

Engaging Staff in Co-occurring Competency Development:

**Using the CODECAT™ to
Understand and Support Growth in
Attitudes, Values, Knowledge and Skills**

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Purpose of This Training

- This is part three of a three-part series on using the ZiaPartners, Inc. self-assessment tools for co-occurring capability/competency development. This training is provided by the Florida Department of Children and Families and ZiaPartners, Inc. with assistance from FADAA.
- Participants will learn how to help supervisors and staff use the CODECAT™ (individual clinician self-assessment tool) to support co-occurring competency development for direct care staff.

Content of This Training

- Getting ready to use the tool
- The CODECAT™
- Using the CODECAT™ to support organizational training and supervision
- The “do’s and don’ts” of using the CODECAT™

Getting Ready to Use the CODECAT™

- Develop the organizational context
- Engage staff in the process as a team
- Demonstrate organizational capacity to create, manage, and support change
- Do the COMPASS™ first
- Create an action plan that supports core competency development in partnership, not just training “in a vacuum”
- Use the CODECAT™ to support this process

The CODECAT™

- Self-rated questions on core co-occurring competency attitudes, values, knowledge and skills
- Likert scale of 1-5
- Done by the individual in a context
- Two parts--one for individual staff members and one for supervisors of staff (global impression)
- The tool reinforces the learning of principles of integrated care
- Directly engages each staff member in the change process
- Taken as a whole, creates an organizational survey
- May be used to assist with supervision
- Often used in new hire orientations

Example

Self-Rate Understanding or Ability to Demonstrate:
1= poor to 5= Outstanding

Ability to integrate discussions of treatment recommendations for two primary disorders within the context of a single treatment relationship in my own service setting and within my licensure and scope of practice.

Example

Self Rate Understanding or Ability to Demonstrate:
1= poor to 5= Outstanding

Recovery is possible for anyone with co-occurring disorders, and a vision of hope should be established as a framework for treatment.

Examples

Self Rate Understanding or Ability to Demonstrate:
1= poor to 5= Outstanding

Knowledge of models for phases of recovery, stages of change, and phases of treatment.

Examples

Self Rate Understanding or Ability to Demonstrate:
1= poor to 5= Outstanding

Integrated treatment is best accomplished with a single clinician or a clinical team, single service codes, and single funding streams, wherever possible.

Using the CODECAT™ to Support Organizational Training and Supervision

- Individual
 - Supervision
 - Personal development planning
 - Orientations and refreshers
 - “sleepers”
- Aggregate
 - Training and TA by category of staff
 - Who can help whom with what
- Collective
 - Overall program or agency training and TA needs (e.g., global training, universal improvements, etc...)
- Comparative: Supervisor, as compared to staff

The Do's and Don'ts of Using the CODECAT™

- Do: Engage staff in the process
- Don't: Do things to the staff

- Do: Support individual and group learning
- Don't: Create a competitive or embarrassing situation (e.g., posting scores for all to see)

- Do: Follow up with the staff to let people know how they did
- Don't: Keep the collective results and aggregate results a secret

- Do: Give staff a big round of applause for the effort
- Don't: Make it difficult for people to think and score honestly (e.g., do take the pressure off of the scoring)

End of the CODECAT™ Training

Thank you very much for completing the CODECAT™ training.

Please be sure you take advantage of the previous two sessions on using the COMPASS™ for program self-assessment of co-occurring capability before proceeding to administer the CODECAT™.

Details to Know

If you have questions about the Florida co-occurring capability development process, please contact your Change Agent, Supervisor, DCF Circuit or Regional SA/MH Program Manager, Steering Committee Representative, or as always, Sean Mathews in Tallahassee at Sean_Matthews@dcf.state.fl.us.

For access to the tools:

www.ZiaPartners.com

Click on “Welcome”

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Enter User Name: florida

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