

***CIBHS EVIDENCE-BASED
PRACTICE
SYMPOSIUM
Model Adherence***

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CIBHS 2016

Program Fidelity

- Adherence to protocols as designed by ART program developers.

Program Integrity

- **For both prevention and intervention programs, is defined as delivery of the program as planned and designed.**

Train the Trainer Pre-requisite

- Comprehensive clinical training and supervision in ART from an ETA, Inc. master trainers.
 - Participation in an initial (2-day) clinical training.
 - Participation in a booster (1-day) clinical training.
 - Participation in consultation phone calls from an ETA, Inc. master trainer.
 - Submittal of completed fidelity tools.
 - Submittal of videotapes for review by ETA, Inc. master trainers.

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- Experience leading or co-leading 72 groups.
- Demonstrated model adherence based on videotape ratings completed by ETA, Inc master trainers

Training, Supervision, & Monitor

- The training-trainers course consists of training, supervision and monitoring intended to support proficiency as a trainer. Course components are as follows:
- Completion of an initial (2-day) training-trainers training
- Conducting an on-site training within the agency, to occur within 4 months of the training-trainers training. This training may include up to but not more 8 trainees.

- Submit videotaped segments of the initial 2-day clinical training, 1-hour corresponding to each component (Skillstreaming, Anger control training, moral reasoning), for a total of 3 hours, for review by ETA, Inc. master trainers.
- Participation in consultation phone calls with ETA, Inc. master.

- Videotape of each of their initial cohort of trainees leading (co-leading) an ART group to ETA, Inc. master trainers for review.
- Trainers will be recognized as proficient when 2 of their trained facilitators (after a course of training and supervision) meet the minimal competence rating (2.0) by both the agency trainer and assigned Master Trainer. (Videos of group evaluated by both)

SUPERVISION (how do you maintain the program).

1. 20% direct observation of all groups.
2. Review Fidelity Forms
- 2 Encourage facilitators to fill out comment section.
- 3 Are facilitators adhering to protocols?
- 4 Direct group observation.
- 5 Specific group management and facilitation problems.
- 6 Are trainees completing assignments specific to homework (transfer & homework sheet)
- 7 Transfer coach application.

Minimal Ongoing Expectations

1. After the completion of the train the trainer program, annually, all groups should be observed 20% of the time by a trained facilitator. The observers' observations should be then debriefed with the co-facilitators.

Fidelity Tool Submission

2. Annually all facilitators should submit, randomly assigned by the agency trainer, fidelity tools for one ten week round which, would be 30 sessions. These should be evaluated by the agency trainer for fidelity issues and model adherence.

Annual Booster & Re-Cert

3. There should also be a one day booster with all trained facilitators to review updates and conduct guided practice.
4. **AGENCY TRAINERS ARE RE-CERTIFIED EVERY THREE YEARS AT A 2 DAY TRAINING**

ART Implementation Barriers

1. Behavior Management
2. ART is not Therapy – it has therapeutic gains
3. Bridging within sessions
4. Role-Plays
5. Use of Fidelity Tools
6. Motivators/Incentives
7. Use of Video-Taping
8. Homework/Hassle Logs
9. Developmentally –delayed clients
10. Open-ended groups
11. Facilitator frustration- Program Integrity

SKILL TRANSFER

Facilitators as transfer coaches

Parents as transfer coaches

Staff as transfer coaches

Environment is ART friendly

Homework

ART is assimilated into the culture (posters, skill of the week)

SUSTAIN & MAINTAIN

Standards:

- **Ongoing annual booster**
- **20% observation of each 10 week round**

ETA standards:

- **Random fidelity checklist review**
- **Facilitator collaboration and meetings**
- **Direct & Close supervision**