



Career Development Opportunity:

The Care Transformation Collaborative of Rhode Island (CTC-RI) is seeking up to two integrated behavioral health (IBH) faculty trainers who will be eligible for scholarships (\$4600.00 each over 6 months) to become certified as IBH Practice Facilitators. The current lead IBH Practice Facilitator, Dr. Nelly Burdette, will observe and coach trainees in preparing them to instruct and coach future CTC primary care sites to perform successfully in the integrated behavioral health components of the patient centered medical home primary care environment.

The IBH practice facilitation training was designed by Dr. Burdette who is an expert in these topic areas. The training curricula include:

- Motivational interviewing techniques, population, care and condition management fundamentals, guidelines for successful facilitation
- Interactive coaching sessions with observation of Dr. Burdette in real-time practice facilitation, as well as observation of trainees by Dr. Burdette in real-time with debriefing
- Learning sessions

Rhode Island Foundation (RIF) and Tufts Health Plan has provided funding to pay for the faculty training and for an additional \$2000.00 (quarterly stipend of \$500 for 1 year) for faculty who successfully complete the program and work for an additional 12 months with an assigned primary care site implementing integrated behavioral health, supervising integrated care students and/or creating presentations for learning collaboratives that focus on integrated behavioral health.

Time Commitment:

A. Initial Training expectation:

Faculty will be expected to complete 6 months of training, with a weekly commitment of 4 hours. An outline of the content of the training is as follows:

Deliverable /Milestones	Timeframe
Creation of pre/post confidence and competence assessments based on current evidence in field, completion and analysis of pre-assessment by new facilitators	Month 1
Orientation of new facilitators based on analysis of pre-assessments, Shadowing of Lead PF to begin with weekly debrief to occur once per week as well as after individual site visits	Month 2
Module-based learning with reading assignments to begin once per month in addition to ongoing shadowing of Lead PF, as well as ongoing weekly debrief to occur once per week as well as after individual site visits	Month 3
Module-based learning with reading assignments to begin once per month in addition to ongoing shadowing of Lead PF, as well as ongoing weekly debrief to occur once per week as well as after individual site visits	Month 4
Lead PF to shadow new facilitators and observe clinical, technical and stylistic factors that could be strengthening or challenging overall impact of practice facilitation with verbal and written summaries provided	Month 5
Completion and analysis of post-assessments by new facilitators with a summary provided	Month 6

B. Coaching for IBH Cohort:

Faculty will be asked to provide coaching for a PCMH that is currently involved with CTC in Wakefield, RI as part of the initial six month training. After the initial six months, the faculty will be asked to provide support the IBH practices within CTC for an additional 12 months, receiving quarterly stipends (\$500 per quarter each) for various activities which could include but are not limited to: supporting an IBH practice site through monthly practice facilitation, creating presentations for learning collaboratives associated with IBH, serving as expert content guides for IBH practices who request IBH resources, and/or supervision of IBH students placed in primary care practices.

CTC-RI Faculty Job Description for the IBH Practice Facilitator

JOB SUMMARY:

The IBH Practice Facilitator serves in an expanded behavioral health role to provide training, consultation and practice support for the PCMHs associated with CTC. Collaborates with the CTC-RI project management staff to schedule and coordinate training program. Delivers IBH training programs to optimize outcomes across the health continuum with a focus on expanding PCMHs to incorporate integrated behavioral health from an evidence-based perspective while also taking into account organizational strengths and barriers.

MAJOR DUTIES AND RESPONSIBILITIES:

1. Works with CTC-RI Lead IBH Practice Facilitator, Dr. Nelly Burdette, and community partners in the implementation and growth of IBH within PCMHs, which will enhance the patient experience and drive quality outcomes within IBH and Chronic Care Management.
2. Performs evidence-based needs assessments prior to and at the completion of site-based interventions, as well as utilizing any other evidence-based tools as needed within the primary care practice site.
3. Collaborates with primary care practice site to identify staff with IBH proficiency issues and designs staff-specific development plans to address gaps in performance and improve efficiency.
4. Provides timely feedback to CTC-RI project management staff and primary care practice site regarding overall progress.
5. Leverages technology to support training needs and staff development.
6. Collaborates with CTC-RI participate in an evaluation plan and provide input to design staff evaluation tools that assure delivery of high quality, efficient care.
7. Reinforce utilization of documentation tools to promote reliable, accurate documentation and align with goals and objectives, assuring delivery of data elements.
8. Works with CTC-RI project management staff to evaluate process, identify problems, and propose process improvement strategies to enhance efficiency and effectiveness that drives quality outcomes for population being served.
9. Reviews the current literature regarding effective engagement and communication strategies, practice facilitation standards within integrated behavioral health as well as general integrated behavioral approaches that are new and/or evidence-based, and behavior change strategies overall, incorporates all of the above into training sites/staff.
10. Incorporates excellent written, verbal, and listening communication skills, positive relationship building skills, and critical analysis skills into practice.
11. Utilizes appropriate conflict resolution, assertiveness, negotiation, and collaboration skills in facilitating patients, staff and organizational issues throughout the health care continuum.

SPECIFIC POSITION DUTIES

COMPETENCIES AND SKILLS: *Identify requirements for adult and pediatric sites*

- Knowledge of current literature in the field of integrated behavioral health with ability to communicate findings to primary care sites, with particular ability to communicate to interdisciplinary team members with various levels of training and educational backgrounds.
- Proficiency in Microsoft Office applications, including ability to understand and present findings associated with data collected at sites

- Demonstrates customer focused interpersonal skills to interact in an effective manner with staff and other health care team members.
- Demonstrates ability to work autonomously and be directly accountable for practice.
- Demonstrates ability to influence and negotiate individual and group decision-making.
- Demonstrates ability to function effectively in a fluid, dynamic, and rapidly changing environment.
- Demonstrates leadership qualities including time management, verbal and written communication skills, listening skills, problem solving and decision-making, priority setting, work delegation and work organization.
- Knowledge of the basic concepts of Health Information Systems preferred.
- Critical thinking skills and ability to analyze complex data sets required.

EDUCATION AND/OR EXPERIENCE:

For Faculty working with adult/pediatric patients:

- Psychologists (Psy.D., Ph.D.) and Social Workers (LICSW) with licensure in the State required.
- Staff training experience with experience in management/supervision preferred.
- Three years' experience in clinical/administrative integrated behavioral health preferred with experience in both working with adults, families and children clinically.
- Experience working in primary care outpatient practice required.

WORKING CONDITIONS/PHYSICAL DEMANDS:

Work is typically performed in an office environment. Ability to travel and independent use of a vehicle with a driver's license is required.

The specific statements shown in each section of this description are not intended to be all-inclusive. They represent typical elements considered necessary to successfully perform the job.

IBH Practice Facilitator Training Application

Name: _____

Present Position: _____

Contact information: email: _____ cell phone: _____

Behavioral Health:

Experience

Experience working with Primary Care (adult and /or pediatric)

Experience in Coaching/Preceptorship/Staff Training :

License/Certifications:

Statement of Interest:

