Intervention Training, Supervision and Fidelity Monitoring in NIDA CTN 0047: SMART-ED

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The Interventionists

Prior to Training

- Hiring decisions
  - Emphasized selecting empathic individuals
- Interventionists provided informed consent and completed questionnaires including
  - Demographic information
  - Training and experience
  - Knowledge of MI and other counseling approaches
  - Short Understanding of Substance Abuse Scale (SUS, Humphreys, et al., 1996)

Who were the Interventionists?

- Thirty-three counselors received training across the two waves of the study
  - 64% female
  - 82% Caucasian
  - 32.45 ± 7.93 years old
    - Wave 1 interventionists were significantly older than Wave 2 interventionists
  - Little counseling experience (1.58 ± 2.50 years)
  - Less than a quarter licensed as a counselor (21%)
  - Understanding of substance use
    - Most strongly influenced by psychosocial model
    - Very low scores on disease model

Training and Certification

Two-Stage Training and Certification

MI skills 2-day local training

Protocol specific SBIRT training at national training

Standardized Patient Walkthroughs

Pilot sessions

Certification

Post-training webinars

Motivational Interviewing Treatment Integrity (MITI) Ratings of First Two Training Cases

- Global Clinician Ratings averaged $4.45 \pm .51$ on a scale of 1-5
  - Well above the threshold for competency (4.0)
  - higher than scores typically recorded after a two-day training
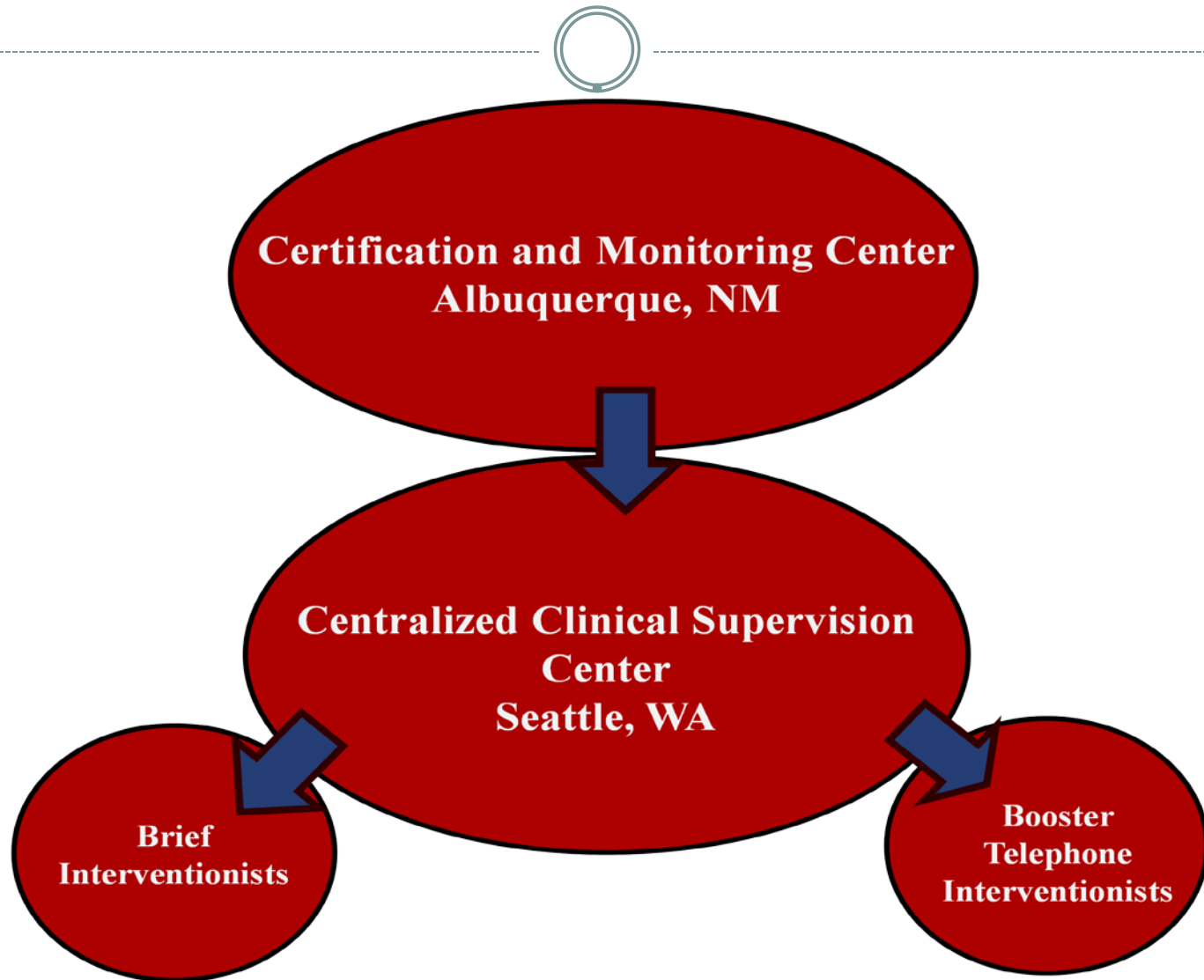
Correlates of Treatment Fidelity (Pearson's *r*)

- To explore interventionist chars that might account for variance in treatment fidelity
  - Age
    - Significantly related to performance in training cases
  - Psychosocial Model subscale score of the SUSS
    - Sample question:
      - *A person's environment plays an important role in determining whether he or she develops alcoholism or drug addiction.*
        - Scores were significantly (and negatively) related to Global Clinical Ratings, MI Spirit, Direction, and Percent MI-Adherent

Supervision and Ongoing Fidelity Monitoring

Roles and Interaction Between the Fidelity Monitoring Center and Supervision Center

Red-Lines and Red-Line Warnings

- **Red-Line Warning**
  - Minor drift, but enough to be of concern
  - Three interventionists received a warning

- **Red-Line**
  - Failure to meet predefined standards of fidelity
  - Stopped delivering interventions
  - Given a performance improvement plan
  - Only one interventionist received a Red-Line

Fidelity monitoring during the trial successfully prevented drift

Post-trial Fidelity Monitoring

Post-trial fidelity monitoring

- 20% of the interventionist sessions (n=161)were randomly selected and coded for overall trial fidelity.
- Completed coding of all baseline sessions
  - an additional 237 sessions
    - Will allow for the examination of therapist effects across 33 interventionists

Results from fidelity monitoring indicate above average performance on MITI scores.

Summary

- The two-stage interventionist training, bi-weekly supervision, and ongoing monitoring produced excellent results and prevented drift

- This model may bestow an advantage for learning and implementing brief interventions based on a MI approach