UCDAVIS
CHILDREN'S HOSPITAL

PCIT Training Center

NCTSN — The National Child Traumatic Stress Network

PCIT Training: Using the Trainer Toolbox

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OBJECTIVES

Goals for participants is to understand:

- What's in the toolbox

- Setting up a training program in your organization

- The process of training: skill building to mastery

- Tools for observing and evaluating

- The art of giving feedback

TRAINING TOOLBOX

SUPPORTING THE TRAINING PHILOSOPHY

- PCIT for Traumatized Children Web course

- Treatment Manual, Competency checklist

- ToT Manual

  - Post-web course skill building

  - Coach coding

  - Session checklists: DPICS, Teaching, Coaching

  - Trainer (ToT) Competency checklists

  - Progress note templates

TRAINING PHILOSOPHY

DEVELOPMENTAL MILESTONES

PROCESS	**NOT INSTANT**
SKILL BUILDING	**LAYERS OF UNDERSTANDING**
STRUCTURE	**ROLES, ROUTINES**

TRAINING PHILOSOPHY

BUILDING COMPETENCE

MENTORING	NOT CO-THERAPY

FOCUS ON TRAINEE	NOT ON CLIENT

GROWTH OF SKILLS	NOT JUST "HOW TO"

PCIT TRAINING

MENTORING vs.
CO-THERAPY ROLE PLAY

TRAINING PROCESS

TRAINEE RESPONSIBILITIES

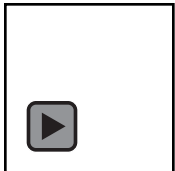| STUDY	PRACTICE	APPLY FEEDBACK
• Web course • Treatment manual • McNeil book • Read, review • Observe others	• Practice coding • Practice CDI skills • Role-play	• Listen to trainer feedback; ask questions • Understand how to apply feedback to PCIT practice.

IMPORTANCE OF CODING MASTERY

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KEY TO FIDELITY AND EFFECTIVENESS

TRAINING PROCESS

TRAINER RESPONSIBILITIES

PLAN & TEACH

- Brief didactics
- Preview new session requirements
- Preview competencies

PREPARE

- Role-play
- Review to ensure trainee's readiness
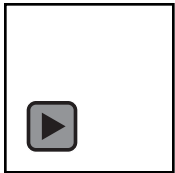- Review trainee's goals

