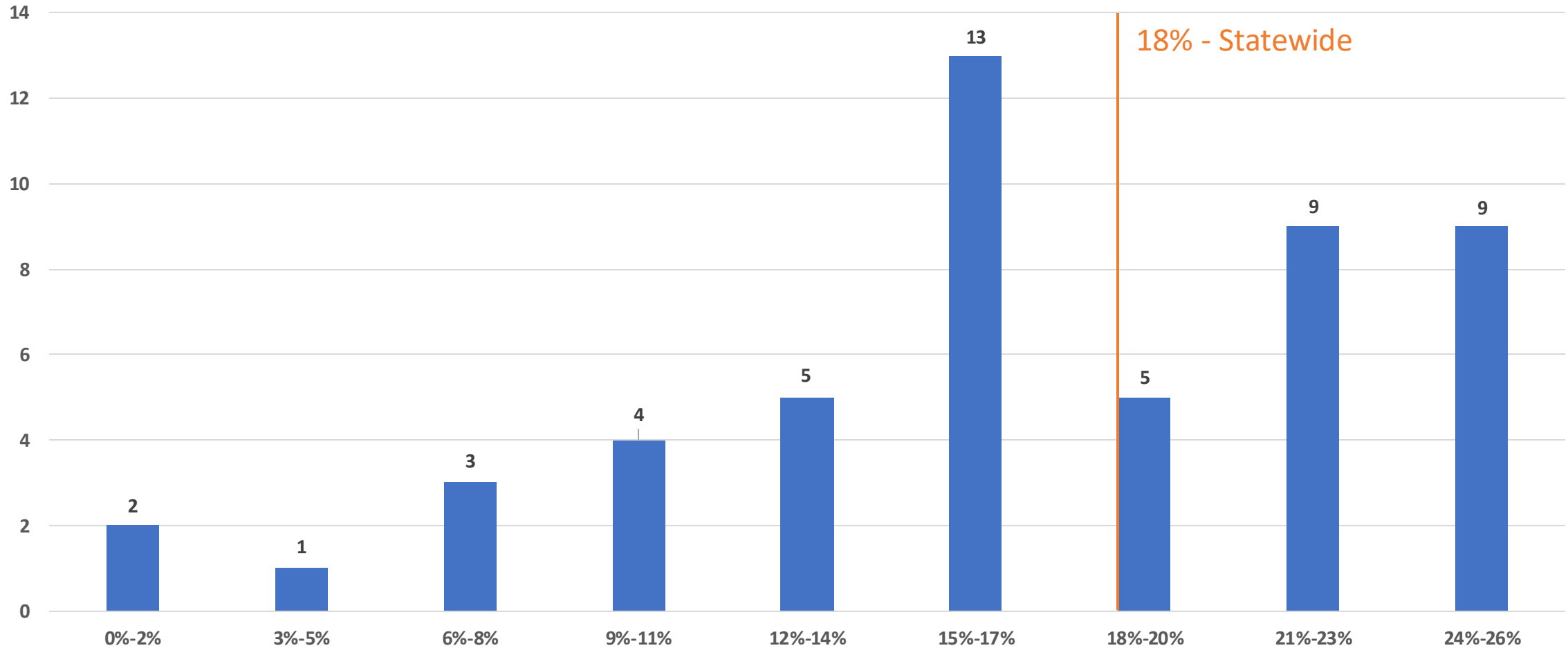
Percent of Individuals Who Reported SC Talked to Them About Employment in the Planning Meeting (PM 7)



