Indicator #7: *Do you receive ongoing training and supervision on effective diagnosis, treatment planning and implementation, and subsequent clinical decision-making?*

Background

- Treatment planning and clinical decision-making are among the most important areas of clinical competence, and these should be a special focus of training and supervision.

- Research shows that quality supervision improves client's outcomes and makes clinicians feel better about their work.
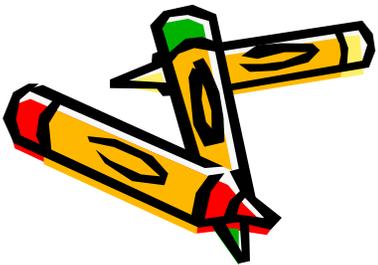
Background

- Understanding diagnoses and when to assign them can assist clinicians in identifying best treatment strategies and protocols to follow for effective treatment. Often particular diagnoses are associated with best practice guidelines.

- While diagnoses can be helpful in determining effective treatment and for communication across professionals, they can be problematic if they are used only to meet fee-for-service regulations. ESMH programs should be careful to only use diagnoses that are valid and should have safeguards in place against overdiagnosis.
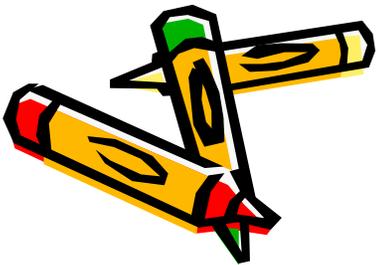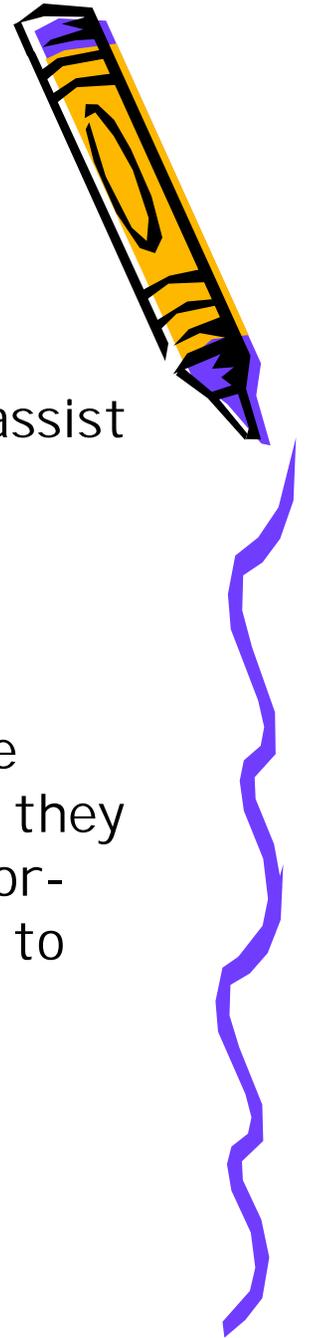
TRAINING AND SUPERVISION

- Training and supervision should include:
    - review of biases and how they influence clinical decision making
    - use of evidenced-based strategies in care
    - how to use evaluation of student progress to ensure that services are matching needs
   - review of diagnostic formulation and effective treatment planning
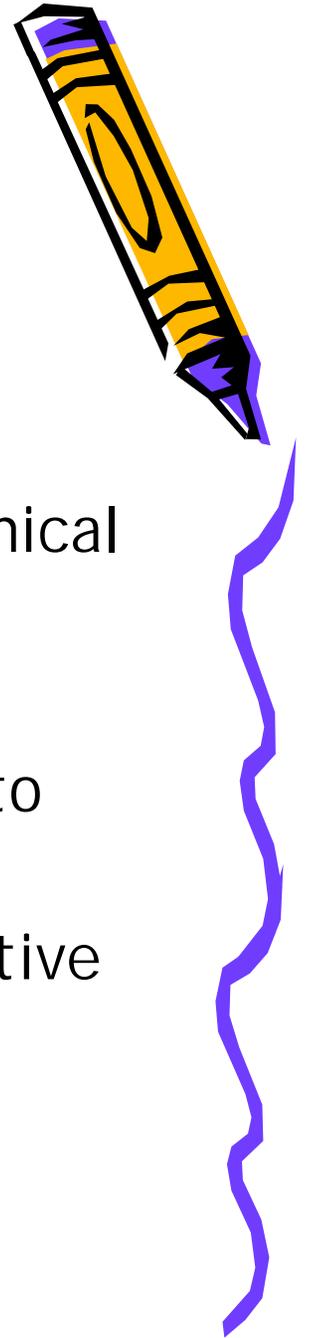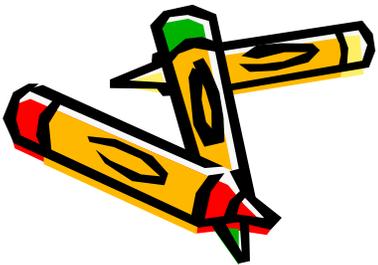
Menu of Suggested Activities