OBSERVE & EVALUATE

- Session checklist
- Coach coding
- Note parent response & engagement

FEEDBACK

- Transparent
- Descriptive
- Strength-based
- Plan for improvement

IMPORTANCE OF CODING MASTERY

KEY TO FIDELITY AND EFFECTIVENESS
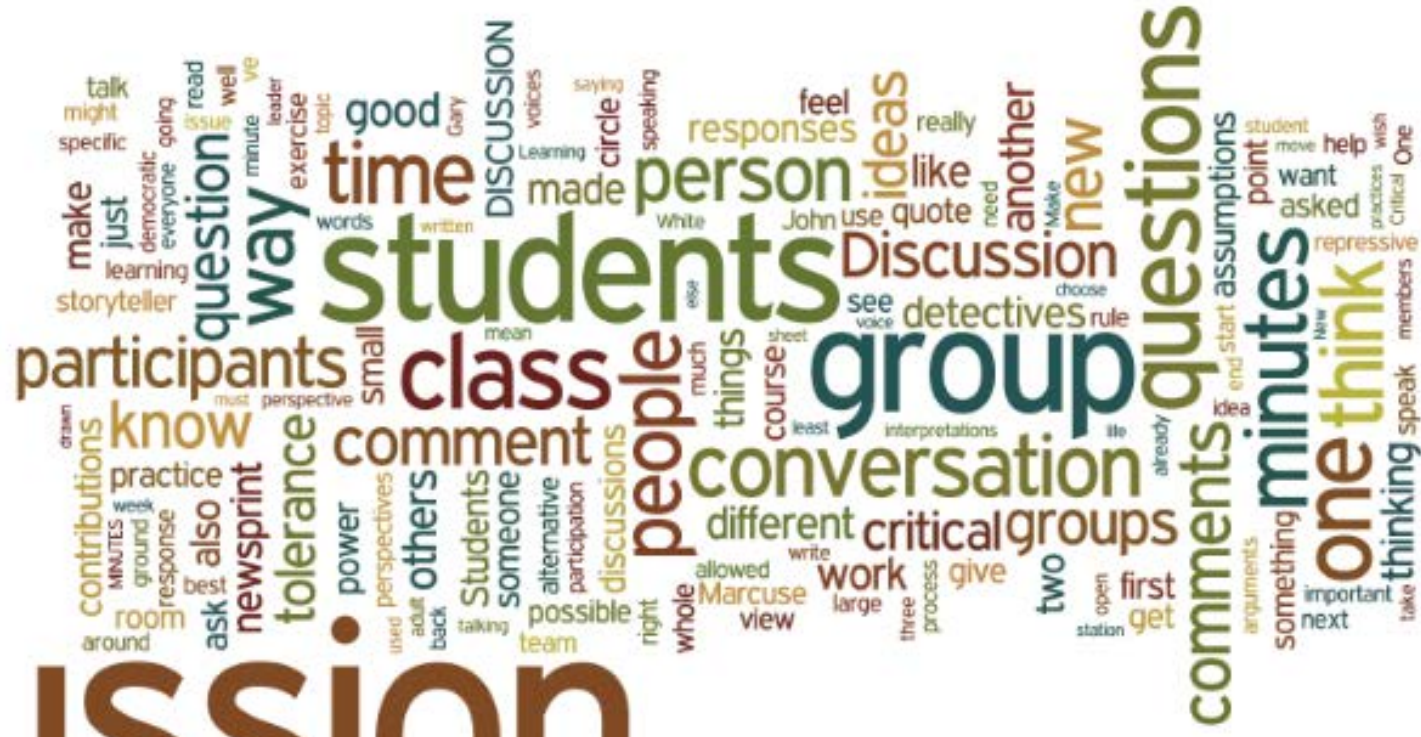
USING THE TRAINING TOOLBOX

PRE-TRAINING

KEY STRATEGIES AND TRAINING TOOLS

BUILDING A STRONG FOUNDATION

- Web course

- Treatment manual

- Post-web course skill building

  - Coding, PRIDE skill practice

  - Practice giving DPICS instructions

  - Understanding standardized assessments

  - Developing treatment goals

INTAKE & ASSESSMENT

KEY TOOLS & TRAINING STRATEGIES

ENGAGEMENT & CONFIDENCE

- Help select good PCIT cases- use Parent & Child Factors forms (Treatment Manual)

- Therapist Engagement Checklist (Treatment Manual)