Source: IM4Q

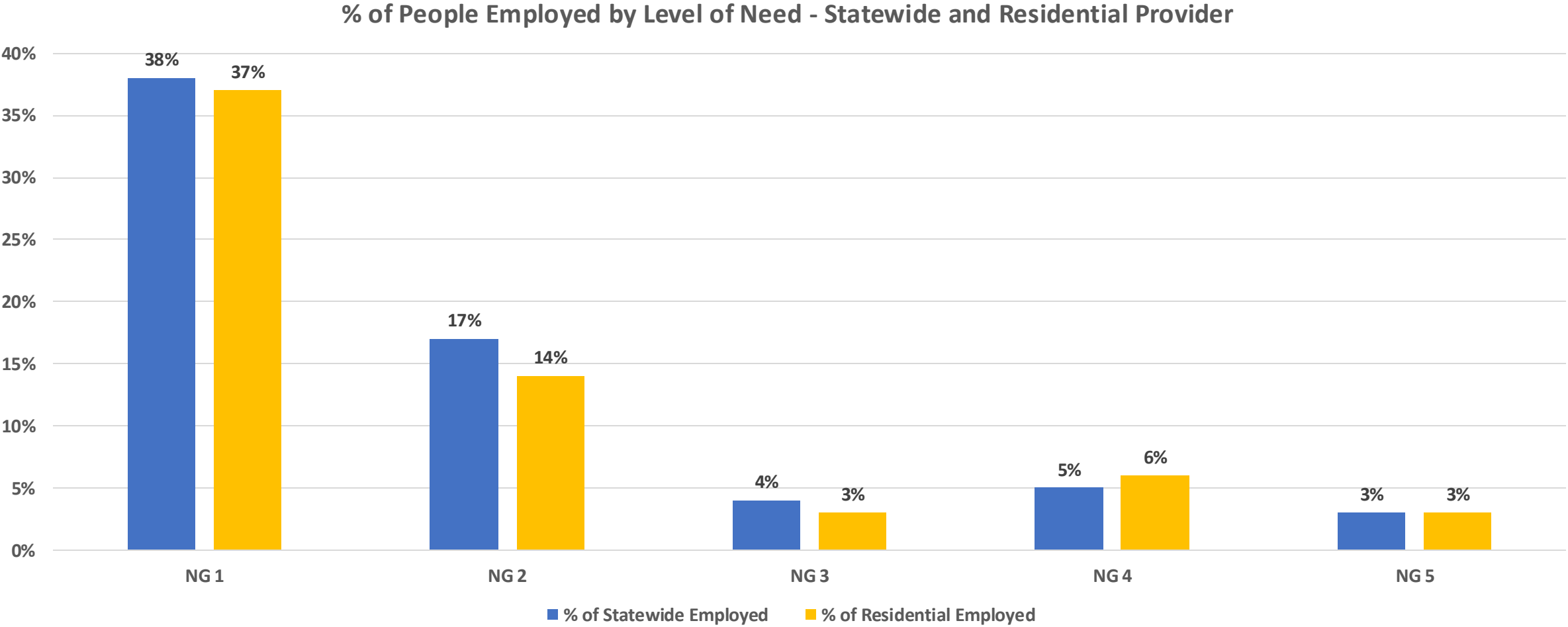
CIE Rate Distribution by SCOs

Number of SCOs and Percent of People Receiving SCO Services who have CIE



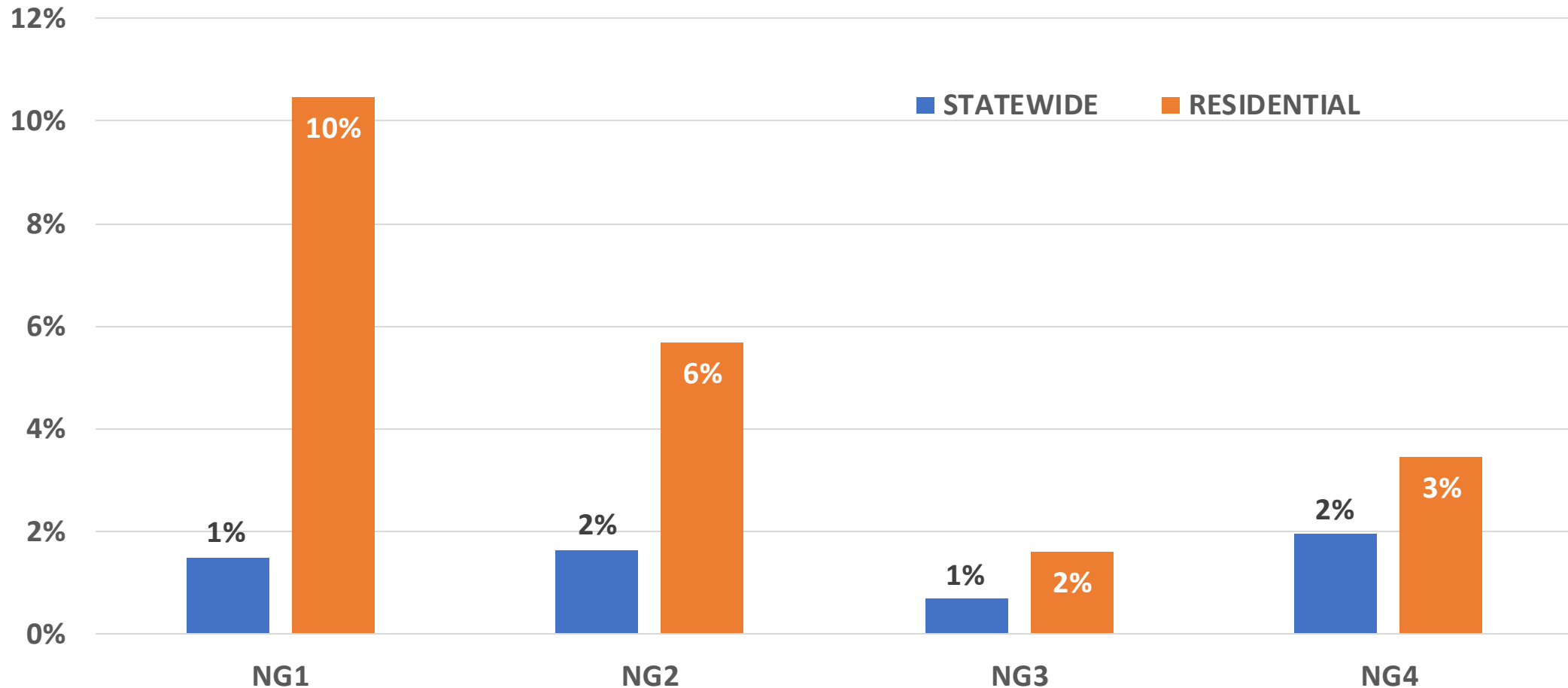
Source: PROMISE CY2024

EMPLOYMENT RATE AND ACUITY

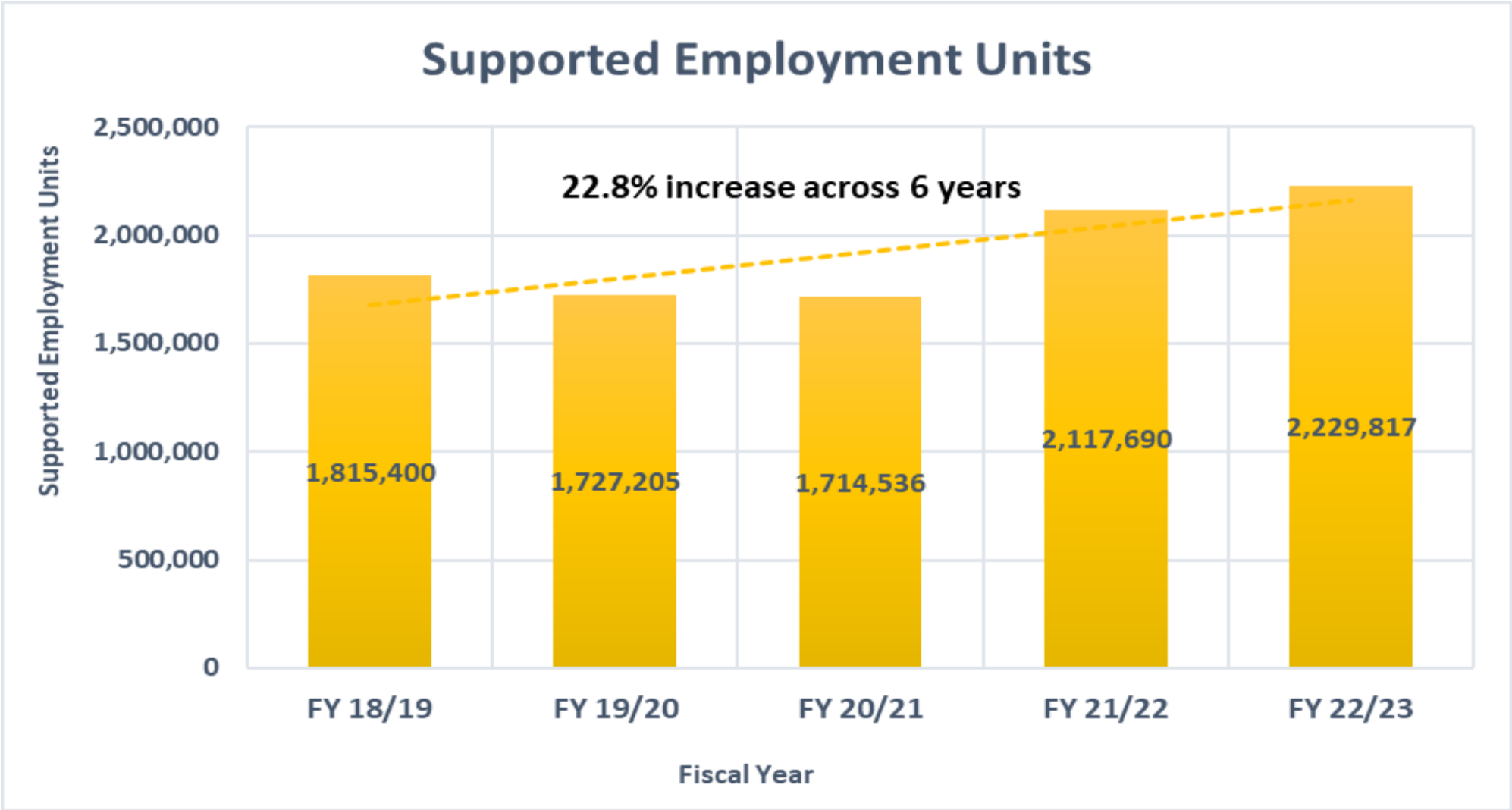


Source: PROMISe CY2024

**PERCENT OF PEOPLE WORKING AGE NOT EMPLOYED AND UTILIZING
EMPLOYMENT SERVICES BY LEVEL OF NEED - STATEWIDE AND RESIDENTIAL
PROVIDERS**



Total Units Utilized Supported Employment Services in ID/A Waivers FY18-19 through FY22-23
All FY Snapshot data pulled 6/30





Performance Area: Employment

Measure SC-EMP.01: QM Plan for increasing CIE.

Question: Upload the SCO's plan to improve CIE.

Acceptable plans must include the following elements at a minimum:

- a. Baseline Data
- b. Timeframe/end goal date
