

# IMPLEMENTING MOTIVATIONAL INTERVIEWING

A Multiple County Perspective

November 6, 2014

## PRESENTERS

- Josh J. Leskovac, Juvenile Probation Officer  
YLS Master Trainer, MI Coach, NCTI Facilitator, SFP Facilitator
- Nick Caramenico, Juvenile Probation Supervisor  
YLS Master Trainer and MI Coach

## PRESENTERS

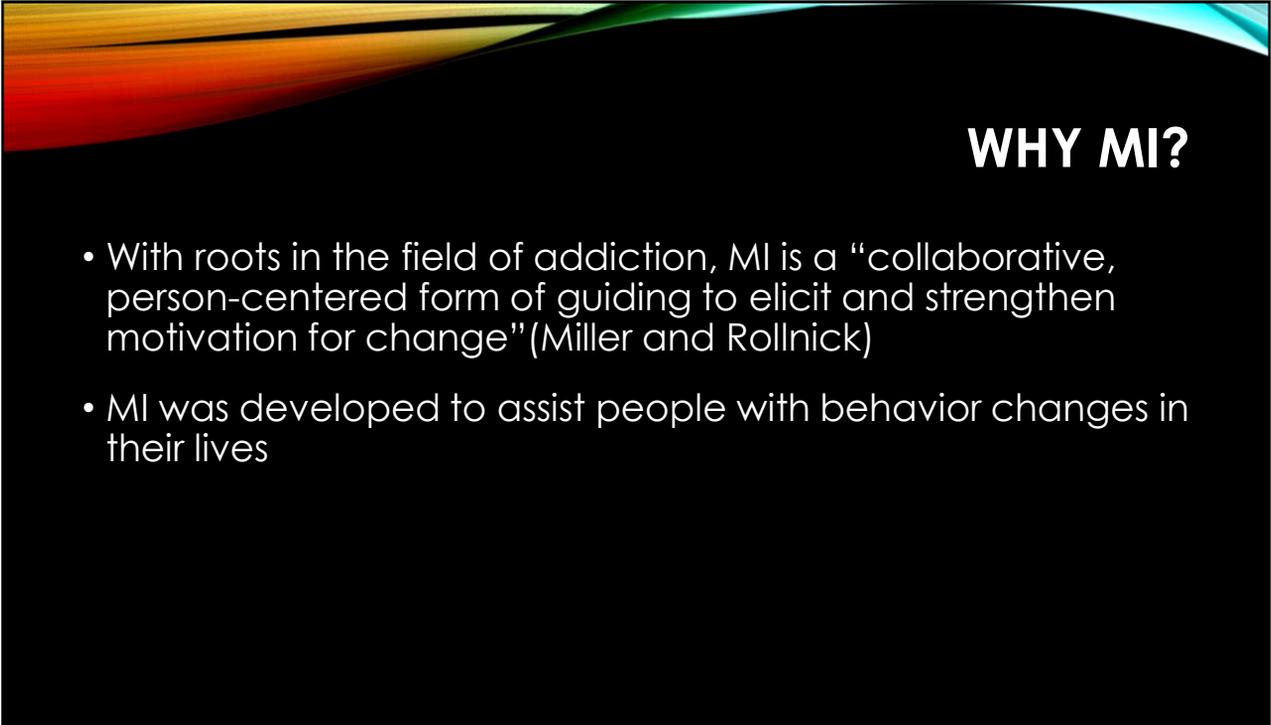
- Honor L. Rounsville, Intensive Officer  
MI Coach
- Angela Work, School-Based Probation Officer, Placement Specialist  
& Quality Assurance Specialist
- 4 CC Line Staff Trainer, 4CC Supervisor Trainer, Case Planning Trainer, MI  
Coach, Victim Awareness Facilitator, and Crossroads Program Facilitator

## PRESENTATION GOALS

- Participants will gain an understanding of:
  - Basic MI information
  - A multi-county perspective on implementation process
  - Discussion of MI State Committee's purpose and direction



## MI BASICS



## WHY MI?

- With roots in the field of addiction, MI is a “collaborative, person-centered form of guiding to elicit and strengthen motivation for change” (Miller and Rollnick)
- MI was developed to assist people with behavior changes in their lives

