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|---|--|
| Counseling and Restatement of Expectations | Counseling and Restatement of Expectations Counseling by the immediate supervisor is the initial step to mentor or coach performance. <ul style="list-style-type: none"> • Meet with the staff member and affirm expectations regarding performance. • Discuss the performance deficit or behavioral concern. • Provide a timeline and resources for improvement. • Report consequences for no improvement. • Document for an anecdotal file. |
| Written Reprimand | Written Reprimand At this time, the immediate supervisor may want to consult a Human Resources representative. After an investigation, follow the procedure outlined above for the counseling process, with the exception of providing documentation to the employee in a letter of reprimand. The letter should outline previous informal efforts and the current problem. Send copies of the signed letter to the department personnel file, proper University authority, and the respective Union, if applicable. |
| Short Suspension (or Equivalent)* Long Suspension (or Equivalent)* | Suspension or Equivalent Fully investigate the concern, followed by discussion with the employee. Summarize previous progressive discipline and the current problem, and specify the timeframe for suspension in writing. Identify further discipline and possible termination as a potential consequence for not meeting and maintaining standards for improvement. Provide copies as for the written reprimand. |
| Termination | Termination Termination may be necessary when discipline is not successful in improving performance. Review the work history and record of progressive discipline with proper University authority. Schedule a final meeting with the employee and conduct a meeting at which a letter of termination is provided. If necessary, the termination notice may be sent via certified mail. Provide copies as for previous disciplinary measures. |

***Salary reduction cannot be imposed on professional and scientific and faculty staff, due to union contracts**

Sample Occupational Performance Issues

Sylvia Rodger



Sample Occupational Performance Issues:

Occupational Therapy Models for Intervention with Children and Families Sandra Barker Dunbar, 2007 This textbook explores recent theoretical models that enable occupational therapists to practice and interact with families in a more holistic and occupation centered manner. It offers the latest information on viewing the broader contexts of environment and family in order to meet diverse occupational needs in a range of settings. The editor presents a variety of case scenarios that feature culturally diverse populations and varying diagnoses of children with occupational needs. With contributions from 11 leaders in occupational therapy, this comprehensive text is designed to increase awareness and understanding of theoretical models and their relationship to current occupational therapy practice with today's children and families. Traditional frames of reference in pediatric practice are explored, including sensory integration and neurodevelopmental treatment. Some current theoretical models discussed include the Model of Human Occupation, the Person-Environment-Occupation model, the Ecology of Human Performance model, and the Occupational Adaptation model. The new Occupational Therapy Practice Framework is incorporated throughout the text. Overall, the textbook employs a practical approach to this significant aspect of pediatric practice in occupational therapy.

Measuring Occupational Performance Mary Law, Carolyn M. Baum, Winnie Dunn, 2024-06-01 As the profession of occupational therapy continues to mature and expand its practice, the measurement of occupational performance is one of the key avenues that all practicing clinicians will need to explore and master. *Measuring Occupational Performance: Supporting Best Practice in Occupational Therapy*, Third Edition, summarizes the measurement tools needed to assess client occupational performance to provide the best intervention and to document the effectiveness of that intervention. These measurement tools are not just a compilation of all that are available for measurement relevant to occupational therapy; they are an elite group of tools carefully selected by the editors through a process of rigorous theoretical, clinical, and scientific reasoning. In this Third Edition, Drs. Mary Law, Carolyn Baum, and Winnie Dunn have updated current chapters and added new topics that have not been covered in past editions, such as a chapter on measuring school performance, a key area of practice. Also included is a chapter on measurement principles and development to highlight the concepts common to all the measures included in the text. The Third Edition also has a focus on the best measures and measures that are used most frequently. Features of the Third Edition: Offers insight into the importance of measuring functional performance, methodologies, measurement issues, and best approach for outcome measurement. Conveys a broad focus on occupational performance and offers examples from a wide range of practice settings and from multiple spots throughout the lifespan. Explains the technical aspects of measurement development and methodologies and which components of functioning are to be measured and how. Develops an understanding of the theoretical aspects and evidence for both standardized tests and non-standardized tests. Instructors in educational settings can visit www.efacultyounge.com for additional material to be used for teaching in the classroom. New

