

Clarification 13: Staff Competencies in Evidence Based Practices

Clarification regarding staff competencies to provide IR level Family Psychoeducation (FPE) and Integrated Dual Disorder Treatment (IDDT) services.

Guidelines

Evidence Based Practices have been proven to be effective in overcoming specific mental health barriers. Family Psychoeducation provides families the information and clinical guidance to prepare them in assisting the family member diagnosed with mental illness. Integrated Dual Disorder Treatment (IDDT) is an Evidence Based Practice designed to address mental health and substance use needs simultaneously to assist an individual in overcoming the barriers resulting from the co-occurring disorder.

Programs are expected to maintain documentation for staff members who have been trained to provide two IR services: Family Psychoeducation and Integrated Dual Disorder Treatment.

Family Psychoeducation

Family Psychoeducation (FPE) is an approach for partnering with consumers and families to treat serious mental illnesses. FPE practitioners develop a working alliance with individuals and families (collaterals). In family therapy, the family itself is the object of treatment. In the FPE approach, however, practitioners, individuals and families work together to support the individual's recovery.

Personalized Recovery Oriented Services (PROS) practitioners providing FPE services should have skills to deliver the following practices:

- Engagement with family members;
- Education about mental illness and its treatment;
- Information on community resources;
- Guidance on how to manage or cope with difficult behaviors;
- Emotional support and counseling;
- Crisis planning; and
- Problem solving skills training.

Accepted Family Psychoeducation training approaches include those offered by the University of Rochester's Family Institute and the Family Psychoeducation Evidence Based Practice KIT available through Substance Abuse and Mental Health Services Administration (SAMHSA). OMH recognizes that, in addition, individuals may have gained proficiency in the identified practices through other FPE training efforts.

Integrated Dual Disorder Treatment

It is recommended that PROS programs offering or intending to offer Integrated Dual Disorder Treatment (IDDT) have staff trained in the curriculum available through the Center for Practice Innovations (CPI) Focus on Integrated Treatment (FIT). FIT modules explain the various aspects of Integrated Dual Disorder Treatment and are recommended for staff who will be delivering these IR services. The FIT modules include:

- Screening for substance abuse;
- Assessment of substance use disorders;
- Generating the collaborative treatment plan;
- Stage-wise treatment;
- Motivational interviewing;
- Cognitive-Behavioral Therapy (CBT) for coping skills and problem-solving;
- Individual interventions; and
- Stage-wise treatment groups.

It is recommended that PROS staff members participate in the FIT training available through the CPI, even if they have had previous training (SAMSHA) in the core competencies listed above.

In addition to the core competencies, the CPI recommends that programs develop an agency wide plan to train all staff in the practice of co-occurring disorder treatment. The CPI has created a template (see attached) identifying the modules that would be most helpful for:

- Practitioners delivering IDDT services;
- Prescribers;
- Clinical Supervisors;
- Program Leadership; and
- PROS practitioners who do not provide IDDT services.