

Department of Human Services  
Office of Children, Youth and Families  
Licensing Inspection Summary - Public  
55 PA.CODE CHAPTER 3800

July 19, 2024

[REDACTED], EXECUTIVE DIRECTOR  
CORNELL ABRAXAS GROUP, LLC  
2840 LIBERTY AVENUE, SUITE 300  
PITTSBURGH, PA, 15222

RE: LEADERSHIP DEVELOPMENT  
PROGRAM  
10058 S. MOUNTAIN RD., BLDG. 6  
SOUTH MOUNTAIN, PA, 17261  
LICENSE/COC#: 35531

Dear [REDACTED],

As a result of the Pennsylvania Department of Human Services, Office of Children, Youth and Families review on of the above facility, we have determined that your submitted plan of correction is fully implemented. Continued compliance must be maintained.

Please note that you are required to post this Licensing Inspection Summary at your facility in a conspicuous location.

Sincerely,

[REDACTED]

cc: Pennsylvania Office of Children, Youth and Families

## Agency/Facility Information

Name: LEADERSHIP DEVELOPMENT PROGRAM

License Number: 35531

Address: 10058 S. MOUNTAIN RD., BLDG. 6, SOUTH MOUNTAIN, PA 17261

License Expiration: 08/01/2024

County: FRANKLIN

## Administrator

Name: [REDACTED]

Phone: [REDACTED]

Email: [REDACTED]

## Legal Entity

Name: CORNELL ABRAXAS GROUP, LLC

Address: 2840 LIBERTY AVENUE, SUITE 300, PITTSBURGH, PA, 15222

Phone: [REDACTED]

Email: [REDACTED]

## Inspection Information

Start Date: 02/05/2024

End Date: 04/19/2024

Type: Complaint

Notice: Announced Visit

Inspector(s): [REDACTED]

## Inspection Narrative

*During an investigation following areas of non compliance were noted:*

## Inspections / Reviews

## 02/05/2024 Complaint

Lead Inspector: [REDACTED]

Follow-Up Type: POC Submission

Follow-Up Date: 05/05/2024

## 05/23/2024 - POC Submission

Submitted By: [REDACTED]

Date Submitted: 05/28/2024

Reviewer: [REDACTED]

Follow-Up Type: POC Submission

Follow-Up Date: 05/23/2024

## 06/13/2024 - POC Submission

Reviewer: [REDACTED]

Follow Up Type: On site Verification

Follow Up Date: 08/26/2024

## 06/13/2024 On site Verification

Submitted By: [REDACTED]

Date Submitted: 05/28/2024

Reviewer: [REDACTED]

Follow Up Type: Not Required

3800.32 Specific Rights

1. Requirements

3800.32.b. A child may not be abused, mistreated, threatened, harassed or subject to corporal punishment.

Description of Violation

On [REDACTED], child A was found to be the subject of statutory abuse by Staff member A

Plan of Correction

Accept ([REDACTED] - 05/08/2024)

Childline was notified of the alleged abuse on [REDACTED] Staff member A already submitted [REDACTED] resignation on [REDACTED] stating [REDACTED] last day would be [REDACTED] [REDACTED] had PTO scheduled for [REDACTED], making [REDACTED] last day working in the building [REDACTED] During the day on [REDACTED] the safety plan was enacted. Staff member A was asked to leave the building as the safety plan stated [REDACTED] would be placed on administrative leave and not to be working with clients pending the outcome of the investigation.

Licensee's Proposed Overall Completion Date: 05/03/2024

On-site Verification

Implemented ([REDACTED] - 07/01/2024)

This plan was implemented/verified on 7/11/2024. [REDACTED]

2. Requirements

3800.32.c. A child has the right to be treated with fairness, dignity and respect.

Description of Violation

On [REDACTED], child A was not treated with fairness, dignity and respect by staff member A. Surveillance footage showed Child A was restrained by staff member A using an untrained technique.

Plan of Correction

Accept ([REDACTED] - 05/08/2024)

Staff member A was placed on administrative leave on 02/05/24, pending the outcome of the child abuse investigation. [REDACTED] previously submitted [REDACTED] resignation and his last day of employment was scheduled to be [REDACTED]. By 7/26/24 staff members assigned to license # 355310 will participate in Safe Crisis Management Training where the trainer will emphasize the importance of using proper techniques and treating the resident with dignity and respect during interventions.

