



NHCBH Workforce Development Network

Foundational Competencies in Children's
Behavioral Health

***Children's Mental Health Core
Competencies: What Are They, Why Do We
Need Them, and How Can We Use Them?***



Mission

The NH Children's Behavioral Health Workforce Development Network is to build a sustainable infrastructure for the professional development of the children's behavioral health workforce based upon the core competencies and infused with the system of care core values and guiding principles.



NH Children's Behavioral Health Core Competencies

- System of Care Core Values and Principles
- 7 Key Domains
- Levels: Foundational
Intermediary
Advanced



Foundational Competency Modules

*NH Children's Behavioral Health Core
Competencies*

Foundational Level



NH Children's Behavioral Health Core Competencies

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Ray Barrett, Genesis Behavioral Health

Chris Cummings, Riverbend Mental Health Center

Claudia Ferber, NAMI NH

Kathleen Abate, Granite State Federation of Families for Children's Mental Health

Annamarie Cioffari, Southern NH University

Melissa Mandrell, IOD at University of New Hampshire

Why do we need core competencies in children's behavioral health?

Shortages in the MH Workforce:

- Recruitment
- Retention

Complexity of Needs and Practices:

- Increased emphasis on EBPs
- Movement toward outcome-based contracting



Why (cont.)

- Skills and abilities to work within a System of Care framework:
 - To engage and partner with families and youth
 - To work within and between multiple systems

(Huang, Macbeth, Dodge & Jacobstein, 2004)



Children's Behavioral Health Core Competency Leadership Team Vision Spring 2010

New Hampshire's children, youth and families will receive the highest quality services from the state's community behavioral health system. Toward that end, implementation of the competencies will result in improved outcomes, the system will be recognized as high quality by children, youth, families and communities, and will be supported by local, state and federal systems.



NHCBH Core Competencies Values

- The needs and strengths of the family and child/youth are at center of the service system: families are partners at every level.
- The system is designed on a continuum (the Public Health model): prevention, early intervention, targeted services, and tertiary services and interventions.
- Behavioral health care is integrated with primary care (and includes substance abuse services).




Values (Cont.)

- The system includes collaboration and shared responsibility with schools and other child-serving agencies and providers: shared language, integrated costs, data, planning, and service delivery.
- The system uses and is supported to use evidence-informed practices.
- Staffs are supported.
- We promote the System of Care values.

Purpose of the Competencies

The New Hampshire Children's Behavioral Health Core Competencies are designed to improve the quality, consistency, and efficiency of the behavioral health service delivery system for children, adolescents, and their families and create a foundation for training individuals who work with children and adolescents with behavioral health challenges and their families.



NH Core Competencies Project Membership and Structure

- Leadership Team:
 - CMHC Children’s Directors
 - Family Organizations- NAMI NH, GSFFCMH
 - NH DHHS
 - UNH Institute on Disability: Facilitation
 - Draft subgroup
 - Super small grant workgroup



How We Worked Together

- In best tradition, we stole..... Maryland, Ohio, Other states....
- Reviewed the work of the **Early Childhood and Family Mental Health initiative** – borrowed some of framework and tools from that **group**
- First kids' directors survey
- Dr. Joan Dodge (Georgetown): Planning
- Retreat: Mission, Vision, Values, Big Priorities

How we Worked Together (cont.)

- Volunteers: Drafting and draft subgroup
- Surveys/feedback- Initial and follow up interviews at CMHC's, H.R. survey, family feedback, direct care staff feedback
- Outside editor- typos, formatting, *redundancy*
- Big back and forth on some key issues that kept surfacing

NH Children's Behavioral Health Core Competencies

Developed in 2011 by a diverse stakeholder group including child-serving community mental health providers, family organizations, state policy makers, and university staff

- Based on System of Care Core values and Principles
- Foundational, Intermediary and Advanced levels
- 7 Key Domains:
 - Subdomains
 - Knowledge areas
 - Skills areas



The Structure of the Competencies:

7 Domains

- Family Driven and Youth Guided Practice
- Cultural and Linguistic Competence
- Childhood Development and Disorders
- Screening, Assessment and Referral
- Treatment Planning, Interventions and Service Delivery
- Systems Knowledge and Collaboration
- Quality Improvement, Professionalism and Ethics

