



Sustaining Model Adherent TPS Programs

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Overview of Workshop

- Establishing Your TPS Program
- Fidelity Monitoring
- Establishing an Agency Trainer
- Conducting Outcome Evaluation
- Agency Support



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Establishing Your TPS Program



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Establishing Your Program

(slide 1 of 3)

- Practitioner training
 - Initial training 2-days
 - Booster training 1-day
- Consultation
 - 20-group supervision calls over 10 months (5 practitioners per cluster)
 - Videotape reviews (2 per practitioner)
- Monthly administrator conference calls
 - Share successes, raise concerns, and offer solutions



Establishing Your Program

(slide 2 of 3)

- Prepare staff in advance to increase enthusiasm and interest in the model
- Start running groups very soon after the initial training
- Consistently use co-facilitators
- Keep groups to manageable levels (6-8 youth)
- Start consultation calls just as your first groups are starting
- Have all practitioners in each cluster attend the calls



Establishing Your Program

(slide 3 of 3)

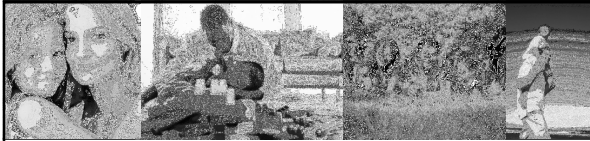
- Use all of your consultation calls!
- Prepare in advance for your calls
 - e-mail questions in advance to Master Trainers
 - Come to the calls with questions
 - Send fidelity checklists in advance to the Master Trainers
- Start videotaping soon.
- Have each practitioner submit 2 videotapes
- As an administrative lead
 - Stay involved
 - Show interest in fidelity and outcomes



Training Standards for Proficiency

- Complete initial clinical and booster trainings, and consultation calls, in the use of TPS from an ETA, Inc. Master Trainers
- Lead (or co-lead) a minimum of 36 TPS groups, with at least 12 groups in each component, in a 12-month period
- Achieves a rating of *competency* (2 or higher on a 0-3 scale) on each item of the *Trainer Competence Rating Scale* on a minimum of one videotape submitted for review in the most recent 12-months





TPS Fidelity Monitoring



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Fidelity Monitoring: Purpose

- To document that TPS group practitioners are delivering the intervention in a model-adherent manner
- Critical aspect of delivering any intervention model



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Fidelity Monitoring

- Self-report forms completed by group practitioners at the end of each group
- Component-specific forms
 - Skillstreaming
 - Anger Control
 - Moral Reasoning
- Practitioners identify the extent to which critical aspects of each group were conducted
 - 5-point Likert scale
(Never, Seldom, Sometimes, Often, Always)



Example: Skillstreaming Fidelity Form Questions

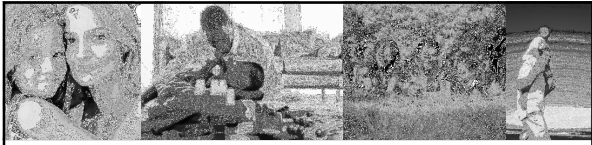
- Were any issues from the last Skillstreaming group reviewed?
- Was the skill introduced, steps read, and briefly explained?
- Was the skill modeled by the Trainer/Co-Trainer?
- Were all the steps for performing the skill identified during the modeling?
- Did each youth role-play the skill of the session as the Main Actor?



Fidelity Monitoring

- Faxed to Master Trainer or reviewed by Agency Trainer (depending upon phase)
- Master Trainer ratings condensed over Community Development Team (CDT) consultation period for Overall Trainer Competency Ratings
 - Used to determine proficiency
- After CDT consultation, forms used by Agency Trainers for site-specific consultation and determination of practitioner proficiency





Establishing an Agency-Trainer



Agency-Trainers (slide 1 of 3)

- Qualified agency-trainers have completed the standard training protocol and run at least 72 groups.
- 2 day training-for-trainers completed by ETA Master Trainer
 - Advanced preparation is necessary
 - Agency-trainers develop their own training materials (PowerPoint/handouts) based on examples provided by the Master Trainers
- Consultation calls (15) with Master Trainer
 - Start the calls just prior to conducting the first local training
 - Use all of the consultation calls!



Agency-Trainers (slide 2 of 3)

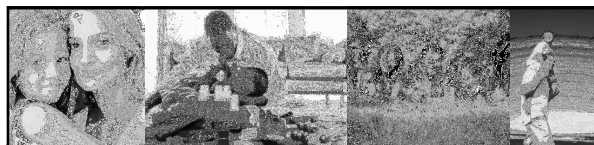
- Completion of standard training protocol with 2-8 practitioners
 - Each agency trainer needs to replicate the standard training protocol (initial and booster training, weekly consultation, fidelity checklist reviews, session or videotape reviews)
- Submit videotape excerpts of initial training
- Submit videotapes of groups run by newly trained practitioners



Agency-Trainers (slide 3 of 3)

- Agency-Trainer proficiency based on videotape reviews of the practitioners that they train
- Being an Agency-Trainer takes time!
- Good training takes time!
- Agency-trainers should periodically sit-in-on groups to monitor fidelity
- Agency-Trainers, along with outcome evaluation and active-administrative oversight, are critical to sustainability





Outcome Evaluation



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Agency Support



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Key Sustainability Issues (slide 1 of 4)

- EBPs can be implemented and sustained with model adherence
- Programs have been sustained
- Positive outcomes are being replicated
- Experience & success with one EBP increases desire & ability to implement others



Key Sustainability Issues (slide 2 of 4)

- Designate an administrator/manager lead to champion learning and using the model
 - Be active
 - Show interest in fidelity and outcomes
- Develop a concrete intervention-specific implementation plan
- Select staff based on a full understanding of the intervention requirements
- Training is not enough--need protocols to include coaching, monitoring, and evaluation



TRAINING COMPONENTS	OUTCOMES (% of Participants who Demonstrate Knowledge, Demonstrate new Skills in a Training Setting, and Use new Skills in the Classroom)		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
...+ Demonstration in Training	30%	20%	0%
...+ Practice & Feedback in Training	60%	60%	5%
...+ Coaching in Classroom	95%	95%	95%

Joyce and Showers, 2002 As presented by Karen Blasé at CIMH planning meeting 2007

Key Sustainability Issues

(slide 3 of 4)

- Adhere to practice workloads and related intervention characteristics
- Focus on fidelity from the outset
- Maintain momentum
- Expect and plan for interrupted progression



Key Sustainability Issues

(slide 4 of 4)

- Expect and plan for staff turnover (replacement training)
 - 20% attrition is typical of a strong/supportive agency
 - 60-80% attrition can occur during stressful times
- Anything we want to keep in good condition requires ongoing maintenance
 - Suits get dry cleaned, Cars get oil changes, Roads get re-paved
- Train--monitor fidelity--evaluate outcomes--train new staff--repeat





Questions & Discussion





For More Information

- Contact Cricket Mitchell, PhD

- Email: cricketmitchell@cimh.org

- Cell phone: 858-220-6355

- The majority of forms and documents referenced during this presentation are available upon request

- Exceptions are any standardized, copy-written questionnaires