- DPICS Session Checklist (ToT Manual)
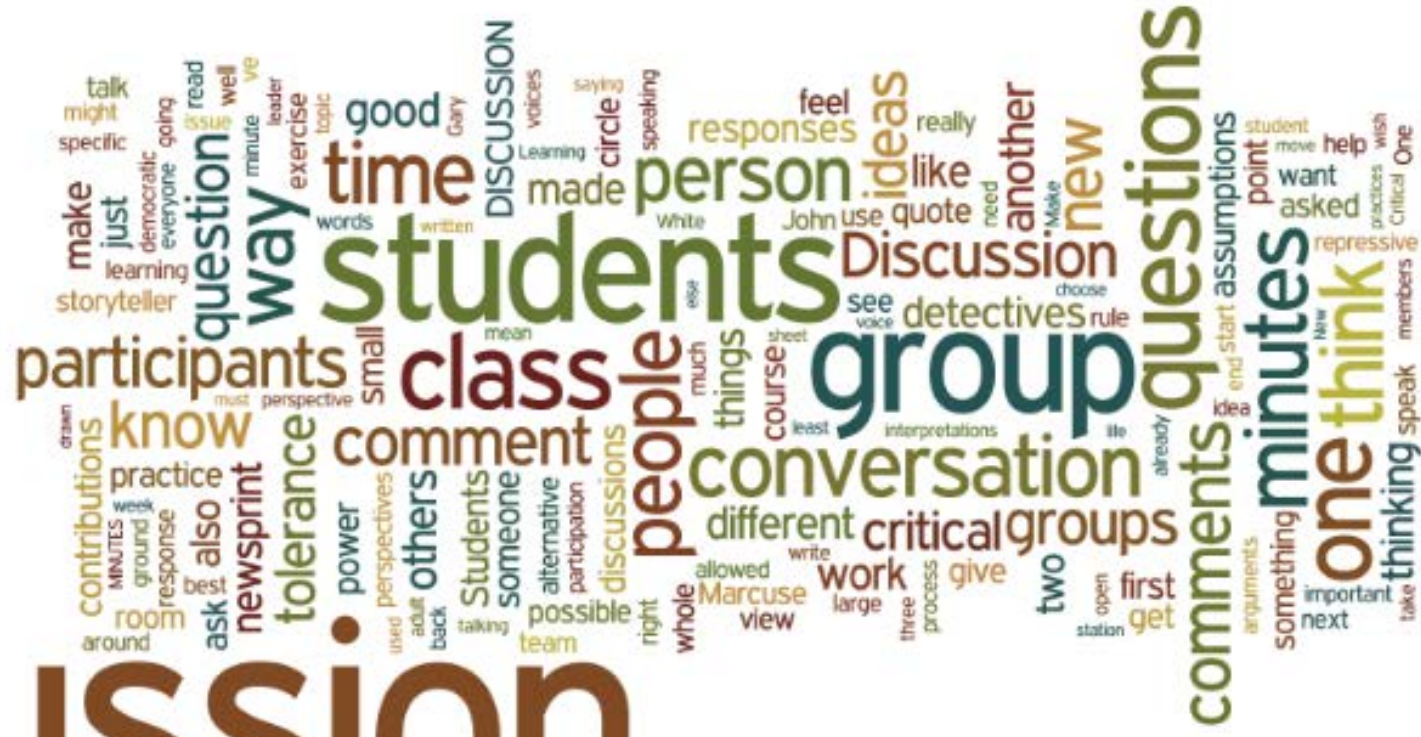
TEACHING SESSIONS

