



**WOODVIEW DIALECTICAL BEHAVIOURAL THERAPY IMPLEMENTATION FRAMEWORK**

Staff Recruitment and Retention Strategies

Program Implementation Indicators	How Site Will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement Measures
Staff training	Provide 8 training session for classroom clinical program leads (program leads are also provided with bi-weekly online training). Provide 6 training sessions for milieu staff.	Project Directors Lorraine Jeffrey Flora Ennis  Clinical Leads Tricia Brinn Chris Clattenburg	April 26, 2013	Feedback from staff Surveys pre and post from staff Feedback from trainer	80% increase in knowledge and understanding
Staff Retention Strategies	Work with staff/managers for staff to take flex time for extra work hours, readings and extra time spend above regular day.  Work load adjusted due to time constraints of DBT Certificate of completion at end of training.	Project Directors Lorraine Jeffrey Flora Ennis  Project Directors Program Managers	April 26, 2013	Discuss during supervision.  Personnel Time Keeping Records	Staff retention throughout training period
Additional Training	Teachers Invited to Training	Project Directors Lorraine Jeffrey Flora Ennis	April 26, 2013	Teacher Pre and Post Surveys	Teacher understands of therapeutic milieu for DBT.

Client Recruitment

Program Implementation Indicators	How Site will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement
Client Recruitment Strategies	Children, Youth and families in day treatment and residential / alternative to residential across three geographic areas	Project Directors Lorraine Jeffrey Flora Ennis  Clinical Leads Tricia Brinn Chris Clattenburg  Program Leads	Intakes for September 01, 2013  Ongoing	Information for parents – received upon referral	Positive response through client participation and client satisfaction surveys
Client Retention Strategies	Through the use of evidence informed practice – DBT. Clients will learn skills and strategies to improve functioning - therefore lower risk of client drop out.  Increased client involvement in creating therapeutic goals	Clinical Leads Tricia Brinn Chris Clattenburg  Program Leads Staff	Ongoing	Client Satisfaction Survey  CAFAS/CANS  Personal contact from program leads if client wants to drop out to problem solve.	Client Satisfaction Survey results show clients increased skills and felt they were a partner in treatment.  Improved client functioning and reduction in needs.  Low drop out rate.

## Monitoring Fidelity

Program Implementation Indicators	How site will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement Measures
<p>Plan for monitoring fidelity</p> <p>Use of specific DBT tools (eg. Skills manual) and specified literature approved by trainer and clinical leads.</p>	<p>Clinical leads will meet with teams regularly to plan delivery of DBT and assess progress.</p> <p>Clinical Leads provide consultation to teams throughout implementation process – both case specific and skills based.</p>	<p>External Trainer</p> <p>Project Directors Lorraine Jeffrey Flora Ennis</p> <p>Clinical Leads Tricia Brinn Chris Clattenburg</p> <p>Program Leads</p>	<p>Ongoing</p>	<p>Review of DBT material and delivery with External Trainer on scheduled review dates.</p> <p>DBT groups delivered following DBT Skills manual.</p> <p>Developing Competency Checklist With trainer.</p>	<p>Program checklist will ensure skill training</p> <p>Comprehensive treatment plan review will include DBT language and strategies</p>
<p>Plan for addressing lack of fidelity</p>	<p>Convene mini-training of fidelity</p> <p>Review elements that maintain fidelity, provide examples of how fidelity is maintained and utilized</p>	<p>Project Directors Lorraine Jeffrey Flora Ennis</p> <p>Clinical Leads Tricia Brinn Chris Clattenburg</p> <p>Program Leads</p>	<p>Ongoing</p>	<p>Competency Checklist for skills to be done during program visit / consultation – additional support/ training provided as needed</p>	<p>Competency checklist will ensure skill training</p> <p>Comprehensive treatment plan review will include DBT language and strategies</p>

## Evaluation

Program Implementation Indicators	How Site will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement Measures
Who is conducting the evaluation	The role of quality improvement department is to evaluate using RBA	Project Directors Lorraine Jeffrey  Program Leads	Ongoing	Annually and grant deadlines - review using CAFAS, CANS, Surveys	Data analysis to measure desired increased knowledge and skills

## Data Collection

Program Implementation Indicators	How Site will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement Measures
How will data be collected	CAFAS and CANS data will be collected pre and post treatment and Client Satisfaction Surveys administered at discharge or point in time.  DBT skills questionnaire for children/youth administered during program after completion of skills training.  Staff training	Project Director Lorraine Jeffrey	Program client data ongoing pre and post treatment.  DBT skills questionnaire during treatment  Pre and Post staff	CAFAS CANS Client Satisfaction Surveys  DBT Skills Questionnaire  Staff training	Data analysis to measure desired improvement.  Data analysis to

	questionnaire administered pre and post on-site DBT training.		training in Spring 2013.	questionnaire (we will develop)	measure desired improvement.
What data is being collected	<ul style="list-style-type: none"> <li>- Data is being collected to show improvement in child/youth and family functioning.</li> <li>-Acquisition of DBT skills by clients.</li> <li>- Clients feel partner in developing goals.</li> <li>- Effectiveness of implementation of EIP in DBT in programs.</li> <li>- Staff retention of DBT training knowledge.</li> </ul>	<p>Project Directors Lorraine Jeffrey Flora Ennis</p> <p>Clinical Leads Tricia Brinn Chris Clattenburg</p>	For Evaluation portion of PACE grant. Data will be collected beginning in Spring of 2013 for staff training and fall of 2013 for all other areas.	<p>CAFAS CANS Client Satisfaction Surveys</p> <p>DBT Skills Questionnaire</p> <p>Staff training questionnaire</p> <p>Clinical Lead evaluation of program progress Competency Checklist form</p>	Data analysis to measure desired changes and improvements.

Referral System

Program Implementation Indicators	How Site will Implement Program	Lead Staff	Deadline for Completion	Monitoring Tool(s)	Achievement Measures
Where participants will be referred after complete Woodview program.	Upon completion of Program a Final Treatment Plan & Closing Summary outlines next steps for Clients and where referred to.	Program Managers and staff	Ongoing	Reports Supervision Client Satisfaction Surveys	Ongoing
Plan to ensure client follow-through on a referral after completing a Woodview program.	Woodview staff assist with referral process and are available for follow up support up to 6 months after case closes.	Program Manager and staff	Ongoing	Reports Supervision Client Satisfaction Surveys	Ongoing