

NORTHERN RIVERS

NORTHEAST PARENT & CHILD SOCIETY
PARSONS CHILD & FAMILY CENTER

SATRI Training & Research

TRAINING NEWS LINK

November 2018 - December 2018

SATRI is pleased to announce some new additions to our team!

Leigh Van Swall joined SATRI in late October as a Senior Trainer. She previously worked in foster care services with Berkshire Farm Center and Services for Youth and worked with a number of public and independent schools in a variety of teaching and facilitation capacities. Leigh graduated from the College of William and Mary (Williamsburg, VA) with a BA in East Asian Studies and is a graduate of the Institute for Integrative Nutrition. She is certified as a Holistic Health Counselor by the American Association of Drugless Practitioners, a Reiki Master and a certified career coach. Leigh received a Masters of Education from the University of Virginia (Charlottesville, VA) in Social Foundations (Educational Psychology).

Lauren Ford joined the SATRI team in the fall of 2018 as a Training Manager. She received her Bachelor's Degree in Social Welfare and Master's in Social Work at the University at Albany. She is a licensed Master Social Worker. After receiving her degrees, Lauren made the Capital Region her permanent home and has built a career focused on public policy, training, and advocacy for marginalized populations. She has developed a wide skill-set through experiences working with local community centers, large training organizations, and state associations.

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Monday, November 12, 2018

SATRI would also like to congratulate Brittany Beaudette in her new role as Project manager of Educational and Residential Training. In this role, Brittany will embark on a project journey of managing the implementation of the ARC model as well as orchestrate and oversee training as a whole into both of these systems.

Welcome
Elijah Jason Howlett

Born Sunday October 21st
weighing 7lbs 13ozs.



Congratulations Brandon



**Brandon Howlett-Cultural Competency
Award**

**2018 WORKFORCE RECOGNITION AWARDS
NOMINATION**

How does this nominee demonstrate the attributes of this award category? Give specific examples as the selection committee is relying on your words to “see” your nominee’s contributions.

Brandon, since joining the SATRI team, has shown a personal passion and dedication to addressing implicit bias. He makes a conscious effort every day to be aware of his own biases and how they impact or could impact his work. He does this in a way that makes others feel safe, comfortable, and confident about who they are and how they feel.

Over the past year, Brandon has taken this personal passion and integrated it into all of the teaching he does for Northern Rivers staff, as well as staff in human services agencies across New York State. Brandon is not afraid to challenge others to think about their own biases and to help them acknowledge that we all have them. He helps others come to the realization that we all have prejudices and biases, and that they are not something to be ashamed of: they are part of who we are. He explores the process of being aware of bias, and then actively working to overcome it.

I nominate Brandon for this award because I believe that it is important to be culturally competent in your work by learning about different cultures and acknowledging differences between individuals in the work we do. However, I believe Brandon takes this a step further: Brandon gently and respectfully challenges himself and his peers to become aware and make changes around biases. Advocating for awareness and change with others, in my opinion, is key to actually executing change and becoming a more culturally competent society.

Congratulations Sarah



Sarah Kane-Safety Ambassador Award

**2018 WORKFORCE RECOGNITION AWARDS
NOMINATION**

How does this nominee demonstrate the attributes of this award category? Give specific examples as the selection committee is relying on your words to “see” your nominee’s contributions.

I nominate Sarah for the safety ambassador award because she exhibits such strong ethical character in everything that she does. In her role, she may not have a great deal of opportunity to promote physical safety, but she most certainly acknowledges and strives for social, emotional, and ethical safety for all individuals whom she comes into contact with.

Sarah has been a trainer at SATRI for a little more than two years. Before coming to SATRI, she worked in the residential programs. Sarah is dedicated to assuring clients feel a sense of social safety, and therefore continues to volunteer a great deal of her time each year to a project designed to assure residential youth have dresses they love for the prom. Sarah facilitates donations, gets dresses cleaned, and hosts “shopping” and “fittings” of the dresses for the young ladies in residence. Her goal is to do the best she can to make sure the young ladies whom we serve go to the prom feeling good about themselves: physically, emotionally, and socially.

