

Supporting Clinical Supervision

Michigan's Efforts

Identifying the Need of Supervision

In the course of system's change discussions held with coordinating agencies and providers, clinical supervision was identified as a critical need for our system

Identified Needs/Issues

- Supervisors must have the necessary skills to function in their roles as opposed to holding a title and then just serving as another clinician
- Must be skilled in evidence-based practices
- Must have skills in organizational change to advance the field
- Must be able to help new and experienced clinicians build treatment skills
- Must have trainings available to continue to build necessary skills

Addressing the Need

- ODCP approached GLATTC for assistance in supervisor training
- Select individuals were identified to participate in GLATTC developed trainings
- 3 day trainings set for skill building and feedback on implementation efforts
- Trainings resulted in about 120 individuals being able to commit their time

Addressing the Need

- Due to funding and change in focus at GLATTC, our ongoing training capacity was not established as we hoped
- Those who participated have been given priority admission to future trainings

Addressing the Need

- As part of our workforce development initiative, which sought to establish standards for prevention and treatment, also established a credential for supervisors as well as which providers need to be supervised

Addressing the Need

Effective October 1, 2008:

- Supervisors must have the Certified Clinical Supervisor (CCS) credential offered through IC&RC
- Qualified providers must have supervision through their license requirements or their IC&RC credential to provide care

Addressing the Need

Effective October 1, 2008 (cont.)

- Program supervision must be done by an appropriately credentialed individual
- These standards are enforced through our contract with the coordinating agencies
- The current fiscal year was used as a preparation time to obtain the new credential

Addressing the Need

As a result of the change in focus with our GLATTC trainings we began looking into smaller training areas that would still be able to meet our needs

- Decided on a train-the-trainer format
- Decided we would focus on training supervisors in specific areas of knowledge

Addressing the Need

From 2006-2008 ODCP supported a training in Motivational Interviewing, in partnership with with our mental health network

- Supported the participation of 30 select SA treatment practitioners in this train-the-trainer program

Addressing the Need

- 10 SA staff ultimately became certified trainers for this practice
- The mental health network sponsored 80 participants with 20 becoming trainers
- This was a first step for our office in directly supporting the development of individuals to train and supervise staff in a specific evidence-based practice
- ODCP covered nearly all of the training costs for those who participated

Addressing the Need

In May of 2008 – we supported another initiative involving Motivational Interviewing

- 25 select supervisors were chosen in the “Motivational Interviewing Assessment: Supervisory Tools for Enhancing Proficiency [MIA:STEP]
- GLATTC assisted in the arrangements for the trainer