

# Families in Focus Workforce Training Implementation Plan

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<b>1. PROVIDER TRAINING IN EVIDENCE-BASED PRACTICES</b>			
<b>Goal</b>	<b>Action Steps</b>	<b>Time Frame</b>	<b>Team Members</b>
<b>Identify Focus Sites to provide selected EBP's</b>	Through the State Youth Treatment-Implementation project four providers have been selected to operate as Focus Sites which will enhance and expand the delivery of EBP's for adolescents (and their families) with substance use and co-occurring substance use and mental disorders	10/01/2015	Focus Sites, Project Coordinator
<b>Train identified Focus Sites in use of selected EBP's</b>	<p>In Year One of the grant, staff at each of the Focus Sites will be trained and certified by the developer to utilize the following approaches:</p> <ol style="list-style-type: none"> <li>1. Comprehensive Adolescent Screening Inventory (CASI)</li> <li>2. Multi-Dimensional Family Therapy (MDFT)</li> <li>3. Motivational Enhancement Treatment/Cognitive Behavioral Therapy (MET/CBT)</li> <li>4. Motivational Interviewing (MI)</li> </ol>	<ol style="list-style-type: none"> <li>1. 01/01/2016</li> <li>2. 07/01/2016</li> <li>3. 01/01/2016</li> <li>4. 04/01/2016</li> </ol>	Focus Sites
<b>Train motivated Focus Sites in use of outcome measurement approach</b>	Providers will be offered the opportunity to participate in training utilizing Feedback Informed Treatment. Due to the level of effort required to implement this service, this will be an optional approach for Focus Sites to participate.	09/30/2016	Project Coordinator, Focus Sites

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<b>Train identified Focus Site staff as supervisors of the identified EBP</b>	<p>In Year One of the grant, a minimum of one staff at each of the Focus Sites will be selected to receive additional training as a supervisor of the identified EBP.</p> <ol style="list-style-type: none"> <li>1. Comprehensive Adolescent Screening Inventory (CASI)</li> <li>2. Multi-Dimensional Family Therapy (MDFT)</li> <li>3. Motivational Enhancement Treatment/Cognitive Behavioral Therapy (MET/CBT)</li> <li>4. Motivational Interviewing (MI)</li> </ol>	<ol style="list-style-type: none"> <li>1. 04/01/2016</li> <li>2. 09/30/2016</li> <li>3. 04/01/2016</li> <li>4. 07/01/2016</li> </ol>	<p>Focus Sites</p>
<b>Train identified Focus Sites as “Trainers” of selected EBP’s</b>	<p>In Year Two of the grant, each trained supervisor (at least one at each Focus Site) will be trained and certified as a Trainer in the identified EBP’s.</p> <ol style="list-style-type: none"> <li>1. Comprehensive Adolescent Screening Inventory (CASI)</li> <li>2. Multi-Dimensional Family Therapy (MDFT)</li> <li>3. Motivational Enhancement Treatment/Cognitive Behavioral Therapy (MET/CBT)</li> <li>4. Motivational Interviewing (MI)</li> </ol>	<ol style="list-style-type: none"> <li>1. 09/30/2017</li> <li>2. 09/30/2017</li> <li>3. 09/30/2017</li> <li>4. 09/30/2017</li> </ol>	<p>Focus Sites</p>
<b>Identified Focus Site trainers will begin dissemination of EBP’s</b>	<p>In Year Three of the grant:</p> <ol style="list-style-type: none"> <li>1. Focus Site trainers will begin training new staff within their organization in the identified EBPs</li> <li>2. Focus Site trainers will begin training new adolescent treatment providers (referred to as dissemination sites: maximum of 4) in</li> </ol>	<ol style="list-style-type: none"> <li>1. 10/01/2017</li> <li>2. 10/01/2017</li> </ol>	<p>Focus Sites</p>

