

Cognitive Behavioral Therapy (CBT) Competency Policy

DSHS is implementing a transition to a competency-based approach regarding the delivery of CBT in our system. Please see the information below:

Competency Standards Beginning Fiscal Year (FY 2014):

A. Current & Existing Staff

1. Submission of a tape to be reviewed and rated by one of the following entities:
 - a) Beck Institute for Cognitive Behavioral Therapy <http://www.beckinstitute.org/>
 - b) Academy of Cognitive Therapy <http://www.academyofct.org/>
 - c) Reach Institute (Child & Adolescent Providers Only) <http://www.thereachinstitute.org/>
2. Existing practitioners need a score of 40 or greater to be considered competent (rating is done using the Cognitive Therapy Rating Scale by Beck). **This documentation should be maintained in employment record.**
3. By 2014 a practitioner who receives a score of less than 40 is not able to provide CBT until such time that they have documented proof that they have passed a tape rating as outlined in the competency standards.

B. New Hires

1. All new hires employed after FY2014 have one year to demonstrate competency as outlined in the competency standards.
2. Should a new hire be employed during a timeframe that is less than a year from targeted implementation date, they will have one year from hire date to achieve competency (i.e. a staff hired two months before targeted implementation date).
3. It is strongly recommended that new hires submit a tape for competency review within six months of hire. *(For the purposes of this new policy, a person is a new hire if they are an external hire or if they move from a different role within the organization).*
4. If a new hire does not meet the competency standards within one year of hire they cannot be a provider of CBT until such time that they have documented proof that they have passed a tape rating as outlined in the competency standards.

C. Staff Pursuing Permanent Licensure

1. Staff with temporary licenses (i.e. LPC-Intern, LMSW, LPA, LMFT-A) may provide CBT in the event they are under the supervision of a fully licensed clinician that meets the criteria to be a Licensed Professional of the Healing Arts (LPHA) and meets the supervisor requirements as outlined by this policy. Please reference TAC Code §412.303 to determine the disciplines that meet the criteria for LPHA.
2. Staff with temporary licenses must be actively seeking full licensure as a LPHA.
3. Staff with temporary licenses should refer to your respective licensing board requirements regarding frequency of supervision.
4. Upon acquisition of full licensure staff will have one year to demonstrate competency per the competency standards as set forth in this document.

D. Grandfathering

Grandfathering is permitted if there is documentation of the following:

1. Any practitioner that has been trained as a **trainer** by Dr. Monica Basco. *Please note that practitioners that attended the CBT training workshops with Dr. Basco in the past do not meet this requirement. You must have been trained as a trainer in order to be grandfathered.*
2. Any practitioner that has been certified by the Academy of Cognitive Therapy.
3. Any practitioner that has been trained as a trainer by the REACH Institute by FY2014.

E. Supervisors

The following requirement(s) must be met to provide supervision to clinicians providing CBT:

1. Supervisors must have attended or viewed the webinar ‘Demystifying the Tape Rating Process’ or viewed the training video ‘Cognitive Therapy Rating Scale (CTRS) Adherence Workshop’ *and meet one of the following requirements:*
 - a) Supervisors must have attended the 3-day training in CBT by Dr. Basco or a Dr. Basco trainer or;
 - b) Supervisors must be trained by the Beck Institute, the REACH Institute or certified by The Academy of Cognitive Therapy in CBT.

NOTE: Supervisors may substitute the above requirement(s) by passing the competency review or if they meet any of the grandfathering requirements. If you have attended the CBT training facilitated by the Beck Institute and hosted by the Centralized Training Infrastructure for Evidence-based Practices (CTI-EBP), been trained by the REACH Institute or certified by The Academy of Cognitive Therapy then you have fulfilled the training requirement outlined in item #1(b) of this section.

F. Additional Considerations

1. It is strongly recommended that practitioners get training and supervision in CBT while preparing for their tape review.
2. Training requirements are left up to the discretion of each individual center for clinicians that will be delivering CBT.
3. Trainers in adult CBT may serve as a resource in preparing providers for the competency review.
4. The Centralized Training Infrastructure for Evidence-based Practices (CTI-EBP) will serve as a training resource for providers needing training in CBT.
5. For fully licensed staff we recommend a minimum of monthly supervision in CBT to ensure that there is minimal drift in delivery of CBT.

CONTACT INFORMATION FOR COMPETENCY TAPE REVIEW

<u>Organization</u>	<u>Contact Person</u>	<u>Contact Information</u>	<u>Approximate Cost Per Tape</u> <small>(rates include narrative feedback)</small>
The Academy of Cognitive Therapy	Troy Thompson , Executive Director	260 South Broad Street 18th Floor Philadelphia, PA 19102 tthompson@academyofct.org P: (267) 350.7683 F: (215) 731.2182	\$150
The REACH Institute	Dr. Lisa Hunter Romanelli , PhD,	485 Seventh Avenue, Suite 1510 New York, NY 10018	\$170-\$175

<u>Organization</u>	<u>Contact Person</u>	<u>Contact Information</u>	<u>Approximate Cost Per Tape</u> (rates include narrative feedback)
	Executive Director	lisa@thereachinstitute.org phone: 212.947.7322, ext. 227 fax: 212.947.7400	
Beck Institute for Cognitive Behavior Therapy	Dr. Daniella Cavenagh , PhD, Director of Education	One Belmont Avenue, Suite 700 Bala Cynwyd, PA 19004 phone: 610.664.3020 dcavenagh@beckinstitute.org	\$300

- Local Mental Health Authorities (LMHAs) will need to contract directly with one of the above named entities for tape review.

G. Delivery of CBT Prior to FY2014

Providers will no longer be required to submit alternative curriculum for both AMH and CMH Services. In the past, this has served as a mechanism to meet the DSHS standards to deliver CBT. In preparation for implementation of this competency process, we are encouraging providers to determine how they will train their workforce for the competency review. As previously mentioned, DSHS encourages training & supervision, however, that training and supervision will be left up to the discretion of each center or as dictated by your respective licensing board. Other conditions apply, regarding training, to supervisors as outlined in the supervisor section of this document.

H. CBT and Fidelity

In an effort to align our programming with evidence-based and best practices, DSHS is engaged in efforts to ensure our services are reflective of national standards. Although other evidence-based practices have accompanying fidelity instruments, there is no nationally recognized fidelity instrument for Cognitive Behavioral Therapy. However, the Cognitive Therapy Scale (CTS) by Beck is a nationally recognized instrument in determining clinician competence and adherence to the CBT model. This is the instrument that the tape raters utilize in assessing a clinicians' competence. It is for this reason that you are strongly urged to use the CTS to help guide your supervision sessions.

I. Additional Resources

DSHS Cognitive Therapy Resources Page (Please note this page is not accessible to the general public or those attempting to access it outside of the contracted provider network)

<http://www2.hhsc.state.tx.us/CentralOffice/BehavioralHealthServices/CTMain.html>