in the Third Edition Focus on strengths based approaches Measures health and disability at both individual and population levels using the International Classification of Functioning Disability and Health ICF An emphasis on evidence based practice and using evidence from other disciplines not just from occupational therapy New chapter focused on school based practice New content on reliability validity and responsiveness New content on goal attainment Additional material on decision making in practice In this changing health care environment Measuring Occupational Performance Supporting Best Practice in Occupational Therapy Third Edition explains how core values and beliefs can be put into everyday practice and is the essential reference manual for the evidence based occupational therapy and occupational therapy assistant student and practitioner

Pulmonary Rehabilitation - E-Book John E. Hodgkin, Bartolome R. Celli, Gerilynn A. Connors, 2023-06-02 Approx 592 pages Approx 592 pages New chapters covering new advances and discoveries in respiratory care Systemic Effects of Chronic Obstructive Pulmonary Disorders Complementary Alternative Medicine for Patients with Chronic Lung Disease Pulmonary Rehabilitation and Lung Volume Reduction Surgery Management of and Reimbursement for Pulmonary Rehabilitation Services Exercise and Pulmonary Hypertension New and revised illustrations and photographs Expanded coverage of patients with respiratory diseases other than COPD as well as pediatric pulmonary patients New and revised pedagogy including chapter outlines and updated objectives Enhanced chapters Addresses the latest research and reports including The Global Initiative for Chronic Obstructive Lung Disease GOLD report recommending pulmonary rehabilitation

Occupational Therapies without Borders - Volume 2 Frank Kronenberg, Nick Pollard, Dikaïos Sakellariou, 2011-10-24 The companion text to Occupational Therapy without Borders Volume 1 learning from the spirit of survivors In this landmark text writers from around the world discuss a plurality of occupation based approaches that explicitly acknowledge the full potential of the art and science of occupational therapy The profession is presented as a political possibilities based practice concerned with what matters most to people in real life contexts generating practice based evidence to complement evidence based practice As these writers demonstrate occupational therapies are far more than as some critical views have suggested a monoculture of practice rooted in Western modernity Nobel Peace Laureate Desmond Tutu captures the ethos of this book which essentially calls for engagements in the service of a purpose that is larger than the advancement of our profession's interests Your particular approach to advancing our wellbeing and health strikes me as both unique and easily taken for granted Whilst you value and work with medical understandings your main aim seems to go beyond these You seem to enable people to appreciate more consciously how what we do to and with ourselves and others on a daily basis impacts on our individual and collective wellbeing As occupational therapists you have a significant contribution to make allowing people from all walks of life to contribute meaningfully to the wellbeing of others Links philosophy with practical examples of engaging people in ordinary occupations of daily life as a means of enabling them to transform their own lives Includes contributions from worldwide leaders in occupational therapy research and practice Describes concrete initiatives in under

served and neglected populations Looks at social and political mechanisms that influence people's access to useful and meaningful occupation Chapters increase diversity of contributions geographically culturally and politically Emphasis on practice education and research maintains academic credibility A glossary and practical examples in nearly every chapter make text more accessible to students

Performance Assessment for the Workplace, Volume II National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, Committee on the Performance of Military Personnel, 1991-02-01 Volume II covers a number of measurement and analytical issues in greater technical detail including range restriction adjustments methods for evaluating multiple sources of error in measurement comparing alternative measures of performance and strategies for clustering military occupations

