

KAIRS

The moment when change is possible

Welcome to Tempo Residential Treatment Home



Kairos

Mission, Vision, Values, & Strategic Priorities

VISION
A region of communities that understands and values mental and emotional wellness, in which all youth and their families have appropriate support and care.

Priority
Service development and collaboration.

We Value
Opportunity for understanding, healing, and growth.

We Value
Dignity, respect, and appreciation for those we serve and each other.

Priority
Public education and awareness regarding the mental health challenges faced by young people and families.

We Value
Safe and stable environments.

We Value
Excellence & achievement.

We Value
Individual voice and diversity.

Priority
Organizational capacity for clinical effectiveness, business efficiency, and sustainability.

We Value
Identifying options when none seem available.

We Value
Innovation.

MISSION
We collaborate with young people, families, and communities to provide intensive mental health services and supports, promote mental wellness, and instill hope.

Priority
Workforce development.

We Value
Resilience and recovery.

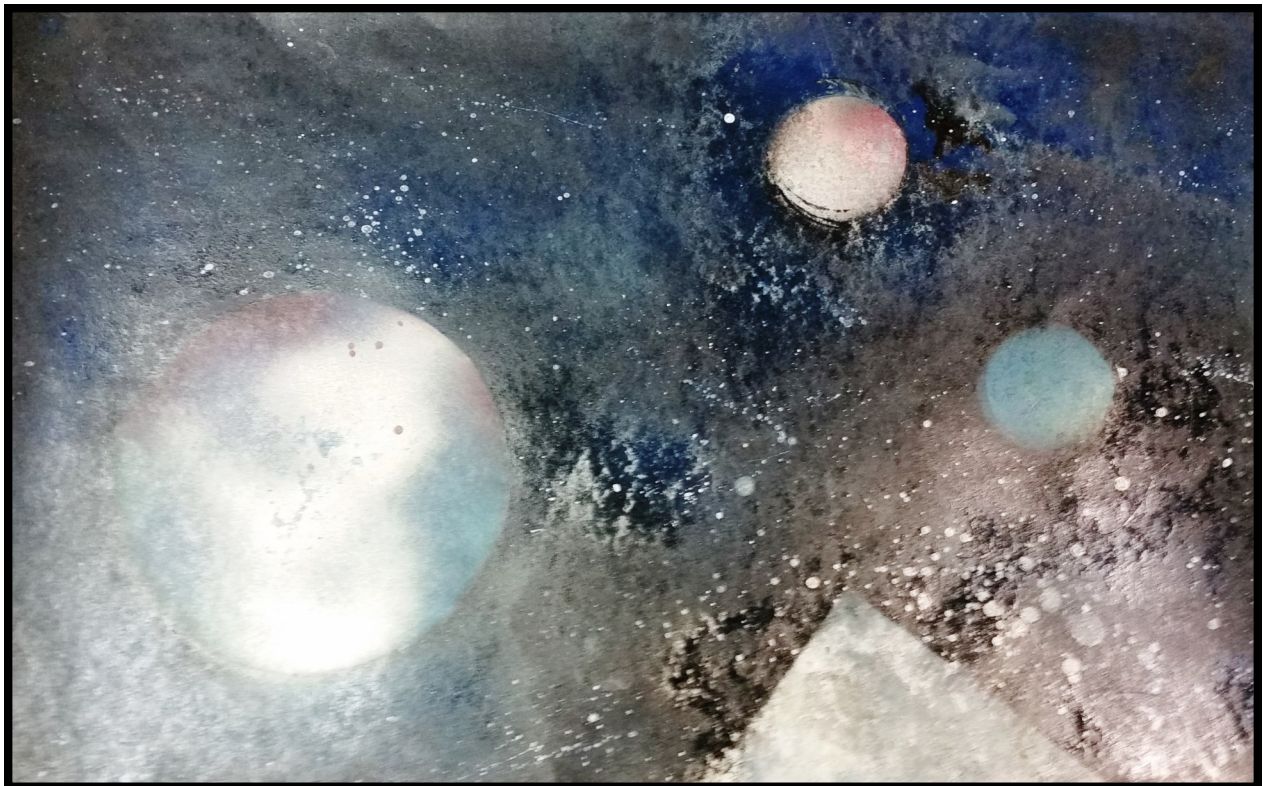
We Value
Lifelong learning.

