Advanced Training in PCIT: Training new therapists

Tylene Cammack-Barry, Psy.D.
Lindsay Forte
Karrie Lager, Psy.D.
Mary Pratt, LCSW

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OBJECTIVES

Goals for participants is to understand:

• What you need to be a trainer in your agency
• Administrative support to training
• The progress of training: skill building to mastery
• Judging competence
• Coach coding, evaluating performance
• Need for good communication and documentation
• Fidelity
PCIT TRAINING

WHAT DOES IT TAKE TO BE A GOOD TRAINER?

Some important trainer qualities:

• PCIT experience (minimum 4 completed cases with good outcomes)
• Clinical experience helpful, ability to see the bigger clinical picture
• Supportive, attentive, warm
• Task master! Clear and firm expectations.
• Not too controlling, ability to let trainee try things on own
• Agency’s need for training

WHAT DOES IT TAKE TO BE SUCCESSFUL?

Some important qualities:

• Sufficient number of referrals (aim for 4 – 6 clients per trainee)
• Administrative support for training
  • Reducing productivity expectations of trainees, trainers
  • System for getting results of standardized measures to therapists quickly
  • Allow time for monthly team meetings
  • Allow therapists to go to annual conferences
PCIT TRAINING
BUILDING COMPETENCE

MENTORING
FOCUS ON TRAINEE
GROWTH OF SKILLS
NOT CO-THERAPY
NOT ON CLIENT
NOT JUST “HOW TO”

PCIT TRAINING
ROLE PLAY OF DIFFERENCE BETWEEN MENTORING AND CO-THERAPY
### PCIT TRAINING

**MENTORING: SKILL BUILDING TO MASTERY**

<table>
<thead>
<tr>
<th>SKILL BUILDING</th>
<th>PRACTICE</th>
<th>COMPETENCE</th>
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<tbody>
<tr>
<td>Review</td>
<td>Trainees practice skills (need space)</td>
<td>• Trainees can perform skills effectively without support</td>
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<tr>
<td>Role-play</td>
<td>• Trainers support, evaluate, guide</td>
<td>• Competence may not be perfect</td>
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<td>Remind (prepare)</td>
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### IMPORTANCE OF CODING MASTERY
INTAKE & ASSESSMENT

KEY SKILLS AND TRAINING STRATEGIES

ENGAGEMENT & CONFIDENCE

• Selecting good PCIT cases
• Understanding standardized assessments
• Developing treatment goals, coaching strategies

TEACHING SESSIONS

KEY SKILLS AND TRAINING STRATEGIES

DEVELOP PLAN FOR SKILL ACQUISITION

• Role play ahead of time
• Use the Teaching session checklist
• Debrief
COACHING SESSIONS
DEVELOP PLANS FOR SKILL ACQUISITION

- Code every session, review codes quickly
- Calculate reliability
- Trainer is gold standard

COACH CODING
- 5 minutes of coach coding every coaching session
- Select 5 minutes where trainee is coaching comfortably
- Always give feedback

Frame for evaluating trainee performance
- Always give feedback
- Use when writing training progress note

TOT SESSION CHECKLIST
QUALITY OF PERFORMANCE

Follows structure of session
- Check-in
- Coding
- Coaching
- Closing the session
COACH CODING

MEASURE OF COACHING SKILL ACQUISITION

LEVEL 1
• Therapist gives command to parent
• Line feeding

LEVEL 2
• Therapist labels parent verbalization
• Therapist praises parent

LEVEL 3
• Describes effect of parent on child
• Psychoeducation
• Interprets child behavior
• Generalization

COACH CODING

PRACTICE COACH CODING

Bev Funderburk
PCIT Guru
COACH CODING

Expert #4
Beverly Funderburk, Ph.D.

PRACTICE TRAINING

TRAINING ROLE
PLAY
COMMUNICATION & DOCUMENTATION

- ToT Session checklist & coding sheet
- Structuring feedback
- Progress note templates
- Competency checklists
- Planning
- Transparency

FIDELITY

IN PRACTICE AND TRAINING

PCIT LIKE FITNESS TRAINING

- Need to teach good habits (good organization, documentation)
- Need to teach the WHY, not just how
- Need to teach what can change, what can be tailored—when and why
- Need to teach not to be afraid of collecting outcome measures
THANK YOU!
CONTACT US

Website: pcit.ucdavis.edu
Web Course: pcit.ucdavis.edu/pcit-web-course

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