KEY TOOLS & TRAINING STRATEGIES

DEVELOP PLAN FOR SKILL ACQUISITION

- Teach/ plan- make sure trainees know material

- Prepare- Role play ahead of time, review treatment plan

- Observe- Use the Teaching session checklist

- Feedback- Plenty of positive

FEEDBACK

FOR GROWTH & IMPROVEMENT

COACHING SESSIONS

TOOLS AND TRAINING STRATEGIES

OBSERVE

PLAN & PREPARE

FEEDBACK

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

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

- Framework for evaluating trainee performance
- Always give feedback
- Use when writing training progress note
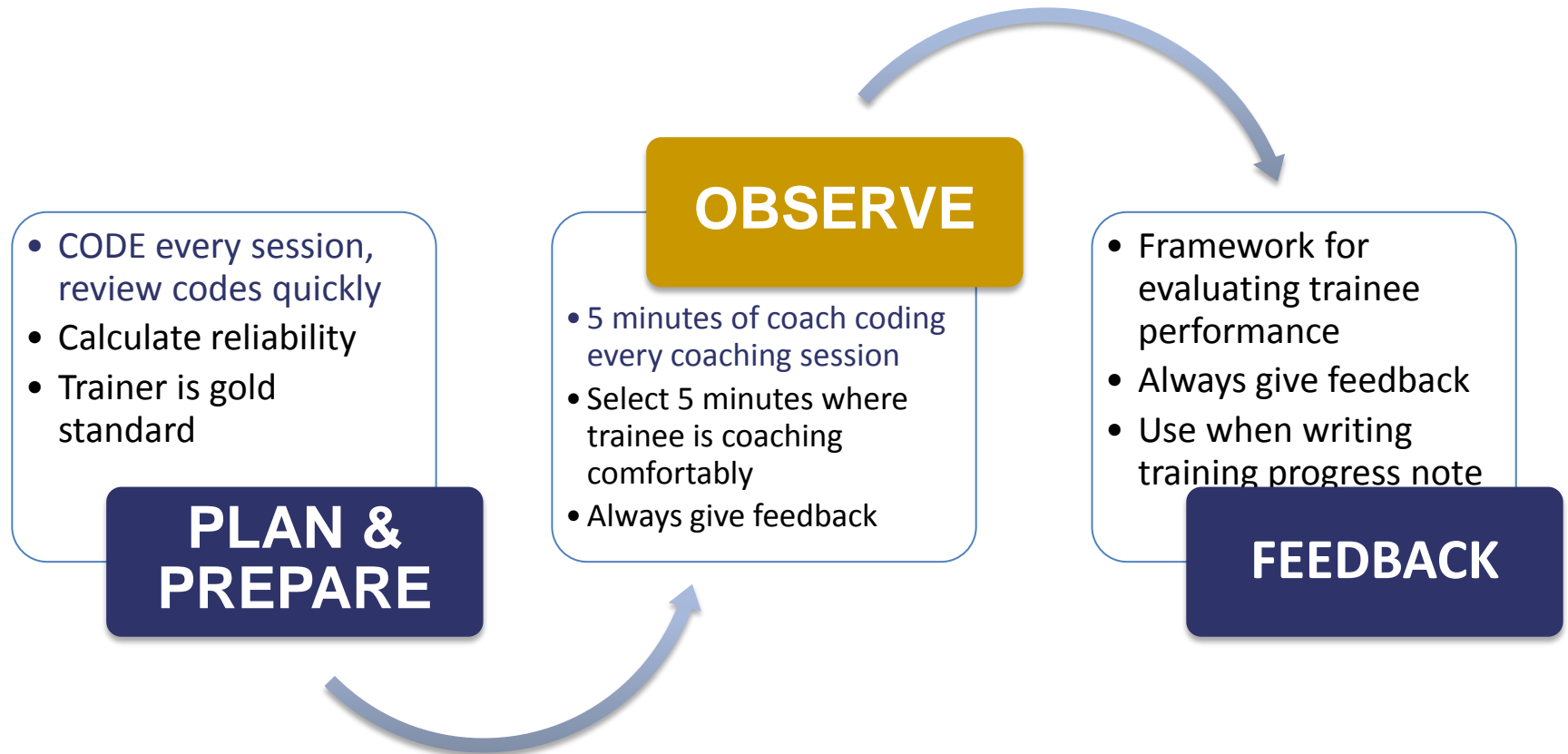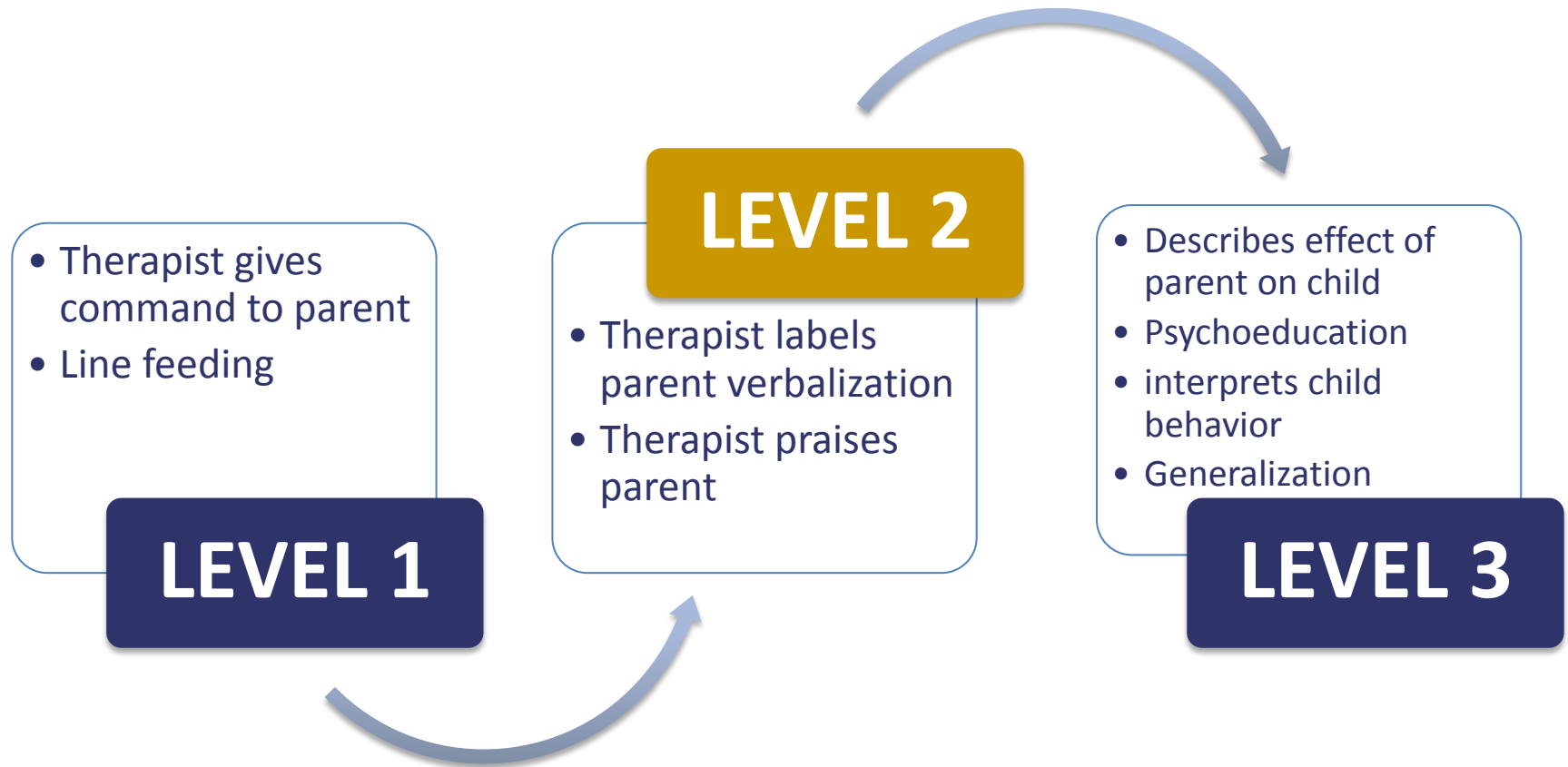
OBSERVE & EVALUATE

