



## 2022-2023 Motivational Interviewing (MI) Certificate Program for Organizations or Teams

### FULL PROGRAM DESCRIPTION

#### THE MI CERTIFICATE PROGRAM

This program is designed to help organizations implement MI in ways that improve services and outcomes. It will give you tools to strengthen relationships with community members and promote positive behavior changes. The MI Certificate Program goes beyond individual training to support the transfer of MI skills into practice in your organization.

Capacity in the 2022-2023 MI Certificate Program is limited to 5 organizations or teams. This program will take place virtually. The MI Certificate Program is free for organizations selected to participate.

The MI Certificate Program is a sequenced learning program with 3 tracks that take place between Nov 2022-May 2023.

**Selected organizations will enroll a total of 15 staff across all 3 tracks:**

- A) MI Implementation Teams
- B) MI Practitioners
- C) MI Supervisors

See Program Description, below, for a detailed description of each track.

#### ELIGIBILITY

**The MI Certificate Program is open to New York City non-profit social service providers, including community-based organizations and City or State agencies, who:**

- deliver social services directly to community members in New York City
- want to strengthen staff skills for guiding people toward positive behavior changes
- have decided to implement MI in one or more programs
- will complete the comprehensive training, coaching, and implementation support activities
- are eager to collaborate across roles (senior leaders, supervisors/managers, direct care staff) to implement MI
- want to sustain MI learning and practice in your organization beyond the MI certificate program

**Organizations might benefit most if:**

- Your staff have routine or ongoing contacts with community members (e.g. 4+ contacts with a typical client)
- You are not undertaking other significant training initiatives, or launching new programs, at the same time

#### HOW TO APPLY

1. Review the complete program description, below, and complete the MI Certificate Program Information Session
  - a. If you were unable to attend the live information session on Sep 20, 2022, view a recording of the Information Session [here](#) (passcode: **MIcert23!**)
2. Coordinate internally to determine which 5 organizational leaders will participate on the MI Implementation Team (see details in the Program Description below).
  - a. Designate two primary contacts for the application, including at least one senior team member.
3. Submit one [application](#) for your organization or team by **October 7, 2022**.

## PROGRAM DESCRIPTION

Selected organizations will enroll a total of 15 staff across all three of the program's tracks, and complete these tracks between November 2022 – June 2023.

## MI IMPLEMENTATION TEAMS

For those who want to support MI learning and practice in their organization.

**10 PARTICIPANTS PER ORGANIZATION**, including:

- **5 organizational leaders** (senior team members, directors, managers, or supervisors)
- **5 non-supervisory staff** who deliver services to community members

This track involves:

- **8 hours of MI Implementation Workshops** with all 5 organizations in the MI Certificate Program, providing opportunities for collaboration on best practices and strategies (**four 2-hour workshops between November 2022 and May 2023**).
- **4 hours of individual consultation with Academy instructors** for your organization, via Zoom (**four 1-hour calls between November 2022 and May 2023**).
- **10+ hours of internal meeting and collaboration** within your MI Implementation Team (**estimated at 90+ minutes per month from November 2022 – May 2023**).
- **Enrollment in the MI Practitioner Track.** MI Implementation Team members will complete the MI Practitioner Track in Jan-Feb 2023 to develop their own MI skills. This will enable Implementation Teams to model MI, create effective MI Implementation plans, begin integrating MI into one or more programs, and support the spread of MI practice in your organization.
- **Potential eligibility for the MI Supervisor Track.** Those who would like to participate in the MI Supervisor Track, following the MI Practitioner Track, must participate in the MI Implementation Team.

## MI IMPLEMENTATION TEAMS WILL:

- Form a team with representation from people in diverse roles in the organization
- Learn how to practice MI skillfully
- Collaborate to develop a comprehensive MI implementation plan that includes:
  - Organization or program-specific goals and outcomes
  - Goals and strategies for integrating MI into one or more programs during the MI Certificate Program
  - Goals and strategies for strengthening and expanding MI within your organization, beyond the MI Certificate
- Develop and deliver a custom staff survey that will guide plans to strengthen and expand MI implementation
- Learn from and with other organizations in your cohort

## MI PRACTITIONERS

For those who want to use MI skillfully. **The MI Practitioner Track is a prerequisite for the MI Supervisor Track.**

**15 PARTICIPANTS PER ORGANIZATION**, including:

- **10 MI Implementation Team members**
- **5 additional staff**, to be invited in winter 2023. The Academy will help teams determine which additional staff to invite.