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	selected EBP's		
<b>2. PROVIDER INFRASTRUCTURE/SUPPORT</b>			
<b>Goal</b>	<b>Action Steps</b>	<b>Time Frame</b>	<b>Team Members</b>
<b>Support implementation of EBP's with Focus Sites</b>	Host monthly provider conference calls to discuss direct service/clinical staff provision issues and resolutions	Monthly	Project Coordinator
<b>Focus Site clinical supervision</b>	Conduct weekly supervision meetings (individually/group) to discuss EBP implementation related issues	Weekly	Focus Sites
<b>Support a knowledgeable workforce, specific to adolescent addiction</b>	Host a minimum of 2 webinars yearly for Focus and Dissemination Sites on adolescent treatment related issues/developments	Bi-annually	Project Coordinator
<b>Educate providers regarding project outcomes</b>	Review and disseminate materials with Focus and Dissemination Sites describing current client outcomes, needs, and disparities	Bi-annually	Project Coordinator
<b>Conduct bi-annual Focus Site survey to assess project satisfaction and development needs</b>	A bi-annual survey will be distributed to Focus and Dissemination sites using Survey Monkey to assess provider satisfaction determine project needs to ensure project success	Bi-annually	Project Coordinator, Consortium
<b>Support project development through the use of SYT-I Technical Assistance</b>	Utilize grant technical assistance as needed for additional project support	As needed	Project Coordinator, TA Provider

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<b>Support additional education clinical improvement opportunities</b>	Project staff will be supported through allocated grant funding to receive additional clinical training	Annually	Project Coordinator
<b>3. PROJECT DISSEMINATION</b>			
<b>Goal</b>	<b>Action Steps</b>	<b>Time Frame</b>	<b>Team Members</b>
<b>Issue Annual Outcome Report for SYT-I</b>	Each year the Consortium will complete an annual review of grant activities including various project outcomes to be released to providers, stakeholders, youth and family members, and other State agencies	Annually	Consortium
<b>Conduct “Brief” trainings on SYT-I project and outcomes</b>	Each year Focus Sites will conduct one-hour breakout sessions at the annual <i>Governor’s Conference on Substance Abuse</i> on project activities and outcomes	Annually	Focus Sites, Consortium
<b>Host informational webinar on EBP’s being used in SYT-I project</b>	Each year Focus Sites will conduct a one-hour webinar on one of the EBP’s being used in the SYT-I project and outcomes associated with project activities	Annually	Focus Sites, Consortium
<b>Inform substance abuse providers, stakeholders, and other State agencies of project activities and outcomes</b>	Publish Bi-annual article in the IDPH Division of Behavioral Health newsletter on focusing on grant activities, provider spotlights, and clinical outcomes	Bi-annually	Project Coordinator, Focus Sites, Consortium
<b>Increase substance abuse provider administration knowledge of project activities and outcomes</b>	Present annually to the substance abuse director’s association (Iowa Behavioral Health Association and the Chemical Dependency Treatment Providers of Iowa) on grant activities and outcomes	Annually	Project Coordinator

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<b>Dissemination of Adolescent specific treatment information</b>	Host an annual Adolescent Learning Collaborative/Conference for providers/funders of adolescent services, including but not limited to: Juvenile Justice; Human Services; Child Welfare; Child Protection Centers; Department of Corrections, Department of Education; Primary Care; Law Enforcement; Secondary Education providers; Iowa Medicaid Enterprise; Magellan of Iowa; and Mental Health providers.	Annually	Focus Sites, Consortium, Project Coordinator
<b>4. WORKFORCE DEVELOPMENT</b>			
<b>Improve educational offerings related to adolescent addiction</b>	Begin discussions with secondary education systems about inclusion of adolescent-specific addiction into curriculum (DMACC, U of I, ISU).	09/30/2016	Project Coordinator
<b>Improve expertise of current substance abuse workforce in adolescent addiction</b>	Discuss development of adolescent substance abuse specific certification with the Iowa Board of Certification (IBC).	09/30/2016	Project Coordinator
<b>Improve expertise of current behavioral health workforce in adolescent addiction</b>	Approach the State licensing boards/membership groups for Social Workers, Marriage and Family Therapists, and Mental Health Counselors to discuss training opportunities on adolescent addiction and specialized services offered through the SYT-I project	09/30/2016	Project Coordinator, Focus Sites
<b>Review adolescent licensure standards and/or Magellan contracts</b>	Review adolescent standards in licensure and contract language to determine possible changes to address gaps in consistent practices in policy as it pertains to evidence-based practices, licensing and reimbursement.	03/30/2016	Project Coordinator, Interagency Council, Magellan, Bureau Chief, SSA