Agency Level Steps Involved in Implementing EBP’s within a System of Care
Easter Seals of Michigan
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OSLC/ES of MI Implementation Process
Community
- MI DCH identified need for EBP model based on EMU’s CAFAS data reports
- MI DCH explored EBP models, OSLC expressed interest
- DCH meeting with OSLC and CMH service providers
- Easter Seals of MI/OCCHMA and two other CMH boards pursue training

Collaboration
- Contract developed with OSLC for training
- Train the Trainer model focused on supervisors and 2 MA level clinicians
- ES Mi educates OSLC re: population served
- Materials adapted
- Bi-weekly phone supervision with trainees
- Troubleshooting and support to coordinator

Purveyors
- OSLC trainers come to MI, train on the model through a series of workshops
- OSLC trainers FIMP tapes
- Trainees will be certified for completion
- Ongoing consultation re: rollout to other staff
- Intermittent FIMPing

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

How Many Families Could Benefit from PMT?
- Noncompliance Presenting Problem: 26%
- Comorbid with Noncompliance: 64%
- Any Noncompliance At Home: 98%
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

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