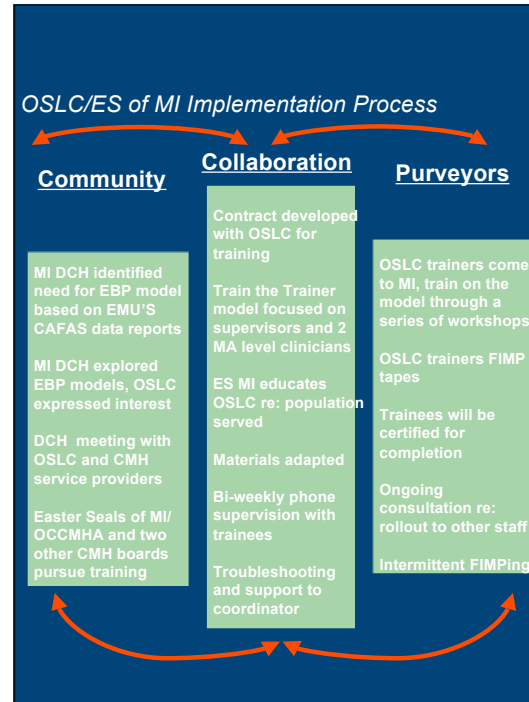


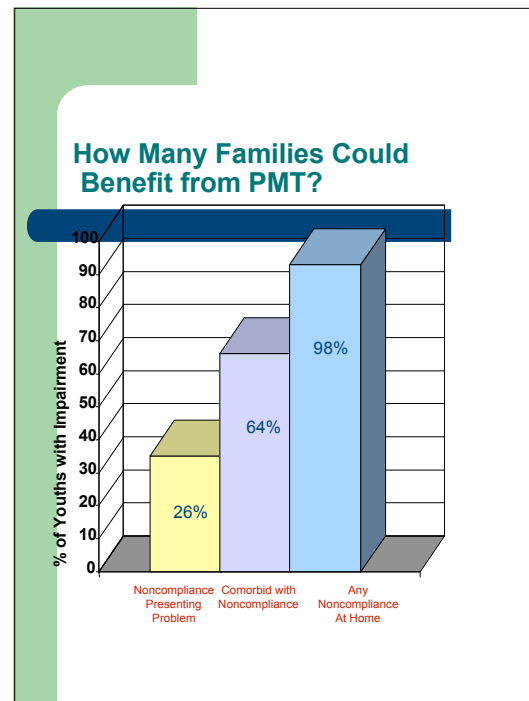
Agency Level Steps Involved in Implementing EBP's within a System of Care

Easter Seals of Michigan
Shari Goldman, LMSW ACSW
Mary McLeod, LMSW
Bobette Schrandt, LMSW ACSW



How many youths could benefit from treatment for behavioral problems with Parent Management Training (PMT)?

- Used algorithms with CAFAS subscale scores to differentiate
 - Presenting problem is severe or moderate noncompliance in the Home
 - Comorbid conditions with severe or moderate noncompliance in the Home
 - Comorbid conditions with any impairment in the Home



Easter Seals PMTO TRAINING PROGRAM (24 months)

Participants:

- 11 Master's Level Clinicians
(8 Supervisors, 2 Therapists, 1 Administrator)

Workshop days:

- 6 PMTO Workshops (3-4 days): 23 days total

- 2 FIMP Workshops (2 days): 4 days total

Clinical Mentoring:

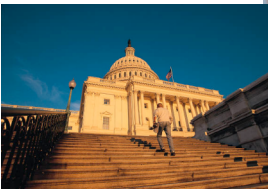
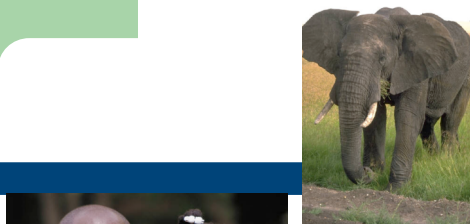
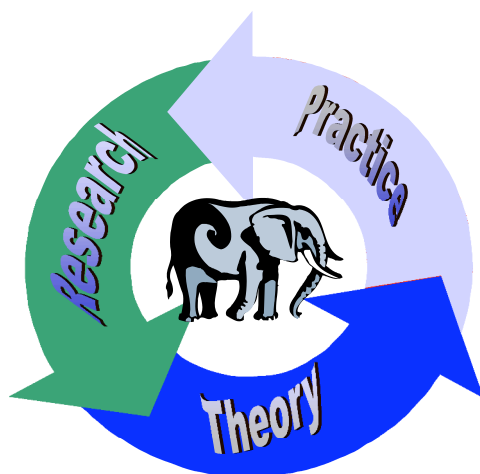
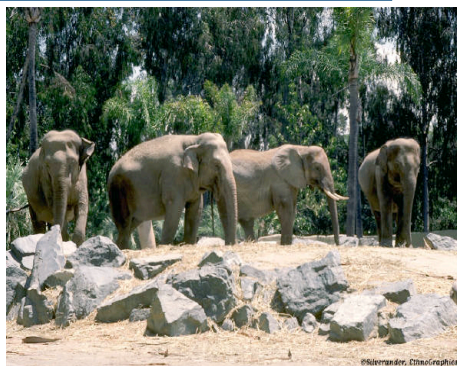
- Minimum of 3 training and 2 certification cases

- Videotape all sessions

- Written/verbal feedback on viewed sessions

- Bi-weekly phone consultation

Organizational Change



Successful implementation of PMTO requires an organization:



- Strive to create a learning environment
- Commit to ensuring success
- Troubleshoot barriers to performance
- Focus on encouragement and positive reinforcement to shape behavior

Current objectives in PMTO implementation

- Increase use of outcome measures in therapeutic and organizational decision making
- Develop mechanism for troubleshooting barriers to implementation
- Adjust workload expectations of next generation of trainees
- Develop flexible internal training model to allow for differing needs (time required to attain competence and fidelity varies across trainees)

Some Keys to Successful EBP Implementation

- Involving community stakeholders and consumers in EBP selection
- Collaboration with experienced purveyor
- Administrative support for rigorous training requirements
- Careful selection of initial trainees
- Reliable and valid system for outcome measurement
- Internal coordinator for implementation process

CONTACT INFORMATION

Easter Seals of MI Family Mental Health
17117 W. Nine Mile Rd. Ste. 220
Southfield, MI 48075
248-483-7804

Shari Goldman-Evidence Based Practice Coordinator
sgoldman@essmichigan.org

Mary McLeod-Director of Family Mental Health Svcs.
mmcleod@essmichigan.org

Bobette Schrandt-Vice President of Programs
bschrandt@essmichigan.org