Tempo Vision

We aspire to provide sanctuary while supporting the individual's pursuit of independence.

Tempo Mission

Together we create a foundation of hope for people to reach personal goals and maintain success in the world.



Tempo is a coed residential home for young adults 18 to 24 years of age. The 5 bed treatment home was designed and built in 2011 specifically for the program. It is located just north of the beltline highway off of River Rd. in Northern Eugene. The program goal is to help build the necessary skills and resources to enable young adults' transition into more independent living.

Tempo's staff includes a Program Manager, an Assistant Program Manager, a Program Supervisor, an Office Manager, Skills Coaches, a Psychiatrist and Peer Support Specialists.

Tempo's treatment focus is to provide support and therapy while providing opportunities for increasing responsibility and independence. We do this through:

- Assisting residents' in identifying and building on their strengths.
- Encouraging responsibility, honesty, integrity, and respect.
- Teaching independent living skills.
- Partnering with Tempo's residents in developing goals and interventions.
- Strengthening family and community resources.
- Celebrating successes.

Collaborative Problem Solving

The primary treatment philosophy at Tempo is Collaborative Problem Solving (CPS). At the core of CPS is the belief that "people do well if they can." If a resident is struggling, CPS believes that the reason is not because he or she is "being oppositional" or "just isn't motivated"; but rather is experiencing a skill deficit. Therefore, when a resident has difficulty, staff are taught to work with the resident to identify the problem, identify mutually agreed upon solutions and implement them. In this process, lagging skills are identified and practiced.

The goals of CPS are to: Pursue expectations, reduce challenging behaviors, develop collaborative relationships, solve problems, build skills and confidence.

Services

Independent Living Skills

Skills Coaches will assist residents in learning independent living skills. An independent living skills checklist will be filled out by the resident at admission and periodically throughout his/her stay. Skills training will focus on hygiene, medication management, budgeting, transportation, menu planning, food preparation, and keeping a clean environment. Tempo has stepped guidelines for increasing independence in medication management as well as food preparation. Most residents will be prepared to live in his/her own apartment after discharge.

Education

Residents at Tempo have access to a variety of schools to earn their GED or high school diploma: Residents may attend class at North Eugene High School. Residents, who have their GED or Diploma, may register and take classes in a college setting, if they are admitted.

Employment

Tempo staff will assist with learning job related skills such as completing applications, writing resumes and role-playing interviews. Residents also learn important job behaviors such as timeliness, dependability and communication skills. Residents are also assisted in finding volunteer jobs as well as internships.

Program Expectations

A full list of Basic Household Expectations and Workday Expectations will be provided, as the list below is a brief and basic overview of expectations.

I. Maintain a safe living environment.

Tempo is committed to being a safe, violence-free environment. Tempo values creative problem solving which may involve managing intense feelings at times. However, violence and threats of violence toward oneself or others is not tolerated and may result in immediate discharge.

II. Respect yourself and others.

Tempo values respect for oneself by getting enough sleep, good nutrition, keeping good boundaries, and taking care of oneself. Tempo values respect for others by encouraging respectful interactions, cooperation, and investment in others.

III. Participate in daily expectations.

When you reside at Tempo, you are living in a community environment which means that you are expected to contribute to the well-being of the community. Daily expectations include, but are not limited to:

1. Keeping yourself, your room and the common areas clean.
 - Given that all the residents live here and share the same living environment, everyone is expected to help keep the house clean. Residents participate in daily house cleaning and a deep clean once a week.
 - Residents are expected to bathe, brush hair, brush teeth and change into clean clothes at least once a day.
 - Residents are expected to wash their own laundry.
2. Respecting personal and community boundaries. This includes avoiding unwanted touch, avoiding romantic relationships with other residents at Tempo, and avoiding behaviors which have a negative impact on others at Tempo.
3. Resisting impulsive reactions.
4. Resolving conflict using good communication skills and seeking staff support as needed.
5. Participate in daily home care and cooking tasks as scheduled.

IV. Invest in your treatment.

When you reside at Tempo, you are making a commitment to changing your life. This means you are expected to be focused on your treatment including:

1. Attending and participating in Tempo's therapeutic groups and activities.
2. Attending school if working toward a diploma, GED, or college degree.
3. Participating in individual therapy sessions.
4. Working with staff to develop daily agendas that focus on meeting your treatment goals and discharge plan.