## 8 TASKS IN LEARNING MI

- From Miller and Moyers (2006)
  - Outlines key concepts of MI
  - Framework helps to conceptualize training process

## TASK 1: OVERALL SPIRIT OF MI

- Openness to a collaborative rather than a prescriptive way of thinking
- Looking at client capacity rather than incapacity (build on strengths and consider individual responsivity)
- Developing professional alliances
- Accountability is still key
- Critical to “setting the stage”

## TASK 2: OARS

- Client-centered
- Open-ended questions
- Affirmations
- Reflective listening
- Summaries
- Examples

## TASK 3: RECOGNIZING AND SUSTAINING CHANGE TALK

- Able to identify client “change talk” that indicates movement towards change
- This includes desire, ability, reasons and need for change
- Increases commitment
- Examples

## **TASK 4: ELICITING AND STRENGTHENING CHANGE TALK**

- Ability to evoke and reinforce client change talk and commitment language
- Use of OARS to strengthen change talk and commitment

## **TASK 5: ROLLING WITH RESISTANCE**

- Ability to respond to client resistance through reflection without reinforcing it
- Roll with resistance

## **TASK 6: DEVELOPING A CHANGE PLAN**

- Ability to recognize client readiness and negotiate a specific change plan that is appropriate and acceptable
- Timing and negotiation are key

## **TASK 7: CONSOLIDATING COMMITMENT**

- Ability to elicit increasing strength and commitment to change to specific implementation intentions

## **TASK 8: TRANSITION AND BLENDING**

- Blending an MI style with other intervention methods and to transition between approaches with flexibility

## **COUNTY OVERVIEW: DEMOGRAPHICS AND JJSES/EBP**

## THREE COUNTY OVERVIEW

- **McKean County**

- Rural County in the Northwestern region of state
- Juvenile Probation staff includes:
  - 6 JPOs, including our Chief
  - 1 Probation Aide/Victim Advocate
  - 1 Administrative Assistant/Victim/Advocate
  - Typically average 75 youth under supervision

## THREE COUNTY OVERVIEW

- **McKean County**

- **JJSES/EBP**

- 2 MI Coaches
- All Staff Trained in MI
- 1 Trainer in 4 Core Competencies
- All staff being trained on 4 Core Competencies
- 1 YLS Master Trainer
- All staff trained in usage of BITS
- All staff being trained on the usage of the Carey Guides
- Case plan being utilized

## THREE COUNTY OVERVIEW

- **Mercer County**

- Situated in the Northwest region of the state
- Juvenile Probation staff includes:
  - 5 Line JPOs with average of 35 cases
  - 2 School-Based JPOs with average of 16 cases
  - 2 Community Based/Specialized JPOs, no caseload
  - 1 Community Court Specialist with average of 25 cases
  - 1 Intake Officer, also supervises MDJ non-payments

## THREE COUNTY OVERVIEW

- **Mercer County**

- **JJSES/EBP**

- 3 MI Coaches
- All staff Trained in MI
- 2 Trainers in 4 Core Competencies
- All staff trained in 4 Core Competencies
- 4 YLS Master Trainers
- All staff trained in Carey Guides/BITS
- Case plan being utilized

## THREE COUNTY OVERVIEW

- **Bucks County**
  - Situated in Northeast region of the state
  - Juvenile Probation staff includes:
    - 24 Intake/Line JPOs
    - 2 Placement JPOs
    - 6 Supervisors
    - Chief and Deputy Chief

## THREE COUNTY OVERVIEW

- **Bucks County**
- **JJSES/EBP**
  - 4 YLS Master Trainers
  - 9 MI Coaches
  - Entire Office Training in MI
  - 2 JPOs Trainers for 4 Core Competencies
  - Entire Office Trained in 4 Core Competencies
  - 9 BITS Coaches
  - Entire Office Trained in the Usage of BITS
  - Utilizing Case plan

## MI TRAINING PROCESS

### MI LARGE GROUP TRAINING

- Basic MI concepts are reviewed
- Combination of lecture and live exercises
- First stage in the MI training process
- Group should be no larger than 25 JPOs

## MI LARGE GROUP TRAINING

- Part 1: 2 day MI training that focused on key concepts of MI Skill Set
- Part 2: 2 day MI training that focused on key concepts, core skills, and an introduction to coding, reviewed audio recording(occurred several months after Part 1)
- County differences in use of this training

