Step 6

Master the Core Competencies

The checklist below on mastering the core competencies is the sixth in the series of eight and is designed to support agencies in ensuring that staff have the proper skills and knowledge to implement the evidence-based practices (EBPs) effectively. Staff training on carrying out the core competencies, such as initial training, opportunities for skill-building and role-play, and real-time feedback and coaching, should be ongoing. By mastering the core competencies, staff can help ensure the EBPs achieve the desired outcomes.

Identify the knowledge and skills (the core competencies) that staff and administrators need to implement the EBP and build knowledge and skills among staff and managers.

1. What specific skills do staff and managers need to implement the EBP?

☐ For each feature of the EBP, identify the core competencies.

☐ Identify skills that are needed that are unique to the EBP.

☐ Identify factors that affect the agency's culture and readiness for the EBP.

☐ Address organizational readiness issues.

2. Have key knowledge areas related to implementing the EBP been identified?

☐ Develop a knowledge test for staff implementing the EBP and administer the test at least once a year to assess for quality assurance.

☐ Evaluate staff on applying their knowledge of the EBP through the use of scenarios, role-play, or observation of programming groups.

3. Have key skills related to implementing the EBP been identified?

☐ Develop a skills test to assess staff's ability to effectively deliver the EBP and administer the test at least once a year to assess for quality assurance.

☐ Evaluate staff on their skills in implementing the EBP through the use of scenarios, role-play, or observation of programming groups, ensuring that these testing scenarios reflect realistic but challenging real-life scenarios.

Use coaching to enhance staff skills.

4. Is there skill coaching for staff using the fidelity approaches (see the Step 4 checklist)?

☐ After assessing staff/managers, establish a plan for delivering coaching services to address remaining skill deficits.

☐ Ensure that the coaching services are offered in real time to be responsive to needs.

☐ Ensure that coaching services are provided by instructors who can effectively model the skills.

Assess whether the agency environment is conducive to participant-centered strategies and whether staff are able to implement these strategies to support the EBP.

5. Does the agency environment support participant-centered practices, such as staff-participant working alliances and procedural justice?

☐ Establish how staff can cultivate a working alliance with participants and how this will be measured.

☐ Establish how to measure procedural justice (how agency decisions are made and policies related to the EBP are established), if necessary, for the selected EBP.

☐ Establish client-centered policies and practices.

☐ Train staff and administrators on policies related to working alliances, procedural justice, and participant-centered policies and practices.

☐ Evaluate the culture of the agency to ensure that staff are comfortable taking risks and working on challenging issues.

Resources

Cognitive-Behavioral Treatment: A Review and Discussion for Corrections Professionals ⬈ provides an overview of cognitive behavioral treatment and how it is used in correctional facilities across the country.

Collaborative Comprehensive Case Plans ⬈ provides resources to justice, behavioral health, and social service professionals who develop and oversee case plans so they can better integrate behavioral health and criminogenic risk and needs information into case plans and so that case plans reflect a balanced and collaborative partnership between criminal justice, behavioral health, and social service systems.

Evidence-Based Adult Corrections Program: What Works and What Does Not ⬈ provides a thorough review of EBPs for adults in the justice system.

Relapse Prevention Plans ⬈ provides resources for building relapse prevention plans as part of Collaborative Comprehensive Case Plans for reentry, to help reduce the chances of recidivism and relapse for people who have an addiction and to ensure coordination and linkages among all of the entities involved in their care.

Determine how the agency is supporting implementation of the EBP.

6. Has an analysis been conducted to examine the agency's role in implementing the EBPs?

☐ Ensure that the EBP meets quality standards set by the agency and by the developer of the EBP, if applicable.

☐ Use tools to identify areas where the EBP (as opposed to individuals) is not meeting its goals. Available tools include Correctional Program Checklist, the RNR Simulation Tool, Community Supervision Assessment. (These tools measure how agencies support the implementation of EBPs in addition to measuring staff implementation of EBPs.)

☐ Assess the administration of the EBP to ensure that services are being delivered in a way that is respectful, participant centered, confidential, etc.

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