- Attend professional conferences and workshops.

- Engage in scholarly activities (research and grant writing).

- Begin or improve your one-to-one supervision with a more experienced clinician.

- Form a peer supervision group.

- Begin to colead groups with other professionals.
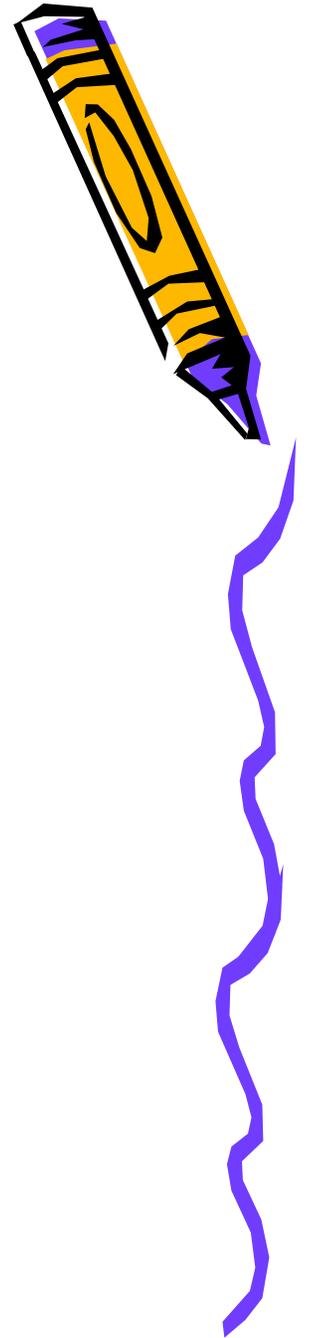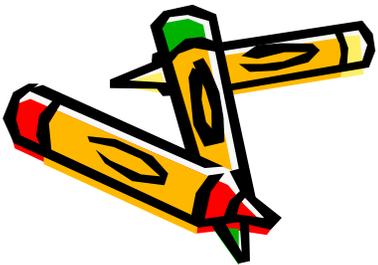
HELPFUL HINTS!

- Attend professional conferences and workshops.
  - Contact your state mental health department for a list of local trainings, conferences, and workshops.
  - Consider attending presentations that are outside of your field of training to broaden your scope of knowledge.
  - Try to attend at least one national conference each year.
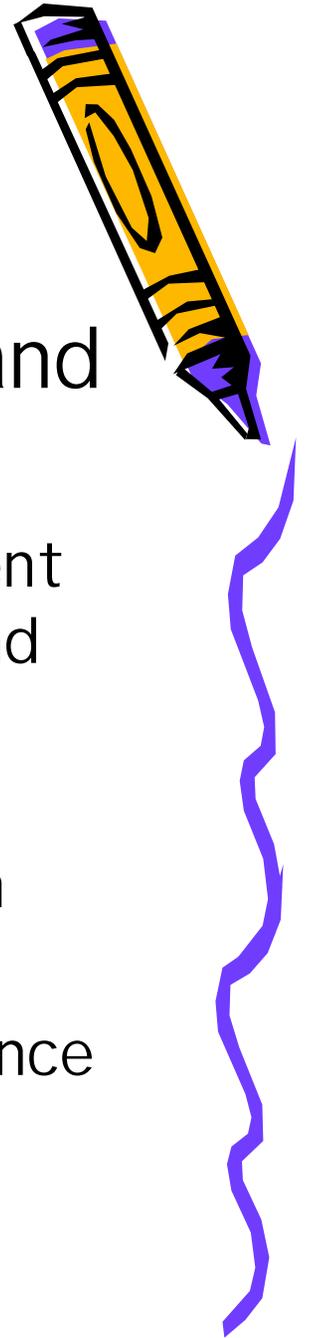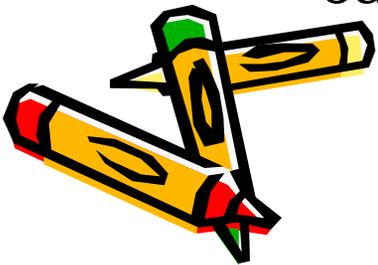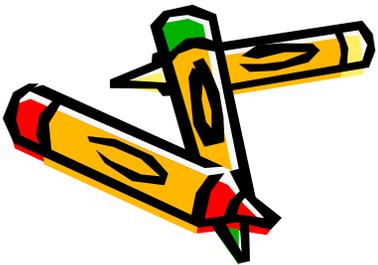
HELPFUL HINTS!