Research Issues, 1979 Occupational Therapy for Children - E-Book Jane Case-Smith, Jane Clifford O'Brien, 2013-08-07 The sixth edition of *Occupational Therapy for Children* maintains its focus on children from infancy to adolescence and gives comprehensive coverage of both conditions and treatment techniques in all settings Inside you'll discover new author contributions new research and theories new techniques and current trends to keep you in step with the changes in pediatric OT practice This edition provides an even stronger focus on evidence based practice with the addition of key research notes and explanations of the evidentiary basis for specific interventions Unique Evolve Resources website reinforces textbook content with video clips and learning activities for more comprehensive learning Case studies help you apply concepts to actual situations you may encounter in practice Evidence based practice focus reflects the most recent trends and practices in occupational therapy Unique Chapter on working with adolescents helps you manage the special needs of this important age group Unique Research Notes boxes help you interpret evidence and strengthen your clinical decision making skills Video clips on a companion Evolve Resources website reinforce important concepts and rehabilitation techniques

Using Occupational Therapy Theory in Practice Gail Boniface, Alison Seymour, 2012-03-26 Competence in any profession depends upon an understanding of the theory that underlies it This concise and practical text for students and practitioners bridges the gap between occupational therapy theory and clinical practice offering highly practical advice on using theory in practice in a wide range of settings It considers the nature of professional practice and the need for a sound theoretical basis from which to plan implement and justify interventions and investigates the practical use of occupational therapy theory and the issues such use raises in health and social care settings from a European perspective Every occupational therapy student worldwide needs to know about the underlying theory of their profession and its application to practice The book particularly debates the nature of the theory of occupational therapy via the introduction of the concept of models of the profession as an umbrella for practice all of which is brought to life via case studies incorporating expert advice reflection exercises and assessment and evaluation forms

Psychosocial Conceptual Practice Models in Occupational Therapy Moses N. Ikiugu, Elizabeth A. Ciaravino, 2007-01-01 This book examines the occupational therapy paradigm its focal viewpoint core

constructs and values as well as the role of complexity chaos theory as a scientific framework for occupational therapy research and practice Unlike other current OT texts this book uses clinical case examples to illustrate application of proposed changes to make procedures consistent with the latest Occupational Therapy Practice Framework The reader walks away with a clear grasp of the theoretical principles guiding his or her treatment interventions the explanations behind those principles and the applicable intervention for said techniques and procedures An emphasis on clinical reasoning skills including information on different types of reasoning skills as well as the MAPP model of teaching helps the student and clinician translate theoretical principles into practice The section on specific interventions addresses each of the conceptual practice models according to a consistent chapter template which enables the reader to apply conceptual practice models in real world contexts Preview questions at the beginning of each chapter alert the reader to important concepts in the upcoming text Critical analysis of the theoretical core provides suggested modifications to increase consistency with the new occupational therapy paradigm

Psychosocial Occupational Therapy - E-BOOK Nancy Carson, 2024-12-11 Develop the psychosocial skills to treat and address the mental health needs of clients in all practice settings Psychosocial Occupational Therapy Second Edition uses evidence based models to demonstrate effective occupational therapy for clients diagnosed with mental health conditions Clearly and logically organized the book begins with theories and concepts and follows with in depth coverage of OT interventions in both individual and group contexts Case studies and models show how to apply the fourth edition of the Occupational Therapy Practice Framework OTPF in selecting treatment strategies UPDATED AOTA s Occupational Therapy Practice Framework 4th Edition and current OT practice are reflected throughout the book to ensure alignment with the latest OT guidelines for education and practice NEW Complementary and Integrative Health chapter provides an overview of complementary approaches that have expanded in use within health care and includes examples of how to effectively incorporate them into OT treatment UNIQUE At least two cases studies in each clinical chapter show how to apply the Occupational Therapy Practice Framework OTPF in determining treatment options and one or more conceptual models address the psychosocial needs of clients NEW Feeding and Eating Disorders chapter offers more in depth information on eating disorders included in the DSM 5 along with the OT s role in treatment NEW Enhanced ebook version included with every new print purchase allows access to all the text figures and references with the ability to search customize content make notes and highlights and have content read aloud Using the Occupational Therapy Practice Framework chapter describes how to apply the 4th edition of the OTPF to the practice of occupational therapy Balanced approach to psychosocial occupational therapy includes thorough coverage of primary diagnoses as well as occupational and psychosocial theories models and approaches Emphasis on clinical reasoning skills provides insights on how to select treatment strategies based on the conceptual theories and models presented in the earlier chapters the information on diagnoses also references the DSM 5 A focus on psychosocial skills makes it easier to adjust the method of approaching a