## MI TRAIN THE COACHES TRAINING

- **3 Day Training**
  - Advanced MI skills and teaching methods
  - Review of MI coding process
  - Completion of coding examples
  - Combination of lecture and live activities
- County differences in the use of this training

## MI TRAIN THE COACHES TRAINING

- **Selection of an MI Coach**

- JPOs that are willing to embrace change
- JPOs that are willing to support the usage of a new communication method

- County differences

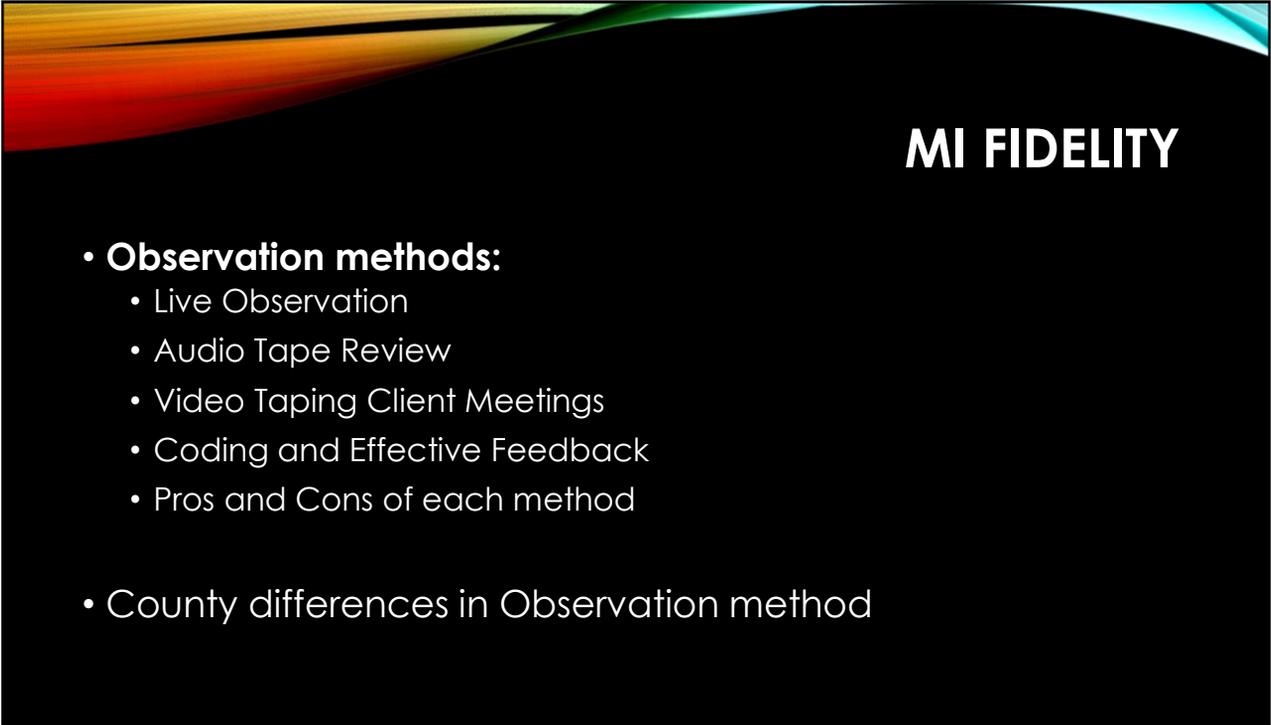
## MI TRAIN THE COACHES TRAINING

- **Duties of MI Coach**

- Discuss/develop MI policy
- Provide basic MI training for new staff
- Provide Booster Training to all current staff
- Responsible for coding and evaluation of staff's usage of MI skill set
- Maintain record of the completion MI follow up activities
- Assists in ensuring staff continue to buy in to the usage of the MI skill set

A slide with a black background and abstract, flowing, colorful shapes in red, orange, and blue. The text "MI FIDELITY" is written in white, sans-serif font in the upper right quadrant.

## MI FIDELITY

A slide with a black background and abstract, flowing, colorful shapes in red, orange, and blue. The text "MI FIDELITY" is written in white, sans-serif font in the upper right quadrant. Below the title is a bulleted list of observation methods and county differences.