- c. Action items and/or measurable targets to improve CIE
- d. Responsible person(s)
- e. Goal date for achieving each target/action item
- f. Progress made toward achieving each target/action item (when applicable)

Upload

- [Employment First Report Pennsylvania Office of Developmental Programs](#)
 - Appendix B: Number and percent of individuals with competitive integrated employment by Supports Coordination Organization (SCO)
- ODP Employment Trainings for SCs
 - Employment Outside the Box
 - Employment Overview for Supports Coordinators
- [MyODP's Employment Landing Page](#)
- [Pennsylvania's Employment First Landing Page](#)
 - [Employment First Cabinet Report](#)
 - [Service Provider Resources](#)
- Pennsylvania's Department of Labor & Industry's [Center for Workforce Information and Analysis \(CWIA\)](#)



Questions and Answers

- SCO Summits, PAS Training, and VOHs

8/25 Measure by Measure	9/18 Virtual Office Hours
9/5 Measure by Measure	10/1 Virtual Office Hours
9/8 Payment and Billing	10/8 Virtual Office Hours
9/15 PAS Training and Preparedness	10/16 Virtual Office Hours

- Subset of strategic thinking group meeting for implementation planning for billing changes which will be effective 7/1/26
- SCO Agreement released for signature 8/15. Must be signed and submitted by 9/30/25.



- [PBC SCO Services – MyODP](#)
- Implementation guide
 - Appendix
 - Standards and measures
 - Minimum billing activities and documentation
 - Attestation language (will become part of the PAS tool)
 - Submission tool PDF
 - Updated Provider Agreement
- Complete Planning Toolkit
 - Pre-planning Guide
 - Preparedness Self-assessment Workbook
 - Measures and process details