

**DRAFT Minutes**  
**MHRT/C Redesign Competency Committee Meeting**

**Date: March 20, 2015**

**Time: 12-2pm**

**Location: 41 Anthony Avenue, Augusta**

**Meeting Lead: Leticia Huttman**

**Purpose: Competency work**

**Overview: Welcome and Introductions**

**Review minutes from last meeting**

**Updates from SAMHS**

**Updates from the Advisory Committee**

**Feedback on Competencies**

**Survey of Stakeholders**

**Next Steps**

**Participants:**

Kim Lane	UMA	Leticia Huttman	SAMHS	Andrea Mooney	Break of Day
David Seabold	UMF	Jewel Jones	UMF	Jennifer Kimble	Benefits Counseling
Charlie Bernacchio	USM	Heather Bingelis	Ascentria	Janice Daley	Muskie School
Jacinda Dionne	Muskie School				

**Minutes:**

**1. Welcome and Introductions:**

Leticia Huttman opened the meeting and members introduced themselves. There were no changes to the draft notes from the meeting held on February 6<sup>th</sup>.

**2. Updates from SAMHS:**

Leticia stated that Matthew Wells has been named as the new Recovery Manager for SAMHS. SAMHS is also currently in the hiring process for an Associate Director of Treatment and Recovery. Leticia also mentioned that SAMHS is continuing to engage in conversations with OMS regarding Section 17 MaineCare rules and examining competencies for behavioral health homes (part of the SIM grant). Therefore, the work here is very timely. There has also been work around an application for 1915 I Home and Community-Based waiver amendment (also called I-SPA). Some services will move into 1915 I; however, Section 17 services will remain under Section 17.

**3. Update from the MHRT/C Redesign Advisory Committee:**

Leticia stated that at the last meeting of the Advisory Committee, members reviewed MHRT/C problems and identified possible solutions in order to make recommendations. The committee has discussed establishing a process for revoking certification, barriers toward earning certification, how to balance maintaining a quality workforce with ensuring access to enter the field, and establishing continuing education requirements.

#### **4. Feedback on Competencies:**

Jacinda distributed the latest version of the MHRT/C competencies. She received feedback on the Google doc from one committee member. She stated that the major charge for the day was to examine the domains and areas and determine whether there are any competencies or areas that should be eliminated or essential areas and concepts that are missing. She emphasized that we need to keep the role of the Community Integration Worker in mind when reviewing these competencies.

A few key points of the discussion are listed below:

- It is important to include skills (functions of position)
- If we include skills, we need to determine which areas we need to assess, and who is really the assessor
- There is a lot of redundancy/overlap within the competencies
- We need to be cognizant that whatever tools are in place will evolve
- Role of CM – doing assessment, MHRT/Cs not doing deep assessment
- Supervisors do not have experience with assessment tests.
- We need to differentiate between retained knowledge vs. awareness. When knowledge is retained, we can apply the knowledge. This becomes a skill.
- Use the term “addiction” rather than substance abuse
- The first domain needs a lot of work
- Include the following sub-domains within the first 2 domains: A) Etiology/development; B) Interventions; and C) Assessments

#### **5. Next Steps:**

Due to the redundancies of some of the competencies, the committee decided to divide them up by domain and work on them separately in sub-groups. Each sub-group is tasked with identifying redundancies in each domain, combining competencies where appropriate, and ensuring that the essential awareness and skills for a community integration worker are included within each domain. During the meeting, a new Google doc was created for the groups to add their latest changes/feedback.

The assigned sub-groups and their assigned domains are listed below:

**Domain I (Behavioral Health and Rehabilitation): Kim, Charlie, and Dan**

**Domain II (Trauma and Resiliency): Andrea and Jewel**

**Domain III (Policy Knowledge): Jen**

**Domain IV (Health and Wellness): Andrea and Kim**

**Domain V (Diversity): Andrea and Kelli**

**Domain VI (Community Resources): Heather and Dave**

**Domain VII (Ethics): Jean and Kim**

**Domain VIII (Vocational Support): Jen and Jewel**

The committee members also agreed that a final, in-person meeting would be the best option for finalizing these competencies. The meeting will take place on Friday April 3<sup>rd</sup> and will be in-person only (no call-in option).

**ACTION: Sub-groups will work on revising the competencies in their assigned domains and add their feedback to the latest Google doc before March 31<sup>st</sup>.**

**ACTION: Muskie will summarize and synthesize the sub-groups' feedback before the next meeting.**

**ACTION: Muskie will find a meeting space for an in-person meeting on April 3<sup>rd</sup> to discuss the feedback and finalize the competencies.**

**6. Next Meeting:**

**Friday April 3<sup>rd</sup> from 11-1 (41 Anthony Ave., Conference Room C) – in-person only**