- Engage in scholarly activities (research and grant writing).
  - Scholarly activities force you to stay up-to-date.
  - Think of new people and organizations you could collaborate with.
  - Start a journal and/or book club.
  - Subscribe to a professional journal.
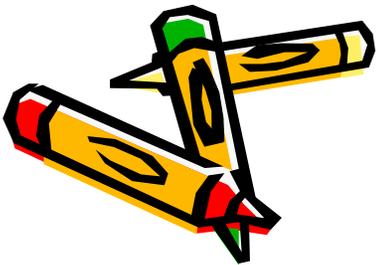
HELPFUL HINTS!

- Begin or improve your one-to-one supervision with a more experienced clinician.
  - Focus on implementation of evidenced-based practices.
  - Begin regularly scheduled case presentations.
  - Ask your supervisor to conduct diagnostic reviews.
  - Begin to use videotape, audiotape, or live supervision.
  - Ask your supervisor to review treatment plans.
  - Request a formal evaluation of your strengths and weaknesses.
  - Conduct a self-evaluation of your clinical skills.

Helpful Hints!

- Characteristics of an effective supervisor
    - Empathetic
    - Supportive
    - Flexible
    - Practical
    - Instructive
    - Knowledgeable

    - Interpretive
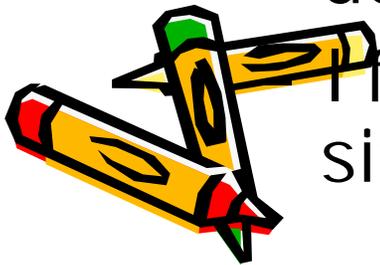   - Interested in supervision
    - Respectful
    - Specific
    - Tracks supervisors well
    - Focused
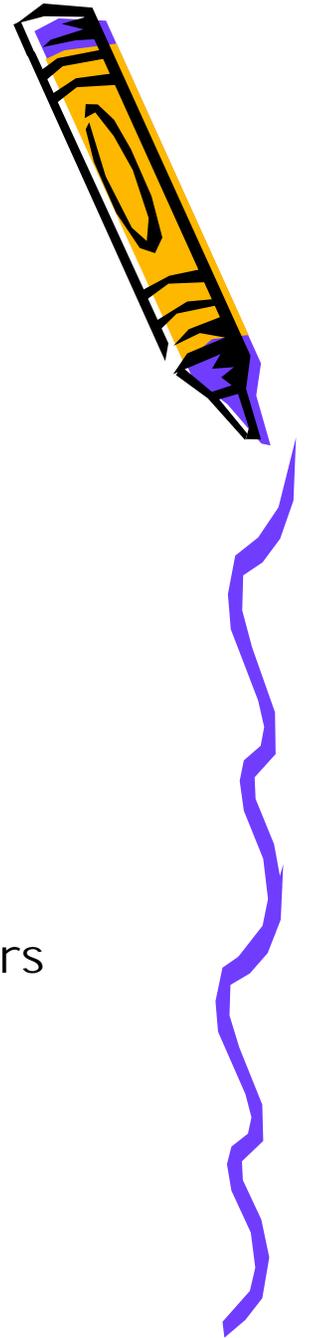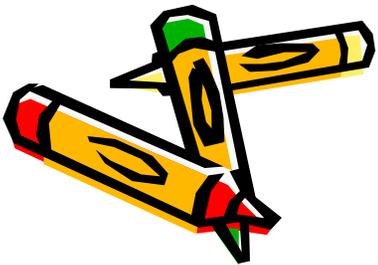
HELPFUL HINTS!

