Step 1:
Determine
Organizational
Readiness

Step 2:
Determine
Clinical
Readiness

Step 3:
Establish
A Training
Network

**Provincial Training Initiative:
Improving the quality
of intensive treatment**

Readiness Checklist

Step 4:
Establish
A Training
Plan

CMHO
Children's Mental Health Ontario
Santé mentale pour enfants Ontario

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THE CHILD AND YOUTH MENTAL HEALTH
LEAD AGENCY CONSORTIUM

Step 1:
Determine Organizational Readiness

1. Do you deliver CYMH treatment to children & youth with intensive needs?
2. Have you identified a gap in your ability to serve these children?
3. Are you prepared for the time and effort it will take to adopt evidence-based care?
4. Do your staff need training in evidence-based modalities to better serve children and youth with complex mental health needs?
5. Do you have qualified staff to deliver and support evidence-based care?
6. Are there conditions that need to be addressed to implement a new model of service?
7. Are staff ready to embrace a change in delivery of treatment?

Intensive treatment services are defined as evidence-based clinical modalities for children and youth with complex and significant mental health conditions supported by a clinical supervision model and provided in a variety of settings.

Stakeholder Engagement Plan

1. Do youth, families, and caregivers identify the gap that exists?
2. Do staff identify the gap exists?
3. How will caregivers, family, youth, and staff be involved in all phases of the training?

Step 2:
Determine Clinical Readiness

1. What foundational training has been completed? Cultural competency, motivational interviewing, Cognitive Behavioural Therapy etc.?
2. What introductory training has been planned or completed as a prerequisite to the PTI training for intensive modalities?
3. Have you conducted any staff competency surveys that profile the training needs? If so, are your staff ready to proceed?

For the purposes of this work, we have defined clinical supervision in the following way:

Clinical supervision is an important part of professional practice where a clinician enters a formal collaborative relationship with a trained and experienced clinician or clinical supervisor to enhance the quality of their practice. The goal of clinical supervision is to strengthen the supervisee's clinical work through the continuous development of their competence and the standards of their practice. Using active tools such as direct observation and case discussions for example, the clinical supervisor provides feedback that supports the clinician in building new skills and competencies.

Assess Your Clinical Supervision Capacity

1. Do you have a clinical supervision model in place now?
2. Does it have the capacity to meet the increased demands?
3. If not is there any shared clinical supervision capacity across the training network that can be mobilized.

The Knowledge Institute on Child and Youth Mental Health and Addictions' paper "Intensive Treatment Modalities for Children and Youth with Complex Mental Health Needs; Implementing and Sustaining Treatment with Clinical Supervision is a recommended reference.

Step 3:
Establish A Training Network

Do you collaborate with other CYMH & Addiction partners to support professional development: Yes or No

1. If yes, can you establish a training network?
2. If no, could a group of CYMH & Addiction within your network, partner to support the planning and delivery of PTI training?

PTI identifies training networks as the optimum structure to enable the efficient roll out and sustainability of evidence-based treatment modalities.

Characteristics of a Training Network:

- Training Networks are not individual service agencies
- CYMH partners who deliver services to the target population of children and youth with intensive needs
- built upon existing collaborative working relationships (examples may include service agreements exist; training events are planned and delivered to group; referral network exists to specialized services to best serve all children in your area of service)
- large enough to create efficiencies in delivering treatment and in receiving training specific to modalities designed to treat intensive needs of children and youth
- defined by geographic areas, or cultural groupings (e.g. Francophone, Indigenous)

Step 4:
Establish A Training Plan

1. Does your Training Network have a common goal relative to the PTI modalities?
2. Do you have data that supports your training choices?
3. Can you identify scope and scale of training required?

ARE YOU READY? Is your Training Network ready?

- Review results and identify gaps and action to address readiness;
- Define robust communication plan to inform/engage with key stakeholders to identify project champions;
- Provide foundational workshops as required;
- Follow up with the PTI team to define next steps PTI@lists.cmho.org.