## MI FIDELITY

- **Observation methods:**
  - Live Observation
  - Audio Tape Review
  - Video Taping Client Meetings
  - Coding and Effective Feedback
  - Pros and Cons of each method
- County differences in Observation method

## MI FIDELITY BOOSTER TRAININGS

- Boosters are meant to review small aspects of the MI skill set
- Focus on core topics like; EARS, FRAMES, OARS, and Darn-C
- Can be conducted by outside MI trainer or MI Coaches

## MI FIDELITY BOOSTER TRAININGS

- **Focus on issues specific to problems facing JPOs in your county some examples:**
  - Resistance
  - Staff evaluation (Can we get fired for this?)
  - Coding Problems
- County differences in utilizing this training





**MI FIDELITY CODING SHEETS  
/MERCER**

EVALUATOR COMMENTS (areas of strength/areas in need of improvement):

JPO/STAFFER COMMENTS (Concerns with coding process, Suggestions for Boosters/Improvements, etc...):

Collaborative Plan to address areas needing improvement: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Rater/Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_  
JPO/Staffer: \_\_\_\_\_ Date: \_\_\_\_\_



## MI COST OF IMPLEMENTATION

- **MI Part 1**                      \$2100 (office trained)
- **MI Part 2**                      \$2100 (office trained)
- **MI Train the Coach**        \$1200 (per JPO)
- **Booster Session**            \$800 (groups of 10 or less)
- **Audio Tape Review**        \$75 (per tape)
- **Consultation time**         \$100 (per hour)

\*Will Vary by Training

## MI COST OF IMPLEMENTATION

- **Other Costs**
  - Lodging
  - Mileage
  - Meals
  - Time out of the office
- County differences in regards to cost

## MI COST OF IMPLEMENTATION

- **Methods to reduce County Cost**

- All 3 Counties received grant funding thru PCCD
- Collaborate with adjacent Counties to hold MI trainings
- Collaborate with adjacent Counties to share MI expertise and MI Coaches
- ***Plan MI implementation steps before the process begins "time is of the essence"***

## MI'S CONNECTION TO JJSES/EBP

- MI is located in JJSES phase 2
- MI can be used with all Stage 3 Behavioral Change interventions, i.e. CBT, BITS, Carey Guides, T4C, ART, MST...
- MI can be used during the information gathering stage of the YLS and in conjunction with the creation of the Case Plan (smart goals/activities)

# MI IMPLEMENTATION ROADBLOCKS

- Staff Buy-In (We already do this)
- Judicial support of MI with Clients
- Implementation timeline
- MI sustainability planning
- Cost
- Client informed consent form

INFORMED CONSENT FORMS  
MCKEAN



Angela T. Work – School-Based Probation  
Luka Kinney-Placement Specialist  
Homer Rosenzweig – Intensive Probation

**MCKEAN COUNTY**  
FORTY-EIGHTH JUDICIAL DISTRICT  
**Juvenile Probation Office**  
300 West Main Street  
Court House  
Smethport, PA 16749  
Phone: (814) 887-3265  
Fax: (814) 887-3823

Teresa A. Wilcox, Director  
Michael Dodge-Assistant Director



John Z. Bickford – School-Based Probation  
Julia Phillips – Administrative Assistant  
Erica Lathrop – Probation Aide

**MCKEAN COUNTY JUVENILE PROBATION**  
**CONSENT AND RELEASE TO AUDIOTAPE**

Date: \_\_\_\_\_

Juvenile's Name: \_\_\_\_\_

Case #: \_\_\_\_\_

I understand that audio taping of interviews, intake sessions, and other probation meetings is the practice of the McKean County Juvenile Probation Office and that this audio taping is done for the purposes of supervision, enhancing interventions, staff training, staff skill development, and quality assurance.

I understand that this consent to audiotape is voluntary, will not impact positively or negatively on my probationary status and may not be used against me. Refusal to consent to taping will also have no bearing on my probationary status.

I further understand that I, or my parent, may revoke this consent at any time with no consequences. Unless revoked, this release will remain valid from the date of my signature throughout the length of my period of probation.

I understand that these tapes may be reviewed by staff and trainers of the McKean County Juvenile Probation Office and utilized as a training tool for both my assigned Juvenile Probation Officer as well as other Juvenile Probation Officers.

