

**Supervision Competencies for Provisional Provider Status
SOMB Under-served Colorado Initiative**

The SOMB, in conjunction with other key stakeholders, has created an initiative to promote the delivery of treatment services in underserved areas of Colorado. As a result, a model of provisional approval was developed specifically allowing multi-disciplinary or community supervision teams the ability to identify a local provider who is appropriate for listing with the help of a Full Operating Level treatment provider. Individuals interested in providing offense specific services in underserved areas that are unable to meet the qualifications for Associate Level Operating status can apply for provisional status. They are mentored by a Full Operating Level treatment provider and trained and evaluated based on competencies rather than quantitative measures. The Full Operating Level treatment provider is responsible for supervising the provisional applicant which includes clinical training, supervision, consultation, evaluation, and co-facilitation services. After one year of supervision, a letter of recommendation should be submitted to the SOMB referencing the provisional applicant's skill level and ability to practice independently.

Please use the following evaluation tool to assess competencies and progress of the provisional applicant you are currently supervising (scale located on last page). It should be noted that the applicant is not required to demonstrate competency in all the objective areas but should show marked progress over time with the goal being competency in each area at the time of application for approval. Furthermore, the following tool should be considered when establishing the Supervision Plan. This assessment must be received by the SOMB Application Review Committee on a quarterly basis once the Supervision Plan is approved.

Competency 1- Development of professional Self

Objective 1- Appropriate use of supervision

- Consistent and timely
- Comes with prepared agenda
- Communicates clearly and seeks supervision when needed
- Openly discuss professional strengths and areas of growth in non-defensive manner
- Learn and apply new ideas
- Integrates concepts from supervision
- Reports back on implementation concepts

Objective 2- Working knowledge and accurate understanding of Agency Setting

- Reviews and understands agency rules and Policy and Procedures
- Read, discuss and understands agency mission
- Understands the role of the agency in the continuum of care
- Accurately represents agency in communication to outside agencies and persons

- _____ Professional representation of the agency
- _____ Basic working knowledge of programs and populations
- _____ Understands agency management structure
- _____ Understands limitations of agency function

Objective 3- Self Awareness

- _____ Demonstrates reasonable self care
- _____ Has a clear understanding of professional and personal goals
- _____ Understands job and position
- _____ Has examined issues related to how working with sexual abuse and how abusers effects them
- _____ Takes initiative for learning
- _____ Professional presentation
- _____ Can maintain professional personal boundaries
- _____ Understands safety concerns

Objective 4- Seeks Appropriate Learning Opportunities

- _____ Takes advantage of available learning opportunities
- _____ Request guidance from supervisor on available learning opportunities
- _____ Reads and reviews available materials
- _____ Identifies needed learning opportunities and seeks those opportunities

Objective 5- Sets appropriate professional goals

- _____ Development of short and long term professional goals demonstrating creativity and resourcefulness for achieving these goals
- _____ Demonstrates specificity and a timeline for achieving these goals

Objective 6- Participates in Relevant Organizations and Agencies

- _____ Member of appropriate professional organizations
- _____ Attends and communicates with SOMB
- _____ Consider interaction with and membership in CO-ATSA/NAPN/ATSA
- _____ Collaborate in local community

Objective 7- Professional Ethics

- _____ Follows professional ethics consistent with professional degree or license
- _____ Understand dual relationship concerns

Competency 2- Assessment and Problem Formulation

Objective 1- Initial Contact and Information Gathering

- _____ Takes opportunities to observe others meeting with clients'
- _____ Meets with clients and can report relevant data from those meetings in supervision
- _____ Can review client chart and demonstrate the ability to identify important and relevant safety and diagnostic information
- _____ Understands how to/and maintains records and document client contacts
- _____ Takes opportunity to observe others initial clinical SO specific initial interview

Objective 2- Understanding Client Systems

- _____ Explore with clients their reasons for offense
- _____ Explore families reaction and systemic influences
- _____ Describe the problem areas and presenting problems as articulated by the client
- _____ Define problem identification in discussion with supervisor
- _____ Define support system as it relates to containment of the client

Objective 3- Conducts Identified /Required Assessments

- _____ Becomes familiar with all assessment used in Psychosexual evaluation
- _____ Conducts session directed at complete understanding of clients social history
- _____ Record a session where specific information/needs assessment is completed (process recording/video/tape)
- _____ Understand clients static and dynamic risk factors

Objective 4- Collects and Reviews Collateral Information

- _____ Reviews all collateral information and demonstrates a good understanding of case
- _____ Communicates with previous treatment agency if applicable