client the nature of the therapeutic relationship and the direction and eventual outcomes of intervention regardless of the setting or the primary diagnosis Coverage of therapeutic interaction skills and group process skills shows how to provide treatment in both individual and group settings

Neuropsychology for Occupational Therapists Linda

Maskill,Stephanie Tempest,2017-02-02 Neuropsychology for Occupational Therapists is a bestselling comprehensive guide to the assessment and rehabilitation of impaired cognitive function and brain damage Divided into two parts the first introduces the fundamental role cognition has in occupational performance before moving on to examine the theoretical frameworks behind cognitive rehabilitation The second part covers the key components of each cognitive function including attention visual perception movement memory and executive functions and the disorders associated with them Revised throughout this invaluable new edition includes Updated theory and evidence base of neuropsychology Frameworks and guidelines for assessment and intervention in practice Updated content on attention memory and executive functions A new chapter on cognitive function in later years and working with people to maintain cognitive health Written in a clear and engaging style by an experienced author team of academic occupational therapists with contributions from expert practising clinicians it is full of a range of learning features including case studies summaries and reflective activities as well as for the first time narratives of the lived experience of cognitive impairment Neuropsychology for Occupational Therapists is essential reading for students newly qualified practitioners and all those who work within neuropsychology and cognitive rehabilitation

Occupational Analysis and Group Process - E-Book Jane Clifford O'Brien,Jean W. Solomon,2021-04-13 Learn how to analyze client needs and use group therapy for effective interventions Occupational Analysis and Group Process 2nd Edition provides practical information on two key components of occupational therapy practice helping you understand how to intervene with a variety of clients Using case scenarios and clinical examples this book provides strategies and guidelines for analyzing functional tasks for clients from children to adolescents to adults It guides you through every step of the group process including group leadership communication within the group and group interventions Written by noted OT educators Jane Clifford O'Brien and Jean W Solomon this book provides a solid foundation for intervention planning Comprehensive content covers the material taught in group process and occupational analysis courses within Occupational Therapy and Occupational Therapy Assistant programs Clear matter of fact approach provides an understanding of the group process strategies for leading groups and guidelines for group interventions Case examples tables and boxes highlight the key content in each chapter Clinical Pearls emphasize practical application of the information providing tips gained in clinical practice Therapeutic Media are tried and true methods pulled from the author's extensive experience in occupational therapy NEW Updates and revisions to all chapters reflect the new Occupational Therapy Practice Framework and current OT practice NEW New chapter's include Guidelines and Best Practices for Setting and Developing Goals and Managing Difficult Behaviors During Group Interventions NEW Clinical Application Exercises and Worksheets chapter reinforces your

understanding with learning exercises activities and forms for each chapter NEW Full color design provides a greater visual impact NEW Clinical Case begins each chapter and includes questions on key content NEW Case Application and Summary in each chapter address the Key Questions NEW Additional content on specific groups includes topics such as community trust building functioning civic rehab role playing and measuring outcomes NEW Expanded content on therapeutic interventions is added to the book NEW Emphasis on group work in a variety of practice settings prepares you to handle groups in multiple environments NEW Creative examples show groups and intervention activities

