



## About Prader-Willi Homes

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Prader-Willi Homes (PWH), located in Oconomowoc, WI, specializes in providing residential services and supports to individuals diagnosed with Prader-Willi syndrome (PWS). PWH is one of a select few providers in the world who have specific expertise to PWS and **supports more individuals diagnosed with PWS than any other residential provider in the world.** Their efforts in providing therapeutic treatment and care have been nationally and internationally recognized by the PWS community.

Prader-Willi Homes is an employee-owned company, where their caregivers double as the owners. They take pride in providing the very best in professional, compassionate care.

## Looking for Solutions

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Prior to 2020, PWH had an organizational initiative to eliminate restraint, while maintaining health and safety during crisis situations. In addition to reducing restraint, they were looking to decrease the number of staff injuries, which in turn would hopefully improve staff turnover. After seeing much success from one of their sister companies, Genesee Lake School, they sought Ukeru as a solution and wanted to achieve those same results.

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When I look at these results, I'm just reminded of the dedicated staff who show up daily and focus on our resident's quality of life. The staff are there to support our residents and our numbers show that we have the right people in the right positions. The results reflect the teamwork that is happening every shift, every day.

Lisa Pergande  
*Training Manager*



**Prader-Willi Homes**  
A MyPath Company

# Working with Ukeru

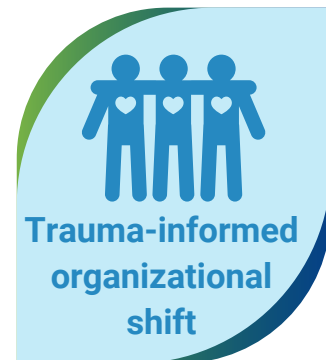
Eager to get started in February of 2020, PWH had two trainers trained in Ukeru. Their trainers and leadership team carefully and strategically implemented Ukeru by utilizing the same implementation plan that Genesee Lake School was successful with. To kick off this initiative, their Behavior Services Coordinator conducted a training on the dangers of physical restraints. Following this training, their leadership team sent out communication both internally to their employees and externally to their stakeholders announcing their commitment to reducing restraints.

During the first 4 weeks, they trained their entire staff. Residents were introduced to Ukeru equipment during House Meetings. Policies and procedures were updated, as well as residents' Service Plans, to include Ukeru. **"Ukeru became a strategic priority that all departments had to report on in our quarterly reports"**, reflected Lisa Pergande, Training Manager. Thus, it took a company commitment to ensure their change was sustainable and for them to achieve the results that they did.

## Results

The results have been overwhelmingly remarkable. They have managed to reduce the use of restraint by an impressive 99.9%, virtually eliminating it. Equally as monumental, staff injuries have been reduced by 71%. **"Staff feel safer at work, which led to reducing company turnover"** Pergande proudly shared.

Prader-Willi Homes accomplished exactly what they set out to do - Eliminate restraint and provide safer environments for both residents and staff. Their organization is further proof that a trauma-informed approach benefits everyone and can lead to life-changing results. In response to those who think minimizing or even eliminating restrictive practices is not safe, Pergande says **"Check the data! Conclusive data indicates, with strategic planning, restraint elimination is possible."**



**“ I honestly think we even surprised ourselves with the results that are displayed here. We knew what our goal was but had no idea it would happen this quickly. And we recognize we could not have done this without the hard work and dedication of our direct care staff.**

Lisa Pergande, Training Manager