Competency 3- Clinical Intervention and Goal Setting

Objective 1- Public Safety Issues and Considerations

- _____ Sets up appropriate safety plans
- _____ Can identify most clearly identifiable victim pool and high-risk settings
- _____ Establishes and identifies appropriate Informed/Approved Supervisors
- _____ Coordinate community supervision and monitoring expectations with supervising officer and MDT/CST

Objective 2- Identify Problem Areas and Development of Treatment Plan

- _____ Utilizes psychosexual assessment to develop treatment plan
- _____ Individualizes treatment plan
- _____ Understands clients needs, situation and diagnosis
- _____ Understands special needs concerns/issues
- _____ Recognizes and responds to cultural differences
- _____ Engages client in development of realistic goals
- _____ Helps clients differentiate immediate and short term goals from long term goals
- _____ Establishes requisite priorities with clients

Objective 3- Plan Intervention Utilizing Accepted Models and Practices

- _____ Understands principles of System Theory
- _____ Understands principles of Cognitive-Behavioral Theory
- _____ Colorado Containment/MDT Model
- _____ Intervention with deviant interest

Objective 4- Demonstrate Skills at in Facilitation of Individual, Group and Family Offense specific Therapy

- _____ Takes opportunity to observe sessions
- _____ Can articulate rationale and strengths and weakness of these models to best serve client needs
- _____ Demonstrate knowledge of how groups are formed and can identify issues that are most suitable for group focus
- _____ Demonstrates fundamental group facilitation skills
- _____ Co-facilitate group with focus on key topic areas
- _____ Balanced use of confrontation and support in group process
- _____ Recognition of topics best suited for focus in individual and family therapy

Objective 5: Demonstrate ability to Accurately Document Clinical Work and Client Progress

- _____ Can accurately record events and data from sessions
- _____ Demonstrates that the treatment plan is individualized, a fluid document and modifies it as needed

Competency 4- Communication and Relationship Skills

Objective 1- Professional Communication

- _____ Communicates with other professionals in a timely and appropriate manner
- _____ Seeks input from other professional members of the team
- _____ Shares important information with other professionals in a timely manner
- _____ Develops positive working relationships with other professionals
- _____ Respects the roles played by other professionals

Objective 2- Effective communication with supervisors

- _____ Communicates with supervisors in a timely and appropriate manner
- _____ Seeks input from and includes in decision making supervisors
- _____ Shares important information with supervisors in a timely manner
- _____ Develops positive working relationships with supervisors

Objective 3- Effective communication with MDT/Supervision Team

- _____ Communicates with members of the MDT/CST in a timely and appropriate manner
- _____ Seeks input from and includes in decision making members of the MDT/CST
- _____ Shares important information with members of the MDT/CST in a timely manner
- _____ Develops positive working relationships with members

Objective 4- Timely Reports and Written Communication

- _____ Prepares written reports on client progress and treatment status in a timely manner
- _____ Completes monthly written progress reports as required.
- _____ Provides client termination/completion

Competency 5- Knowledge of Human Behavior and Psychopathology

Objective 1- Demonstrated Understanding of DSM and Ability to Complete Formal Five Axis Diagnosis

- _____ Has general understanding of the DSM and differential diagnosis components
- _____ Familiar with the meaning of differential diagnosis components
- _____ Can interpret a diagnosis and identify application to treatment planning
- _____ Can perform, where appropriate, a formal five axis diagnosis

Objective 2- Understanding of Human Developmental Stages

- _____ Has general understanding of human developmental stages
- _____ Can identify how the client's developmental stage can be incorporated into treatment planning
- _____ Can place client's behavior within the context of human development

Objective 3- Understands Normative Human Sexual Health and Development

- _____ Has general understanding of normative human sexual health and development
- _____ Is able to contrast client offending behavior with normative sexual behavior
- _____ Can incorporate normative sexual health and development into treatment planning

Objective 4- Has a working understanding of Psychotropic Medication and Ability to Make a Referral for Medication Evaluation

- _____ Has general understanding of psychotropic medication and treatment needs consistent with a medication referral
- _____ Can incorporate into treatment planning, psychotropic medication referral as needed
- _____ Can assess changing conditions over time that might warrant a referral for medication evaluation
- _____ Recognizes the importance of medication in certain cases and demonstrates ability to consult with medication specialist on clients needs

Competency 6- Knowledge and Integration of SOMB Guidelines

Objective 1- Has Solid Working Knowledge of SOMB Guidelines

- _____ Has detailed understanding of SOMB Standards and Guidelines
- _____ Can apply Standards to specific client issues
- _____ Can incorporate Standards into treatment planning
- _____ Good understanding of PRA and 5.7 guidelines
- _____ Familiar with SOMB administrative policy

Objective 2- Can Accurately Represent Research Supporting Specific Content of SOMB Standards (ex. Contact with Children)