ToT SESSION CHECKLIST

Follows structure of session

- Check-in

- Coding

- Coaching, coach coding

- Closing the session

CDI COACH CODING

MEASURE OF COACHING SKILL ACQUISITION

LEVEL 2

LEVEL 1

- Therapist gives command to parent
- Line feeding

- Therapist labels parent verbalization
- Therapist praises parent

LEVEL 3

- Describes effect of parent on child
- Psychoeducation
- interprets child behavior
- Generalization

COACH CODING

COACH CODING ROLE PLAY

COACH CODING

What did you notice?

PDI COACH CODING

MEASURE OF COACHING SKILL ACQUISITION

LEVEL 1
- Therapist gives DIRECT commands to parent
- Therapist feeds lines as needed

LEVEL 2
- Therapist coaches thru PDI sequence correctly and calmly

LEVEL 3
- Therapist gives gentle corrections when needed
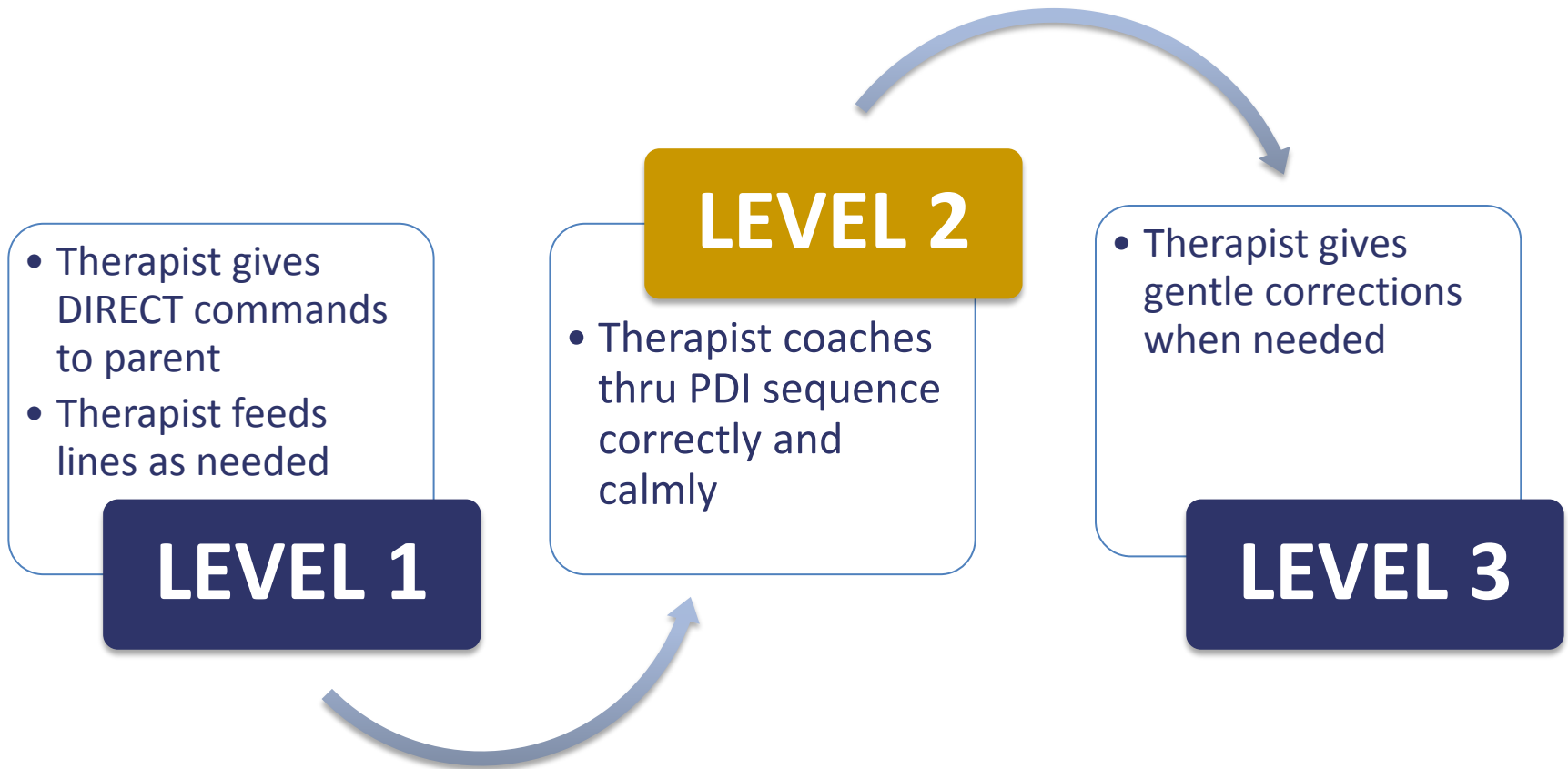
COACH CODING

What did you notice?

Checking yourself

Tools to keep ourselves on track

- ToT Fidelity checklist

- ToT Competency checklists

Am I giving the trainee enough independence? Support?

Am I preparing the trainee enough?

WRAPPING UP

TRAINING FIDELITY IN PCIT PRACTICE

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

QUESTIONS?

THANK YOU!

CONTACT US

Website: pcit.ucdavis.edu

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

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