

GPRM Measures

For the Mental Health Transformation project, the federal government, through its Center for Mental Health Services, has established a set of seven standard indicators to measure the progress by each state in mental health transformation. Since the use of standard measures are stipulated by the Government Performance and Result Act of 1993, they are known as the GPRM measures for MHT. These measures are:

1. Policy Changes

A **policy** is a written document directing some significant **non-financial** action or event for the state or a target area of a state. For the purpose of MHT, community collaborative sites are target areas. (See GPRM 3 below for financial policy changes.)

A **change** can be one of four things:

- a creation of something not previously there; or
- a codification of existing informal practice not previously documented; or
- a deletion of something previously documented; or
- an alteration of something previously documented.

2. Workforce Increases

Workforce includes two groups of people:

- The **mental health workforce** is composed of people who provide mental health prevention, treatment, rehabilitation, or recovery services; and
- The **related workforce** is composed of people who provide ancillary support services to people with mental health needs or at risk of developing such needs.

A workforce **increase** is either about new individuals not previously in the MH or related workforce, or about individuals already in the workforce gaining new information or skills. Workforce increase is evidenced by the presence of training,

- **Training** is any structured curriculum intended to impart awareness, knowledge, or skills, or change attitudes or behaviors about mental health services. And
- A **structured curriculum** is any information or skill-development forum on mental health related issues guided by a written document such as a training manual, syllabus, agenda, or by a computer-based program.

3. Financing Policy Changes

A financing policy is a written document directing a significant change in:

- Substantial increase or decrease in funding for specific services or activities contributing to a better mental health system; or
- Change in billing codes or reimbursement procedures that contribute to a better mental health system; or
- Change to the State Medicaid Plan; or
- Innovative pooling or braiding of funding.

(All other definitions in GPRA 1 also apply to GPRA 3.)

4. Organizational Changes

An organizational change is something significant and permanent created, eliminated, or altered, either within an organization or between multiple organizations, including:

- Number of staff positions;
- Composition of staffing such as racial/cultural mix or percentage of consumers/family members;
- Documented changes in procedures;
- Creation of new reporting structure;
- Memorandum of understanding or contracts.

5. Increase in Data Sharing

Data sharing refers to the **regular** obtainment or analysis of mental health related information not previously available to an **organization**:

- **Data** are any mental health related quantitative or qualitative information, either at the client or at the aggregate level, collected through specified procedures.
- **Regularity** means occurring on a scheduled, repeated, and on-going basis.
- An **organization** refers to any government or nonprofit service agency or its major subdivision serving clients that include individuals identified to have mental health needs or at risk of mental health needs.

6. Increase in Consumer/Family Members in Statewide Consumer/Family Networks

- **Consumers** are individuals of any age who currently receive mental health services, or have received such services in the past, or are eligible to receive such services but choose not to.
- **Family members** include not only immediate family, but also extended family, caregivers, co-workers, and friends.
- **Networks** refer to an identifiable group of individuals with a system of regular communication that can obtain input and direction from consumers and family members.
- **Statewideness** includes not only (1) organizations or groups that have membership across the state, but also (2) such organizations or groups that represent a significant region of the state and (3) statewide coalitions of local networks.

7. Increase in Program Implementation Practices

- A program is a level of organization that unifies a group of direct care staff in delivering a specific service or implementing a specific practice.
- A practice is a specific method for mental health treatment, rehabilitation, prevention, or for providing supportive services.
- A program is implementing a practice when that practice is used actively and regularly with intended individuals, such as consumers, family members, and people at risk.