Licensee's Proposed Overall Completion Date: 07/26/2024

On site Verification

Implemented ([REDACTED] - 07/01/2024)

This plan was implemented/verified on 7/11/2024. [REDACTED]

3. Requirements

3800.32.k. A child has the right to appropriate medical, behavioral health and dental treatment.

Description of Violation

On [REDACTED], Child A was involved in 3 restraints in which they sustained injuries and was not medically assessed until the following day.

Plan of Correction

Accept ([REDACTED] - 06/11/2024)

By July 1, 2024, staff members assigned to license # 355310 will review the Abraxas South Mountain Program Safe Crisis Management policy. This policy outlines the following; " immediately after every physical intervention and before the resident moves from the physical intervention site, [REDACTED] must be physically examined. Staff should contact the medical department who will conduct a visual exam. In the event medical personnel are not available, staff may complete the exam, being sure to document any injuries in the incident report. Any complaint of pain or injury will be immediately reported to the medical department. Residents will be assessed by medical personnel

3800.32 Specific Rights (continued)

within 48 hours and their condition documented on the Post Medical Assessment form.”

Upon review of this policy staff members will sign an acknowledgement form and training sheet. The Training Manager and Quality & Compliance Specialist will monitor for completion with this plan of correction.

Licensee's Proposed Overall Completion Date: 07/01/2024

On-site Verification

Implemented ( ) - 07/01/2024)

This plan was implemented/verified on 7/11/2024.

3800.202 Appropriate Use of Restrictive Procedures

4. Requirements

3800.202.b. With the exception of exclusion as specified in § 3800.212 (relating to exclusion), a restrictive procedure may be used only to prevent a child from injuring himself or others.

Description of Violation

Child A was subject to a restrictive procedure that was being utilized for reasons other than to prevent a child from injuring himself or others.

Plan of Correction

Accept ( ) - 05/08/2024)

By 7/1/24 staff members assigned to license #355310 will review the Abraxas Youth and Family Services Client Interventions policy. This policy outlines the use of Least Restrictive Alternative (LRA) and related skills to use to avoid physically intervening with a resident. Upon review of this policy staff members will sign an acknowledgement form and training sheet. The Training Manager and Quality & Compliance Specialist will monitor for completion and compliance with this plan of correction.

Licensee's Proposed Overall Completion Date: 07/01/2024

On-site Verification

Implemented ( ) - 07/01/2024)

This plan was implemented/verified on 7/11/2024.

3800.205 Staff Training

5. Requirements

3800.205. Staff training.

b. Training shall include:

3. The proper use of the specific techniques or procedures that may be used.

Description of Violation

On 02/04/2024 Staff person A did not use an approved restraint technique on Child A.

Plan of Correction

Accept ( ) - 05/08/2024)

Staff member A was placed on administrative leave on [redacted], pending the outcome of the child abuse investigation. [redacted] previously submitted [redacted] resignation and last day of employment was scheduled to be [redacted] By 7/26/24 staff members assigned to license # 355310 will participate in Safe Crisis Management Training where the trainer will emphasize the importance of using proper techniques especially as it pertains to supine related interventions.

Licensee's Proposed Overall Completion Date: 07/26/2024

On-site Verification

Implemented ( ) - 07/01/2024)

This plan was implemented/verified on 7/11/2024.

3800.211 Manual Restraints

6. Requirements

3800.211.b. Manual restraints that apply pressure or weight on the child’s respiratory system are prohibited.

Description of Violation

On [REDACTED], child A was subject to a manual restraint that applied pressure or weight directly on the child’s respiratory system.

Plan of Correction

Accept ([REDACTED] - 05/08/2024)

By 7/1/24 staff members assigned to license #355310 will review the Abraxas South Mountain Program Safe Crisis Management policy. This policy outlines the reasons to physically intervene, Crisis Intervention Strategies and approved techniques. Upon review of this policy, staff members will sign an acknowledgement form and training sheet. The Training Manager and Quality & Compliance Specialist will monitor for completion and compliance with this plan of correction. By 7/26/24 staff members assigned to license #355310 will participate in Safe Crisis Management Training where the trainer will emphasize the importance of using proper technique.

Licensee's Proposed Overall Completion Date: 07/26/2024

On-site Verification

Implemented ([REDACTED] - 07/01/2024)

This plan was implemented/verified on 7/11/2024. [REDACTED]