Participants will be assigned to one of 3 cohorts, and will learn MI with people from other organizations:

- **Cohort 1 and Cohort 2:** January 9 – February 17, 2023 (for the 10 MI Implementation Team members)
- **Cohort 3:** May 1 – June 9, 2023 (for 5 additional staff)

This track involves **6 weeks of training and ongoing coaching** designed to help learners achieve MI competence, with an average time commitment of 5-6 hours per week:

- 2 hours of live instruction and coaching per week, via Zoom
- 1 hour of self-paced presentations per week
- 1 hour of reading per week
- 1 hour of partner practice per week
- Participants will submit 1-2 recorded MI work samples to be coded with the Motivational Interviewing Treatment Integrity (MITI v4) instrument. The MITI is used to measure how well someone is using MI. Learners will receive written feedback on strengths in their MI practice and areas for growth.

#### **PARTICIPANTS WILL:**

- Learn the MI principles of compassion, acceptance, partnership, and evocation
- Strengthen reflective listening skills, including open questions, affirmations, reflections, and summaries
- Differentiate between change talk and sustain talk
- Apply 4 key MI processes in conversations about change: engaging, focusing, evoking and strengthening peoples' own motivation for change, and planning
- Demonstrate the "Testing the Waters" framework to gauge someone's readiness for planning
- Demonstrate a 5-step process for developing an effective Action Plan
- Troubleshoot real world applications of MI with peers and instructors

**Those who complete the MI Practitioner Track will receive a certificate from the Academy.** Additionally, certificates will indicate when a learner has demonstrated MI competence, as measured by MITI coding.

#### **MI SUPERVISORS**

For those who want to provide coaching or supervision that will help other staff use MI successfully. The Academy will coordinate with organizations to determine who is eligible for the Supervisor Track in February 2023.

**5 PARTICIPANTS PER ORGANIZATION** who have:

- Completed the MI Practitioner Track
- Demonstrated MI competence (through coding of a recorded MI work sample)
- Participants do not need to currently hold supervisory or management positions

This track involves **5 weeks of training and ongoing coaching** (April 24 – May 26, 2023), with an average time commitment of 5-6 hours per week:

- 2 hours of live instruction and coaching per week, via Zoom
- 1 hour of self-paced presentations per week
- 1 hour of reading per week
- 1-2 hours of partner practice per week

#### **PARTICIPANTS WILL:**

- Apply MI spirit to relationships with colleagues
- Learn to assess someone's MI learning stage and needs
- Demonstrate providing MI adherent coaching feedback verbally and in writing

- Develop and deliver an MI learning group session
- Discuss and develop a plan to integrate MI into existing organizational practices and protocols
- Troubleshoot real world situations with peers and expert instructors
- Gain access to ongoing MI supervisor development opportunities through the Academy, beyond the 5-week supervisor course

**Those who complete the MI Supervisor Track will receive a certificate from the Academy.** Additionally, certificates will indicate when supervisors have met the program’s criteria for supervisor skill gains.

### OUTCOMES FROM THE 2021-2022 MI CERTIFICATE PROGRAM

- **5/5 CBOs** completed the MI Implementation track and developed comprehensive MI implementation plans for their organizations
- **76% of MI Practitioners** who completed this track on-pace achieved MI competence, as measured with the Motivational Interviewing Treatment Integrity (MITI v4) rating tool
- **90% of MI Supervisors** successfully met criteria for delivering MI-consistent feedback to learners and creating stage-appropriate lesson plans for MI learning groups

### MI CERTIFICATE PROGRAM TIMELINE

- |                             |   |
|-----------------------------|---|
| <b>SEP 20, 2022</b>         | <ul style="list-style-type: none"> <li>• <b>Information Session: 10am-12pm (required to apply)</b> <ul style="list-style-type: none"> <li>○ Register <a href="#">here</a> to view a recording of the information session if you were not able to attend the live session (<b>passcode: Mlcert23!</b>)</li> </ul> </li> <li>• Applications open</li> </ul> |
| <b>OCT 7, 2022</b>          | <ul style="list-style-type: none"> <li>• <b><u>APPLICATIONS DUE</u></b></li> </ul>  |
| <b>WEEK OF OCT 17, 2022</b> | <ul style="list-style-type: none"> <li>• Applicants notified</li> </ul>   |
| <b>NOV 10, 2022</b>         | <ul style="list-style-type: none"> <li>• <b>MI Implementation Workshop 1</b><br/><i>For the 5 senior leaders, directors, managers, or supervisors on your MI Implementation Team</i></li> </ul>   |
| <b>NOV 2022</b>             | <ul style="list-style-type: none"> <li>• <b>Implementation Team Consultation</b> with Academy Instructors<br/><i>To be scheduled with each organization</i></li> </ul>  |
| <b>DEC 15, 2022</b>         | <ul style="list-style-type: none"> <li>• <b>MI Implementation Workshop 2</b><br/><i>For the entire MI implementation Team</i></li> </ul>  |
| <b>DEC 2022</b>             | <ul style="list-style-type: none"> <li>• <b>Implementation Team Consultation</b> with Academy Instructors<br/><i>To be scheduled with each organization</i></li> </ul>  |
| <b>JAN 9 – FEB 17, 2023</b> | <ul style="list-style-type: none"> <li>• <b>MI Practitioner Track: Cohorts 1 and 2</b><br/><i>For the 10 MI Implementation Team Members</i></li> </ul>  |
| <b>FEB 23, 2023</b>         | <ul style="list-style-type: none"> <li>• <b>MI Implementation Workshop 3</b></li> </ul>   |