- Form a peer supervision group with your ESMH colleagues.
  - Discuss challenging clinical issues with colleagues and brainstorm about effective treatment planning.
  - Present cases to one another and review diagnoses, treatment recommendations, and relevant clinical decision making.
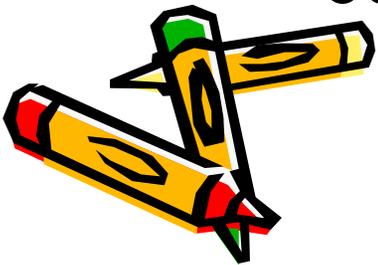 - If you don't have time for a group on-site, consider forming an on-line group.

HELPFUL HINTS!

- Begin coleading groups with other professionals.
  - Co-lead groups for students and families (often these can be done with someone outside of your profession, i.e., social skills therapy with a counselor and a speech and language pathologist).
 - Co-lead family therapy sessions.

Web Resources

- American Academy of Child and Adolescent Psychiatry (http://www.aacap.org/ search: practice parameters)
- Center for School Mental Health Assistance. Empirically Supported Interventions in School Mental Health (http://csmha.umaryland.edu/resources.html/resource_packets/download_files/empirically_supported_2002.pdf)
- Promising Practices Network. Proven and Promising Programs. (http://www.promisingpractices.net)
- U. S. Department of Health and Human Services. Substance Abuse and Mental Health Services Administration. Promising Practices in Early Childhood Mental Health. (http://mentalhealth.samhsa.gov/cmhs/ChildrensCampaign/practices.asp)
- U. S. Department of Health and Human Services. Report of the Surgeon General's Conference on Children's Mental Health: A National Action Agenda. (http://www.surgeongeneral.gov/topics/cmh/childreport.htm)
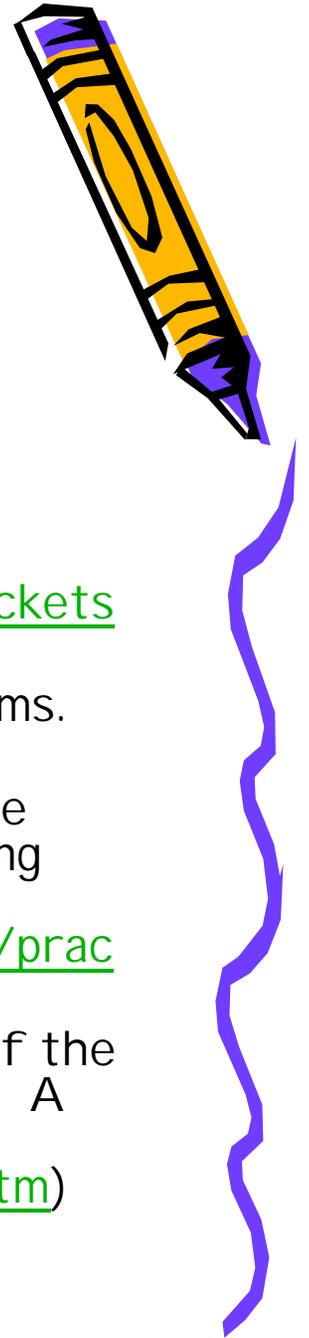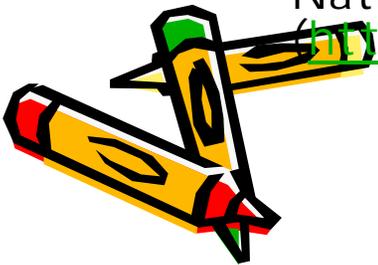
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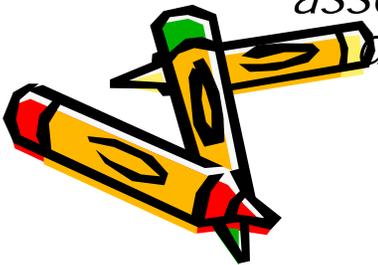
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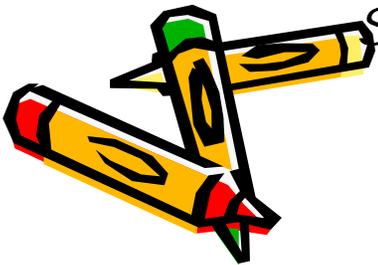
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