Tempo Daily Program

If you have been in other treatment facilities, you might notice that Tempo's schedule has more unstructured time. This does not mean that expectations for treatment are less, but rather, that you have more time for you to work on your own individualized treatment goals.

Schedule—Monday through Friday

9:00 am — 9:30 am	Clean room, complete personal hygiene, eat breakfast, and administer medication.
9:30 am — 10:00 am	Morning Meeting. Check-in with Skills Coaches about your plans for workday activities
10:00 am — 12:00 pm	Your “workday” starts. You will develop with your care team a menu of activities that would be appropriate for your day depending upon your treatment and discharge goals. It may involve working on specific skills training with a staff, researching jobs, practicing job skills, volunteering time, going to school, going to work, going to an “internship” job, practicing using public transportation, etc.
12:00 pm — 1:00 pm	Lunch. If you are at Tempo at this time, you will be encouraged to make yourself lunch between 12 and 1:00 pm.
1:00 pm — 3:20 pm	Continue workday activities.
3:20 pm — 3:30 pm	Work-Day Goals reviewed.
3:30 pm — 4:30 pm	Therapy Group.
4:30 pm — 6:00 pm	Residents making dinner
6:00 pm — 7:00 pm	Dinner and Home Care/Chores
7:00 pm — 10:00 pm	Recreational time (including computers and TV, outings) and personal time.
10:00 pm — 10:30 pm	Quiet time. To promote positive sleep hygiene practices, residents are asked to limit noises to non-recreational, routine sounds after this time.
10:30 pm	In room time. Screens off (house computers and televisions). We strongly encourage residents to put away laptops/game systems/phones at this time for positive sleep hygiene.

Weekends

3:30 pm	Groups on the weekends can look very different than weekday groups- ultimately, it remains dependent upon the staff members working.
11:30 pm	In room time. Screens off (house computers and televisions). We strongly encourage residents to put away laptops/game systems/phones at this time for positive sleep hygiene.
	Saturday afternoon through weekend: free time, Tempo activities (hikes, beach, other outings).

Monthly

Care Team Meetings: Your care team meets once a month to review your progress on treatment, listen to your concerns, and help you identify and take the steps necessary for discharge.

Psychiatric Provider Meetings

Tempo provides psychiatric services and consultation. Tempo's psychiatric provider comes to Tempo one time per month, which is the resident's opportunity to speak about his/her medications. It is required that you attend these meetings, even if you are not taking medications. If the resident feels as if a medication needs to be discussed prior to the psychiatric provider's visit, staff can arrange a phone or web conference with the provider in order to discuss the resident's concern.

Transportation

Becoming independent with transportation is a focus of Tempo's skills training. Staff will assist with brainstorming solutions for specific transportation needs, and will support residents to acquire a bus pass, available at a reduced rate for those qualifying for disability status. Walking is an effective method for getting around different parts of Eugene, and Tempo has 3 bicycles for residents to borrow, after they complete a road safety course, as Eugene is a bicycle friendly town. Tempo's two agency vehicles may be used, if approved by staff for resident needs. Staff may transport you to medical and other appointments, or you may be expected to find your own way to these appointments depending on your treatment plan.

Tempo Recreational Opportunities

Off campus activities like shopping, video rentals, volunteering as a group, weekly planned activities, use of "rec" room, TV, Computer, individual recreational time in the community.

What is expected in order to take advantage of these Opportunities?

Your investment in your treatment and completing daily expectations.

Things you can have at Tempo

- Approved for Room
 - ◆ Appropriate clothing
 - ◆ Approved art materials
 - ◆ Bed linens, pillows
 - ◆ Journals
 - ◆ Radio, clock, CD player, headphones
 - ◆ Stuffed animals
 - ◆ Approved posters
- Med Room
 - ◆ Meds (of course)
 - ◆ Pocket knives
 - ◆ Cigarettes/lighter
- Sent Home or to Secure Storage
 - ◆ Clothing that is too tight, too low cut, too short, low hanging pants, etc.
 - ◆ Profane, sexual, drug related, gang related, violent graphics on clothing, books, posters, notebooks, etc.
 - ◆ Items you feel are too expensive or are irreplaceable and you do not want to risk having in your room
 - ◆ All items that cannot comfortably be stored in your room
- Referred to Law Enforcement
 - ◆ Alcohol
 - ◆ Drugs, drug paraphernalia
 - ◆ Guns and other kinds of weapons