Becoming a PCIT Trainer: The trainer, the team, the process

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OBJECTIVES

Goals for participants:

• Describe three components of being a good trainer

• Identify the PCIT skills and tools that trainers need to be sharp and how to sustain them

• Describe ways to strengthen your PCIT team.

• Understand the nuts and bolts of training: what to look for in trainees’ performance and how to judge competence

• Describe what to say and how to communicate with trainees about their PCIT performance
Quick Poll

How many of you:

• Are trainees, fully trained PCIT therapists, trainers?
• Worry about whether you’re doing things right?
• Wish you had access to people/ resources for tough PCIT cases?
ABOUT THE TRAINER

WHAT DOES IT TAKE TO BE A GOOD
IN-HOUSE TRAINER?
THE TRAINER

WHAT DOES IT TAKE TO BE AN IN-HOUSE TRAINER?

PCIT EXPERIENCE

- Minimum 4 completed cases with good outcomes to be eligible to train in house

Why is this a rule? Is that all it takes?
THE TRAINER

WHAT DOES IT TAKE TO BE A GOOD TRAINER?

Other important trainer qualities to talk about:

• PCIT skills and a continued dedication to mastery
• Clinical experience helpful, ability to see the bigger clinical picture
• Ability to teach, understand how to facilitate growth
• Time
• Agency support
THE TRAINER

WHAT DOES IT TAKE TO BE A GOOD TRAINER?

PCIT DEDICATION & FLUENCY

You are the “gold standard” for PCIT in your clinic

- Coding
- Protocol
- Documentation
- Up to date
- Participate in LA County PCIT activities
THE TRAINER

WHAT DOES IT TAKE TO BE A GOOD TRAINER?

WARMTH AND SENSITIVITY

• Give team a sense of hopefulness about their training and a vision for the future
• Pay attention to what they need to know to improve, scaffold their skill building
• Know how to judge competence
• Give feedback effectively (feedback sandwich)
THE FEEDBACK SANDWICH
Video Clip of Training
The Trainer

What Does It Take to Be a Good Trainer?

Agency Support

- It takes time to be a good trainer: it takes agency investment to keep you up to date.
- It takes time to learn PCIT: trainees need a reduction in trainees’ productivity expectation while training.
- Advocate for a steady stream of PCIT clients!
- How does your agency support PCIT?
ABOUT THE TEAM

HOW DO YOU BUILD A STRONG PCIT TEAM?
THE TEAM

DEVELOPMENTAL MILESTONES

PROCESS
NOT INSTANT

SKILL BUILDING
LAYERS OF UNDERSTANDING

STRUCTURE
ROLES, ROUTINES
PREPPING YOUR TRAINEE

VARIATIONS BY SKILL LEVEL
## THE TEAM

TRAINING MAY NOT BE LIMITED TO THE THERAPY ROOM

<table>
<thead>
<tr>
<th>OUTREACH</th>
<th>IN AGENCY &amp; COMMUNITY</th>
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<tbody>
<tr>
<td>TEAM MEETINGS</td>
<td>BUILD GROUP IDENTITY &amp; NETWORK</td>
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<tr>
<td>DOCUMENTATION</td>
<td>HELP TO FRAME TREATMENT GOALS</td>
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</table>
1) What makes a good trainee?  
2) Can anyone be trained in PCIT?
PROBLEM SOLVING ACTIVITY

WHAT WOULD YOU DO?*

BREAK INTO GROUPS

READ SCENARIO

STRATEGIZE TOGETHER

PRESENT SOLUTION

*Scenarios are completely fictional
THE NUTS AND BOLTS OF TRAINING

WHAT TO DO AND HOW TO DO IT
THE PROCESS

COMPETENCY CHECKLIST

• Use this as a focus for training sessions or video review
• Know what your trainees need to achieve
• Make competency a transparent process. Make sure your trainee has a copy too.
• Keep them up to date
THE PROCESS

KEY SKILLS AND TRAINING STRATEGIES

ENGAGEMENT & CONFIDENCE

• Selecting good PCIT cases
• Understanding standardized assessments and the role they play in PCIT
• Developing treatment goals, coaching strategies
THE PROCESS

BEGINNING PCIT SKILL BUILDING

- PCIT for Traumatized Children Web course
- Post-web course skill building
- Continued role-playing
- Continued review (McNeil book, web course, treatment manual)
- Coding mastery
THE PROCESS

KEY TO FIDELITY AND EFFECTIVENESS

TWO LEVELS OF COMPETENCE

• To coach: 80% reliable once
• To be signed off on coding competence: 80% reliable ten times
• Strategies to assessing competence – “Relay Coding”
RELAY CODING

Listen to parent => Repeat out loud => Code
TRAINING VIDEO CLIP  “Relay Coding”
TRAINING VIDEO  Bilingual Relay Coding

INSERT BI-RELAY CODING V2.WMV
THE PROCESS

TEACHING SESSIONS

DEVELOP PLAN FOR SKILL ACQUISITION

• Role play ahead of time
• Use the Teaching session checklist
• Debrief
THE PROCESS
BUILDING COACHING COMPETENCE
MENTORING
FOCUS ON TRAINEE
GROWTH OF SKILLS
NOT CO-THERAPY
NOT ON CLIENT
NOT JUST "HOW TO"
# The Process

**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>
</tr>
<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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THE PROCESS

ASSESS AND DEVELOP PLANS FOR SKILL ACQUISITION

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

TET SESSION CHECKLIST

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

COACH CODING

- Qualitative assessment
- Trainer completes periodically
- Therapists can review their videos to self-monitor

ASSESS THERAPIST
SUPPORTING TRAINEES

When your trainee has a difficult client.....

Difficult Cases!

- ASD
- Depressed caregiver
- Aggression
- Complex trauma
- More!

How can you help? Remind your trainees:

- Use your resources!! E.g., Refer to PCIT book, articles online, treatment manual and web course
- Client resources – consult with your colleagues
- Tailor when appropriate – stick to the basics
COMMUNICATION & DOCUMENTATION

Giving feedback, noting progress, planning

- 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

www.facebook.com/UCDPCIT  PCIT LinkedIn Group