New Hampshire Children's Behavioral Health Core Competencies

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Core Competencies by Domain

Family Driven and Youth Guided Practice

Professional staff working in children's behavioral health must possess considerable knowledge and skill in the domain of family-driven and youth-guided care. This domain includes the knowledge and skills required to promote a culture within an agency or organization that demonstrates in both clinical practices and administrative policy a deliberate, organized process to engage families, children, and youth at all levels in a meaningful way. By embedding the knowledge and skills of a family-driven and youth-guided system of care approach into practice, professional staff will support the social and emotional development of children, youth and their families.

Foundational Level Competencies

A. Engagement & Partnering

Understands the importance of partnering as equals with youth and families.

Understands Family Driven and Youth Guided Systems of Care, including: 1) family as the experts on their child; 2) family as equal partners; 3) families' cultural preferences; 4) strengths and needs of the family; 5) partnership at all levels (individual family, policy, community).

1. Effectively engages the youth (as developmentally appropriate) and family as equal partners in decision making and implementation process.
2. Recognizes the strengths, competencies, and needs of the youth and family in determining supports and services.

and supports even when team members have different opinions about whether they are realistic possibilities.

5. Provides opportunities for success and building resilience.
6. Provides relevant information and data to youth and family to assist them in decision making.
7. Practices open, honest, sensitive communication skills using jargon-free language.
8. Supports the youth and family's efforts to direct their own care.
9. Jointly sets goals and desired outcomes for treatment with the youth and family.
10. Includes the youth and family in monitoring the treatment plan.
11. Assists the youth and family to understand their rights and responsibilities in the treatment process.
12. Explains the agency grievance policy to youth and families and ensures that all families understand the manner in which grievances can be addressed.

B. Leadership

Understands the importance of youth and families as equal partners and leaders in organizational or systems change efforts.


13. Shares information about youth and family leadership training and supports their participation.
14. Promotes and encourages youth and families to provide input, feedback and participate in agency/organization policy/program decision making.

NH Children's Behavioral Health Core Competency Self-Assessment in Competencies Document

Domain	Sub-Domain	Rating	Areas of Strength	Areas of Growth
Family Driven and Youth Guided Practice	Engagement & Partnering	<input type="checkbox"/> Foundational <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced		
	Leadership	<input type="checkbox"/> Foundational <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced		
Cultural and Linguistic Competence	Engagement and Communication	<input type="checkbox"/> Foundational <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced		
	English as a second Language and Low Literacy	<input type="checkbox"/> Foundational <input type="checkbox"/> Intermediate		

Using the Core Competencies

- For staff self-assessment
- To identify high-need skill and knowledge development areas
- To identify staff expertise and skills
- For individual staff assessment and development
- Guide the development of training and education programs



On Line Core Competencies Self-Assessment- On Line System

- All community mental health center children's staff members will have the opportunity to assess their own level of competency using an on-line survey instrument (first survey: March-April 2013)
- The staff member will receive an electronic profile
- The Core Competency Leadership Team will receive a state level report using aggregated data
- The Training Collaborative will use the data to identify and design trainings
- Each center's children's director will receive a report presenting aggregated data on their staff

Future Potential for use:

- We will conduct an annual survey to gauge improvements or reductions in competencies
- Center children's directors may potentially use the survey as part of a staff evaluation and development planning process

Credits

Thank you!

- Please visit our NH CBH Workforce Development webpage at: http://iod.unh.edu/Projects/NH_childrens_bh_pd_network/Project_Description.aspx
- These modules and the Core Competencies have been made possible by grants from the Endowment for Health, NH DHHS Fast Forward project, and the generosity of scores of people who are passionate about helping children, youth and families, including:
 - The NH Children’s Behavioral Health Collaborative
 - The NH Children’s Mental Health Community of Practice

For questions please contact:

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Introduction by Deborah Davidson, NAMI NH



Thank You!

The NH Children's Behavioral Health Core Competencies and this module are made possible through grant funding from

- The Endowment for Health
- F.A.S.T. Forward, a SAMHSA grant awarded to the NH Department of Health and Human Services and
- the work of many people who are passionate about helping children, youth and families.