

Competency & CBT

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

Competency Standards (FY 2014):

Current & Existing Staff

- Submission of a tape to be reviewed and rated by one of the following entities:
 - Beck Institute for Cognitive Behavioral Therapy <http://www.beckinstitute.org/>
 - Academy of Cognitive Therapy <http://www.academyofct.org/>
 - Reach Institute (Child & Adolescent Providers Only) <http://www.thereachinstitute.org/>
- 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.
- By 2014 a practitioner who receives a score of less than 40 are 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.

New Hires

- All new hires employed after FY2014 have 1 year to demonstrate competency as outlined in the competency standards.
- Should a new hire be employed during a timeframe that is less than a year from targeted implementation date, they will have 1 year from hire date to achieve competency (i.e. a staff hired 2 months before targeted implementation date).
- It is strongly recommended that new hires submit a tape for competency review within 6 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).*
- If a new hire does not meet the competency standards within 1 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.
- Clinicians must achieve competency for each of the populations they serve (i.e. if a clinician delivers CBT to both adults and children/youth, the clinician must meet competency standards for both populations).

Staff Pursuing Permanent Licensure

- 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 is deemed competent as per the competency requirements. Please reference TAC Code §412.303 to determine the disciplines that meet the criteria for LPHA.

- Staff with temporary licenses must be actively seeking full licensure as a LPHA.
- Upon acquisition of full licensure staff will have 1 year to demonstrate competency per the competency standards as set forth in this document.

Grandfathering

Grandfathering is permitted if there is documentation of the following:

- Any practitioner that has been trained as a trainer by Dr. Monica Basco.
- Any practitioner that has been certified by the Beck Institute.
- Any practitioner that has been certified by the Academy of Cognitive Therapy.
- Any practitioner that has been certified as a trainer by the REACH Institute.

Additional Considerations

- It is strongly recommended that practitioners get training and supervision in CBT while preparing for their tape review.
- Training requirements are left up to the discretion of each individual center.
- Trainers in adult CBT may serve as a resource in preparing providers for the competency review.

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 , Acting Executive Director	tthompson@academyofct.org P: (267) 350.7683 F: (215) 731.2182	\$150
The REACH Institute	Dr. Lisa Hunter Romanelli , PhD, Executive Director	485 Seventh Avenue, Suite 1510 New York, NY 10018 lisa@thereachinstitute.org phone: 212.947.7322, ext. 227 fax: 212.947.7400	\$170-\$175
Beck Institute for Cognitive Behavior Therapy	Dr. Julie Hergenrather , PhD, Executive Director	One Belmont Avenue, Suite 700 Bala Cynwyd, PA 19004 phone: 610.664.3020 jh@beckinstitute.org	\$300

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

Delivery of CBT Prior to FY2014

Until implementation of this new policy for CBT occurs, there will be a moratorium on submission of 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. However, in preparation for implementation of this competency process, we are encouraging providers to determine how they will train their workforce in preparation 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. We strongly encourage you to utilize the CTS (Cognitive Therapy Scale by Aaron Beck) to help guide your supervision sessions, as well as the CBT Fidelity instrument available on the DSHS website to provide guidance in this matter. You will be able to find the fidelity toolkit & CTS by opening the link listed. <http://www2.mhmr.state.tx.us/CentralOffice/BehavioralHealthServices/CTSupervRes.html>