As a trainer, Sarah tries to assure that all participants feel safe to learn and ask questions in an environment that is safe from judgment. I have seen Sarah, on several occasions, modify activities during break times, based on the culture of a class, and wanting to assure everyone is able to get the most out of the material and feel safe while participating in activities.

As a member of the team, Sarah doesn’t always agree with the other member of the team, but she is always respectful of people’s opinions. I remember a conversation coming up one time in a staff meeting concerning a controversial topic of racial identity. I watched Sarah listen, acknowledge others opinions and validate them, but also voice her own opinion in a very nonthreatening way.

Over the past year, Sarah took on a coordinator role, which was a promotion from trainer. In her new role, she has become involved in the interview process. In this role, Sarah has repeatedly demonstrated an appreciation and value for others feelings and fair treatment. She is thoughtful about the evaluation process, and makes a conscious effort to give feedback in a way that makes one feel respected and valued, even when they may not be the best match for the job at hand. I have also witnessed Sarah make the ethical decision on several occasions when it comes to managing our state contracts. She has on several occasions made a decision to do the right thing, rather than cut corners and do the easier thing. I find this commendable and overall, think Sarah is a great candidate for the award of safety ambassador.

Congratulations Shannon



Shannon Mitchell-Above & Beyond Award

**2018 WORKFORCE RECOGNITION AWARDS
NOMINATION**

How does this nominee demonstrate the attributes of this award category? Give specific examples as the selection committee is relying on your words to “see” your nominee’s contributions.

Shannon joined the training team in May of 2018, after spending her first few months in the residential programs. At first, she made me a little nervous, as she was so green in her work, and came at it with such a rigor and energy, that I was fearful her spirit was going to get crushed.

However, in a few short months, Shannon has shown that she has tremendous strength and is willing to go above and beyond to succeed in her role.

Shannon came to the SATRI team with a confidence about her, voicing her readiness to be challenged and her willingness to do the work. She has contributed knowledge, new ideas, and great deliverables in the short time she has been here. In the month of August alone, Shannon delivered more than \$23,000 worth of training across New York State.

Very recently, Shannon was assigned to a training curriculum that was in the process of being developed. The week before she was scheduled to deliver it, she was assigned out of town for the first 4 days of the week. When she arrived in the office on Friday, hoping to gather the curriculum to prepare over the weekend, she learned there were bits and pieces still in the works that needed to be finalized. With good reason, she was frustrated and anxious about her inability to access the tools she needed to be prepared for the following week. Shannon requested a meeting with her supervisor in response. Rather than making accusations or accusing anyone of not having things done on time, she thoughtfully did some trouble shooting on her own. When she went to the supervisor, she had thought out a solution to the problem, and offered her own assistance in the solution. Shannon stated she believed the problem could have been avoided if she had been more actively engaged in the development of the curriculum. She acknowledged that she believed the supervisor was trying to protect her and assure not to overload her, but that she was ready for the challenge. With great confidence, she looked at the supervisor and said “I can do this, give me the opportunity and I won’t let you down”. This showed a great deal of strength in Shannon’s willingness to own part of the problem, be part of the solution, and work hard to assure success for SATRI as a whole.

Overall, in the short time Shannon has been with us, she has gone above and beyond in her role, and demonstrated a great deal of commitment toward her work. She is a fantastic candidate for the Above and Beyond Award.

Internal Trainings

TCI Training (Therapeutic Crisis Intervention)

Updates are due every 6 months. SATRI is working diligently to keep staff in compliance with their mandatory trainings. We are now facilitating TCI updates for all residential staff in March and September and school staff in April and October. In the event that you missed all opportunities for an update within your sections assigned month, you may participate in day 4 of the full TCI training. **Any staff who receives an update in this manner will need to participate again with the rest of their program during the assigned month in order to get them into the proper training rotation.** Please contact SATRI at StaffTraining@northernrivers.org if you need to be included in the day 4 of TCI .