Theoretical Basis of Occupational Therapy Mary Ann McColl, 2024-11-27 The fourth edition of this popular student friendly textbook provides a thorough and detailed exploration of the key theoretical approaches that inform occupational therapy in the 21st century It provides a comprehensive overview of how occupation can be used therapeutically and of both the determinants and consequences of occupation The book uses the familiar filing cabinet metaphor to offer an easily digestible classification system for theoretical ideas in occupation therapy It also includes historical perspectives on how these key theories evolved as well as enlightening commentary of the latest theoretical developments Links to practice are highlighted throughout with extensive examples and case studies Fully updated with key occupation focused models the fourth edition also features a new chapter on the most influential theorists in the field Including illustrative figures and student activities to help develop a fuller understanding this is an essential textbook for anyone studying occupational therapy or occupational science

Keeping track of time Birgitta Wennberg, 2019-11-19 The overall aim of this thesis was to investigate daily time management DTM and time related interventions aiming to enhance participation in everyday activities among school age children and young adults with neurodevelopmental disorders In study I experiences of participation when using time assistive devices TADs in daily activities were investigated from the perspective of young adults aged 17-37 with intellectual disabilities ID n 9 using semi structured interviews In studies II and IV a new multimodal time related intervention consisting of psychoeducation compensation with TADs and time skills training was investigated in children aged 9-15 with attention deficit hyperactivity disorder ADHD Study II was a randomized controlled trial RCT with an intervention group n 19 and a control group n 19 The aim of study III was to describe DTM time processing ability TPA and self rated autonomy in children aged 9-15 with ADHD n 47 compared to children with ID n 47 and typically developing TD children n 47 In study IV occupational performance and satisfaction were evaluated n 27 In studies II III and IV a source for data collection included assessment proxy report and self reports Using TADs study I increased participation in activities in all areas of daily life self care activities at work or school and leisure time activities A feeling of having more control led to health benefits Participants described participation restrictions related to attitudes from their social network towards participation and attitudes towards the use of TADs from the individuals themselves Study II showed that the children in the intervention group increased their TPA significantly more compared to the control group mostly in terms of time orientation The parents in the intervention

group rated their children's DTM as significantly more improved compared to the parents of the children in the control group. However, according to the children themselves, there was no statistically significant improvement in their DTM. The psychoeducation for parents and school staff did not increase children's TPA and DTM on its own. The majority of parents and children in study IV rated the children's occupational performance and satisfaction significantly higher at follow-up than at baseline. In general, children rated their occupational performance and satisfaction higher than their parents did. Most goals decided by the children and their parents involved daily routines and time orientation. Study III showed that children with ADHD and children with ID had significantly lower TPA, DTM, and autonomy compared to TD children. Children with ADHD showed higher levels of self-rated autonomy compared to children with ID, but the reverse was found in DTM. However, there was significant diversity among children with ADHD and children with ID, which was not explained by age. Some children had difficulties at every level of TPA, while others were skilled at every level. The level of self-rated autonomy followed the level of TPA. In conclusion, this thesis revealed that children with ADHD and ID have the same overall pattern of TPA but may have a delayed TPA, which affects their DTM and autonomy and thereby also influences their participation in daily activities. The results show that a multimodal time-related intervention using TADs and time skills training could increase TPA and DTM in children with ADHD aged 9-15 years with time deficits. Experiences from young adults with ID also show increased participation in daily activities and health benefits using TADs. It is recommended that TPA and DTM should be measured to identify difficulties in TPA and DTM in children with ADHD and to offer tailored time-related interventions in addition to medication.