- _____ Has good understanding of research support for Standards and Guidelines
- _____ Can describe specific research related to treatment planning and requirements
- _____ Stays current on research as it relates to sex offender management and treatment

Objective 3- Attends Available SOMB Trainings

- _____ Identifies appropriate trainings and attends where applicable

_____ Keeps current on research and trends in sex offender management and treatment via trainings offered by the SOMB

Objective 4- Is Skilled at Articulation and Practice of Victim Centered Models/Theory

- _____ Has general understanding of victim centered models/theory
- _____ Can apply victim centered model/theory to client treatment
- _____ Has an understanding of the connection between client treatment and maintaining a victim centered approach
- _____ Is able to advocate for community safety and victim protection
- _____ Seeks training in the area of victim training

Objective 5- Has a Strong Working Knowledge of Guiding Principles

- _____ Has a detailed understanding of the Guiding Principles
- _____ Is able to identify the applicability of the Guiding Principles to the work with clients
- _____ Can identify rationale for the Guiding Principles and practices therapy consistent with the Guiding Principles

Competency 7- Knowledge of Offense –Specific Evaluations

Objective 1- Understands Content and Utilizes Evaluation in the Formation of Treatment Plan

- _____ Has a general understanding of the components of an offense specific evaluation
- _____ Can apply components of the evaluation, including the risk assessment and recommendations to the treatment plan

Objective 2- Has a Strong Working Knowledge of Testing Requirements and Purpose in an Offense –Specific Evaluation

- _____ Has a general understanding of the individual testing components and assessment procedures utilized in an offense specific evaluation.
- _____ Can apply individual testing components and assessment procedures in the offense specific evaluation to the treatment plan
- _____ Understands the purpose and limitations of the testing procedures

Objective 3- Can make Accurate referral for On-Going Assessment Based on Offense-Specific Evaluation

- _____ Has a general understanding of the implications of the offense specific evaluation.
- _____ Can make appropriate referrals for on-going assessment based on elements of the offense specific evaluation

Competency 8- Court Testimony

Objective 1- Demonstrated ability to Prepare for and Testify in Court Cases in Person

- _____ Has the ability to identify the client's key issues and testify on these issues in court
- _____ Able to articulate salient client issues in a way that is beneficial to the court.
- _____ Verbal presentation meets professional standards

Objective 2- Prepare and Communicate Effectively with Court in Writing

- _____ Is able to prepare accurate and concise treatment progress and termination reports for the court.
- _____ Is able to identify key client issues in the body of a court report.
- _____ Written communication meets professional standards

Competency 9- Use of Polygraph

Objective 1- Has a Strong Working Knowledge of 6.0 (SOMB Post Conviction Polygraph)

- _____ Has read and understands 6.0
- _____ Has a general understanding of the use of the polygraph as a component of sex offense specific treatment.
- _____ Understands the strengths and limitations of the use of the polygraph in sex offense specific treatment.
- _____ Understands the special considerations for the use of the polygraph with special populations
- _____ Attends available training on use of polygraph with sex offenders

Objective 2- Demonstrates Ability to Work Effectively with Polygraph Examiner to Incorporate Polygraph Exam and Results in Treatment

- _____ Understand the implications of polygraph results on client treatment.
- _____ Able to adequately communicate with the polygraph examiner related to polygraph results and client treatment.
- _____ Able to utilize the results of the polygraph as part of the client's treatment plan

Competency 10- Adult/Juvenile

Objective 1- Has Solid Understanding of the Differences in Assessing and Treating Adult Sexual Offenders from Juveniles Who Have Committed Sexual Offenses

- _____ Has a solid understandings of the differences between adults and juveniles
- _____ Is able to individualize the treatment approach based upon whether the client is an adult or juvenile.
- _____ Only utilizes assessment approaches appropriate for the clients developmental

- _____ stage and age
- _____ Designs treatment interventions that are reflective of clients development and age
- _____ Utilizes the standards and guidelines that are appropriate for the clients developmental stage and age

Other:

Advanced Practitioners will submit a written evaluation of for each individual under supervision at a minimum of 4 per year. Both the supervisor and supervisee will sign the evaluation.

NA	No Opportunity to Evaluate this Competency
1	No Demonstrated Competency (Fail)
2	Initial Ability (Beginning Ability with Support of Supervision)
3	Increased Growth (Demonstration of Knowledge Integration but Continues to Require Substantial Guidance and Supervision)
4	Improved Consistency (Routinely Demonstrates the Skill or Knowledge Required for the Competency)
5	Highly Effective (Consistent and Accurate Use of Skill and Knowledge Required for Competency in complex situations)
6	Autonomous/ Fully Proficient (Generalizes Skills Previously Learned to New Situations)