Full TCI: Must attend all four days.

November 8, 9, 15, & 16 , 2018– TCI Full 9:00am-5:00pm at Children’s Home Schenectady

December 13, 14, 20, & 21, 2018 –TCI Full 8:30am - 4:30 pm at SATRI

First Aid/CPR

November 14, 2018 –First Aid/CPR 5:00pm - 9:00 pm at SATRI

November 19, 2018 –First Aid/CPR 9:00am - 3:00 pm at SATRI

December 10, 2018 –First Aid/CPR 9:00am - 3:00 pm at SATRI

Baseline Coding of CANS-NY

November 15, 2018 –Baseline Coding of CANS– NY 9:00am-12:00pm at SATRI (4 CEU’s)

Columbia Suicide Severity Rate

November 13, 2018 –Columbia Suicide Severity Rate 9:00am-10:00am at SATRI

Med Admin

December 6, 2018 - Med Admin 9:30am-11:00am at SATRI

Internal Trainings

Clinical

November 16, 2018– Healing from Trauma/Protective Factors 9:00am-12:00pm at SATRI (3 CEU's)

November 30, 2018– Support Family Members 9:00am-12:00pm at SATRI (3 CEU's)

December 6, 2018– Child & Adolescent Development 9:00am-4:00pm at SARI (6 CEU's)

December 7, 2018– Family Cohesion & Personal Resiliency 9:00am-12:00pm at SATRI (3 CEU's)

December 14, 2018 –Creative Ways for Clients To Tell Their Story 9:00am-12:00pm at SATRI (3 CEU's)

December 17, 2018 –Trauma Informed Care 9:00am-12:00pm at SATRI (3 CEU's)

December 17, 2018 –Persons Centered Care 1:00pm-4:00pm at SATRI (3 CEU's)

Cognitive Behavioral Therapy

November 7, 2018 –Cognitive Behavioral Therapy 9:00am-4:00pm and
November 8, 2018 9:00am-12:00pm at SATRI (9 CEU's)
(You must attend both days)

SafeTALK

December 19, 2018 –SafeTALK 9:00am-12:00pm at SATRI (3 CEU's for LMSW & LCSW only)

Youth Mental Health First Aid

December 3, 2018 - Youth Mental Health First Aid 8:30am-4:30pm at SATRI



together, the voice

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Webinar: Family Finding

Monday, November 19, 2018 - 11:00am to 1:00pm

Event Host: ACRC & Moderator Neal Sternberg

Our purpose in Family Finding is to restore the opportunity for all youth in the care system to be unconditionally loved, to be accepted and to be safe in a family and community. This training will answer the question: How can we remove the systemic barriers that block children and adolescents living in out-of-home care from maintaining or reestablishing contact and relationships with those that love them? The “family finding” model implements extraordinary frameworks outside of traditional child welfare practice that may help us rethink what is possible in terms of improving safety, well-being, and permanency outcomes for these important youth.

One of the foundational beliefs that the Family Finding model is built on is that every young person has an immediate and extended family, and they can be found if we try. No caseworker fails to see the effects on their client of this experience or wants youth and young adults to be discharged to the community without the support and affection of caring, safe adults. But in our current practice model this continues to be what happens for far too many youth and young adults. Family Finding provides an alternative that has been shown for a remarkably high percentage of these youth in the United States and Canada to create an opportunity for different experiences for youth in care and young adults who have left the care system.

The Network or Team you bring together is the resource or context that provides the possibility of parents, children and adolescents reaching a sufficient state of readiness to in fact benefit from time intensive and expensive health care and social service interventions. To accept, you must see the importance of rapidly creating these networks and fostering their full participation and voice in the recovery processes for individuals and families. To fail to do this is to recreate the system and outcomes we now struggle with.

Presenter: Kevin Campbell is an internationally known youth permanency expert, founder of the Center for Family Finding and Youth Connectedness, and developer of Family Finding, a set of strategies now utilized throughout the US and Canada to establish lifelong supports for youth in foster care.