I further understand that no copies of the tape will be made and that tapes will be destroyed within 10 days of completion of observation and discussion by probation staff and trainer.

I understand that the McKean County Probation Office, its Juvenile Probation Officers and staff shall not be held responsible for any use of audiotapes containing my voice by any unauthorized user or third party, and I hereby release and hold harmless the McKean County Probation Office, its Juvenile Probation Officers and staff from any and all liability for damages of whatever kind, character or nature which may at any time result from this Consent and Release.

\_\_\_\_\_  
Signature of Probation Officer/Date

\_\_\_\_\_  
Printed Name of Probation Officer

\_\_\_\_\_  
Signature of Parent or Legal Guardian/Date

\_\_\_\_\_  
Printed Name of Parent or Legal Guardian

\_\_\_\_\_  
Signature of Juvenile/Date

\_\_\_\_\_  
Printed Name of Juvenile

# INFORMED CONSENT FORMS MERCER

## MERCER COUNTY JUVENILE PROBATION CONSENT AND RELEASE TO AUDIOTAPE

Date:  
 Juvenile's Name:  
 Case #:

I understand that audio taping of interviews, intake sessions, and other probation meetings is the practice of the Mercer County Juvenile Probation Office and that this audio taping is done for the purposes of supervision, enhancing interventions, staff training, staff skill development, and quality assurance.

I understand that this consent to audiotape is voluntary, will not impact positively or negatively on my probationary status and may not be used against me. Refusal to consent to taping will also have no bearing on my probationary status.

I further understand that I, or my parent, may revoke this consent at any time with no consequences. Unless revoked, this release will remain valid from the date of my signature throughout the length of my period of probation.

I understand that these tapes may be reviewed by staff and trainers of the Mercer County Juvenile Probation Office and utilized as a training tool for both my assigned Juvenile Probation Officer as well as other Juvenile Probation Officers.

I further understand that no copies of the tape will be made or be distributed outside of the Mercer County Juvenile Probation Department. I further understand that the tapes will be stored in a secure location within the probation department and that following completion of observation and discussion by probation staff and trainer, the tapes will be destroyed within a period not to exceed 60 days. It should be noted that all information pertaining to the tapes shall remain confidential within the department and only used in conjunction with staff training requirements.

I understand that the Mercer County Probation Office, its Juvenile Probation Officers and staff shall not be held responsible for any use of audiotapes containing my voice by any unauthorized user or third party, and I hereby release and hold harmless the Mercer County Probation Office, its Juvenile Probation Officers and staff from any and all liability for damages of whatever kind, character or nature which may at any time result from this Consent and Release.

\_\_\_\_\_  
 Signature of Probation Officer/Date

\_\_\_\_\_  
 Printed Name of Probation Officer

\_\_\_\_\_  
 Signature of Parent or Legal Guardian/Date

\_\_\_\_\_  
 Printed Name of Parent or Legal Guardian

\_\_\_\_\_  
 Signature of Juvenile/Date

\_\_\_\_\_  
 Printed Name of Juvenile

## MI STATE COMMITTEE

- Guide written to assist in the implementation of MI within Counties
- It helps set the stage for implementation by way of introductory material and explanation of how MI melds with BARJ, JJSES, and EBP
- Provides an overview of the training process
- MI Forum
- Consistent MI Training Curriculum
- JCJC created MI Consultant
- MI Bench Card Under Development



# QUESTIONS



## MI MATERIALS/HANDOUTS

- Will be located on JCJC website: [www.jcjc.state.pa.us](http://www.jcjc.state.pa.us)

## CONTACT INFORMATION

- ***Josh J. Leskovac, Juvenile Probation Officer***
  - Phone 724-662-3800 Ext. 2204
  - Email: [jleskovac@mcc.co.mercer.pa.us](mailto:jleskovac@mcc.co.mercer.pa.us)
- ***Nick Caramenico, Juvenile Probation Supervisor***
  - Phone 215-348-6527
  - Email: [njcaramenico@co.bucks.pa.us](mailto:njcaramenico@co.bucks.pa.us)
- ***Honor L. Rounsville, Intensive Officer***
  - Phone 814-887-3365
  - Email: [hlrounsville@mckeancountypa.org](mailto:hlrounsville@mckeancountypa.org)