Introduction to Occupational Therapy- E-Book Jane Clifford O'Brien, 2011-11-01. A complete overview of the profession and the practice of occupational therapy. *Introduction to Occupational Therapy 4th Edition* prepares you for the roles, responsibilities, and relationships of the OT practitioner. This edition incorporates the latest revisions of the Occupational Therapy Practice Framework, which defines the OT process and areas of concern. Discussions also include treatment settings, occupational therapy across the lifespan, and evaluation, intervention, and outcomes within the OT process. Written by OT expert Jane Clifford O'Brien, this edition also keeps you current with emerging topics such as working with culturally diverse patients, evidence-based practice, and new practice areas such as driving and obesity. Coverage of different OT practice areas, e.g., adult, geriatric, pediatric, and mental health, prepares you for the variety of clients you will encounter in clinical practice. An emphasis on evidence-based practice helps you think logically and use the literature to form a basis for diagnoses and treatment plans. Case studies and activities in each chapter promote problem-solving skills and demonstrate concepts. The OT Practice Framework and reimbursement mechanisms are addressed in terms of the occupational therapy process, providing a sound basis for decision-making. A broad perspective on OT practice fits the needs of both occupational therapy and occupational therapy assistant students. Chapter objectives, key terms, chapter summaries, and review questions highlight important content in each chapter. A companion Evolve website includes video clips, review questions with answers.

crossword puzzles and additional case studies NEW The latest revisions to the Occupational Therapy Practice Framework are incorporated throughout the book keeping you current with today's OT theories and practice NEW cultural content prepares you to meet the needs of diverse clients NEW discussions of the Centennial Vision provide a big picture view of occupational therapy and its changes as the profession reaches the age of 100

Occupation Centred Practice with Children Sylvia Rodger, 2013-05-20 This book draws on contemporary occupational therapy theory and research to provide occupational therapy students and clinicians with a practical resource on implementing occupation centred practice with children Each chapter has specific objectives and uses case studies to demonstrate the clinical realities and applications of each of the topics addressed Best practice guidelines are provided along with a summary of recommendations drawn from the relevant theories occupational therapy philosophy and existing research The book aims specifically to be practice based

Willard and Spackman's Occupational Therapy Barbara Schell, Glenn Gillen, 2018-09-04 Celebrating 100 years of the Occupational Therapy profession this Centennial Edition of Willard Spackman's Occupational Therapy continues to live up to its well earned reputation as the foundational book that welcomes students into their newly chosen profession Now fully updated to reflect current practice the 13th Edition remains the must have resource that students that will use throughout their entire OT program from class to fieldwork and throughout their careers One of the top texts informing the NBCOT certification exam it is a must have for new practitioners

Willard and Spackman's Occupational Therapy Barbara A. Schell, Glen Gillen, Marjorie Scaffa, Ellen S. Cohn, 2013-03-08 Willard and Spackman's Occupational Therapy Twelfth Edition continues in the tradition of excellent coverage of critical concepts and practices that have long made this text the leading resource for Occupational Therapy students Students using this text will learn how to apply client centered occupational evidence based approach across the full spectrum of practice settings Peppered with first person narratives which offer a unique perspective on the lives of those living with disease this new edition has been fully updated with a visually enticing full color design and even more photos and illustrations Vital pedagogical features including case studies Practice Dilemmas and Provocative questions help position students in the real world of occupational therapy practice to help prepare them to react appropriately

Pediatric Skills for Occupational Therapy Assistants E-Book Jean W. Solomon, 2020-07-12 NEW Every Moment Counts content is added to The Occupational Therapy Process chapter promoting pediatric mental health NEW Coverage of educational expectations is added to the Educational System chapter NEW Coverage of signature constraint induced movement therapy CIMT is added to Cerebral Palsy chapter NEW photographs and illustrations are added throughout the book NEW video clips on the Evolve companion website show the typical development of children adolescents NEW Extensive assessment and abbreviations appendices are added to Evolve NEW Expanded glossary is added to Evolve

An Occupational Therapist's Guide to Home Modification Practice Elizabeth Ainsworth, Desleigh De Jonge, 2011 Occupational therapists require skills to access the daily living skills of their clients This book uses a transactional approach

to examine the home environment and the client Current and future needs are assessed and this book addresses concerns and suggests solutions which will assist in helping the client remain in their own home

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