This Event Requires Registration

ACRC members \$0 (Webinar) for non-members \$50 (Webinar). Once the host approves your registration, you will receive a confirmation email message with instructions on how to join the event.

NASW CEU Certificates will not be available for this Webinar. If you would like an attendance certificate please email aprang@togetherthevoice.org

To Register go to: http://togetherthevoice.org/event/webinar_family_finding

External Training



November 14 – **LIVE WEBINAR | 6:00PM - 7:30PM EST**

Long-Term Impact of Adverse Childhood Experiences: Looking Through a Complex Trauma Lens

NASW-NYS Member Fee: FREE | NASW Member (Non-NYS): \$15

Non-Members: \$30

NYSED Approved for 1.5 CE Credit Hours

For information and to register go to:

<https://naswnys.org/event/long-term-impact-of-adverse-childhood-experiences-looking-through-a-complex-trauma-lens/>

Learning Wednesday Series with Dr. Joe Hunter

Due to the Thanksgiving holiday, this webinar will take place on a Monday instead

November 19 – **LIVE WEBINAR | 3:30PM – 5:00PM EST**

Personality Disorders: The A's, B's and C's of Personality Disorder Clusters: Diagnosis and Assessment

NASW-NYS Member Fee: \$10 | NASW Member (Non-NYS): \$20

Non-Member Fee: \$25

NYSED Approved for 1.5 CE Contact Hours

For information and to register go to:

<https://naswnys.org/event/personality-disorders-the-as-bs-and-cs-of-personality-disorder-clusters/>

November 27 – **LIVE WEBINAR | 12:00PM - 2:00PM EST**

What Trauma Looks Like in an Educational/After School Setting?

NASW-NYS Member Fee: FREE | NASW Member (Non-NYS): \$20

Non-Members: \$40

NYSED Approved for 2.0 CE Credit Hours

For information and to register go to:

<https://naswnys.org/event/what-trauma-looks-like-in-an-educational-or-after-school-setting/>

(PART ONE) December 17 & 18 – **POUGHKEEPSIE, NY | 10:00AM - 4:00PM**

(PART TWO) January 11 – **POUGHKEEPSIE, NY | 9:00AM - 12:00PM**

Introduction to Solution-Focused Brief Practice (SFBP)

NASW Member Fee: \$140 | \$170 (with lunch at December programs)

Non-Member Fee: \$280 | \$310 (with lunch at December programs)

NYSED Approved for 14.0 CE Credit Hours

For information and to register go to:

<https://naswnys.org/event/introduction-to-solution-focused-brief-practice-sfbp-2/>

External Training



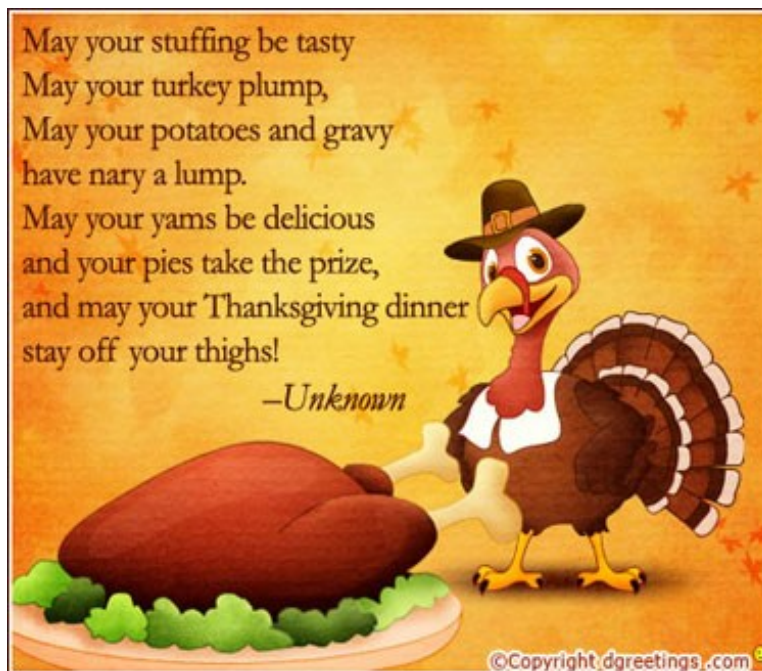
VBP: Adoption Rates, Policy Pitfalls and Provider Readiness