- FEB OR MAR 2023**
  - **Implementation Team Consultation** with Academy Instructors  
*To be scheduled with each organization*
- APR 24 – MAY 26, 2023**
  - **MI Supervisor Track**
- MAY 1 – JUN 9, 2023**
  - **MI Practitioner Track: Cohort 3**  
*For 5 additional staff not on the MI Implementation Team*
- MAY 4, 2023**
  - **MI Implementation Workshop 4**
- MAY 2023**
  - **Implementation Team Consultation** with Academy Instructors  
*To be scheduled with each organization*

## ABOUT THE INSTRUCTORS



**Angela Cooper, LCAT, ATR-BC** For 15 years, Angela worked in nonprofit organizations with adolescents and young adults involved with the criminal justice system, the foster care system and with histories of trauma and substance use. Angela has been practicing MI since 2008 and became a Motivational Interviewing Network of Trainers (MINT) member in 2012. She has since trained community-based organizations, health, mental health and school personnel, and police, probation and parole officers across New York City and Massachusetts to use MI, Cognitive Behavioral Therapy, and to be trauma-informed in their work. Angela holds an MPS in art therapy from Pratt Institute and a post-graduate certificate in instructional technology design from University of Massachusetts Boston.



**Deborah Rice, ATR-BC, LMHC, LCAT** Deborah is a practitioner, clinician, believer in change, and Adjunct Assistant Professor at Pratt Institute. She has worked in nonprofit organizations and NYC public schools with resilient, system oppressed adolescents and young adults, in addition to addressing substance use and supporting communities impacted by mass trauma. She became a member of the Motivational Interviewing Network of Trainers (MINT) in 2015 and has since trained hundreds of teachers, mental health professionals, behavioral health professionals and probation officers throughout NYC. As a trainer and educator, she believes in “connecting the head and the heart,” by creating experiential, collaborative environments to bond curiosity and compassion with action and intention. She focuses on sustaining evidenced-based practices through collaborative implementation planning. Deborah has a private practice in Brooklyn, NY where she works with adolescents, young adults and adults. She holds an MPS in art therapy and creativity development from Pratt Institute.

**Jess Trane, LCSW** Jess is a psychotherapist, consultant, and trainer who has spent more than a decade working with young people and adolescents in NYC, and their families. She uses evidence-based and trauma-informed practices, including MI, cognitive behavioral therapy, and positive youth development frameworks. She has also designed and led large-scale capacity building projects within community-based organizations, including by leading implementation planning, training, ongoing coaching, and quality improvement activities. She is a member of the Motivational Interviewing Network of Trainers (MINT).

## OUR APPROACH

We, the instructors, have spent the last decade working with human services organizations to train staff in Motivational Interviewing. Prior to that, we were leaders in human services organizations trying to implement practice changes, including MI, with our teams.

When we started this work, we found it was not uncommon to spend significant resources (money, time, and energy) training staff only to find at the end that outcomes didn't change much. Had we trained people in the wrong skill? Was the training not effective? Were staff not interested? When we started digging, we found it wasn't any of these things. Instead, we realized that our implementation plans weren't effective. Or, more true, we didn't really have implementation plans. We thought training staff would be enough to produce the practice changes and outcomes we all sought.

**Research shows that training alone accounts for as little as 5% of the uptake of a new practice. We have designed this program with the other 95% in mind.** While this program does provide comprehensive training and coaching in Motivational Interviewing, the overall focus is to help you develop skills, practices, and implementation plans that will allow you to create a sustainable MI practice in your organization and achieve desired outcomes. We have developed and refined this particular course curriculum over 7+ years of delivering it to community-based organizations in NYC. The implementation skills you gain in this course can be applied to any new practice change your organization embarks on in the future.