Date: Thurs., November 15, 2:00 p.m. ET

Register: <https://register.gotowebinar.com/register/4126863357285320972>

At this point, you've probably heard about the move toward value-based payment (VBP) models. The promise – better quality care at a lower cost. But, what does this mean for behavioral health providers? With all the uncertainty around if, when and how VBP will be implemented, what is the best way to proceed? And, what can you do to influence the policy decisions being made in your state? Join the National Council to get the answers to these questions and more. During this webinar, speakers will discuss trends and current approaches in adopting VBP models, lessons learned from a state's past and what behavioral health organizations can do to adopt a culture of value amid uncertainty.

****The National Council does not offer continuing education credits or certificates of attendance for webinars.****



Happy Thanksgiving

Thursday, November 22, 2018

External Training



NEW YORK STATE COALITION FOR CHILDREN'S BEHAVIORAL HEALTH

Important "to do" List for Existing Waiver Providers to Stay On Track for January 1 Requirements

Trainings and Roundtable Clarify Demanding Transition Work Facing Existing HCBS Providers

The Coalition has worked hard to urge state officials to clarify the tasks that must take place to comply with the State's Transition Plan for the 1915c Home and Community Based Services Waiver Program to Medicaid Managed Care. After hearing from providers that attended the initial in-person training session, it became clear that the expectations of a 3-month "transition" period (from January 1, 2019 - March 31, 2019) were misleading.

The majority of the transition work must be completed prior to January 1 or before the first service is provided to youth being grandfathered from the 1915c to the "crosswalked" CFTS services.

The Coalition has secured a promise that additional guidance and clarification will be issued by the State Partners to existing 1915c providers about the steps to established medical necessity for kids in the Waiver now who will need CFTS services beginning on January 1, 2019. That document should be released on Monday and we will share immediately upon receipt.

In addition, if you are attending the Critical Access Provider Training, we have been assured that MCTAC will include a step-by-step recommendation of how to do the service crosswalk.

Here are recommended actions that ALL CURRENT HCBS Providers should be working on now and should understand:

Require all your licensed professionals to submit their National Provider Identifier number (NPI#)'s to your Human Resources Department. Claims will require the agency NPI# AND the practitioner's NPI#. Non-licensed staff will be using a "dummy" NPI# that will also have to be on claims. If your staff are not able to produce an NPI# the application is at <http://files.constantcontact.com/d93c710a401/e68f9f98-1845-41d0-90cd-68a8503cedb1.pdf>

OMH reported that VERY FEW children's providers have SIGNED CONTRACTs with plans. Please report any barriers you are experiencing with getting signed contracts returned to OMH, OCFS or DOH. The Coalition will be requesting a list of executed contracts and reaching out to CEOs to confirm the information. Get your contracts signed to ensure claims testing can take place beginning December 1.

Do the research on your "case mix". The State agencies are sure that many of the HCBS kids are already enrolled with MMC plans - even kids deemed eligible. You must know that status of the kids in your care to be able to know if you will be billing through the plans on January 1.

Have your HCI and ICC staff trained and authorized for CANS submission to MAPP and UAS for the transition to Health Home Care Management services.

Extremely IMPORTANT INFORMATION:

By January 1, 2019 or BEFORE you provide the first CFTS service to your HCBS transitioned population, you must have a licensed behavioral health professional do an assessment and document medical necessity according to the guidance in the SPA Manual (beginning on page 49).

Please DO NOT begin doing the medical necessity documentation until AFTER you see the guidance document next week - there will be a specific window (dates) during which this work must be done to ensure compliance with Medicaid rules.

~Andrea Smyth, Executive Director and Jackie Negri, Associate Executive Director