

SURVEY
**The Experts Rate: Supervisory Behaviors that Impact the
Implementation of Evidence-Based Practices**

STATUS VARIABLES

EBP Area of Expertise (can check more than one?)

- Integrated Dual Diagnosis Treatment
- Supported Employment
- Assertive Community Treatment
- Strengths Case Management

State you currently practice in:

- State _____
- Practice in multiple states

Professional Role

- Researcher
- State Consultant/Trainer associated with a university or state government
- Consultant/Trainer Employed by Mental Health Agency
- Other _____

Years Experience formally assigned as consultant/trainer of Evidence-Based Practice: _____

Years Experience in Supervising Others: _____

Education Level

- PhD
- Masters Degree
- Bachelor's Degree
- Other _____

Question:

How important is it for the supervisor to do the following things to facilitate the implementation of the evidence-based practice?

Scale

1	2	3	4	5	6	7
Not Important	Slightly Important	Somewhat Important	Moderately Important	Important	Very Important	Extremely Important

Component: the Supervisor Facilitates and Leads Team Meetings

1. The supervisor assists their staff to apply the EBP principles during team meeting case presentations.
2. The supervisor conducts case reviews of client situations in team meeting that produce a specific plan or menu of intervention options appropriate for EBP model.
3. The supervisor teaches staff members to make clear and concise case presentations.
4. The supervisor reviews with staff the strategies that they tried with clients that were generated from the previous team meeting.
5. The supervisor requires that staff distribute completed EBP assessments and goal plans to team members when staffing a client in team meeting.
6. The supervisor uses strategies (e.g. modeling, positive reinforcement, pointing out when language is not client-centered) to facilitate the team members' use of client-centered behaviors, language and ideas that are consistent with EBP philosophy/principles.
7. The supervisor minimizes extraneous information and distractions (e.g. administrative announcements, phone calls, staff doing paperwork) during team meetings to facilitate group participation and attention in meetings.
8. The supervisor encourages team members to both give and receive feedback from peers in a positive manner in team meetings.
9. The supervisor has weekly team meetings with an organized structure for brainstorming around specific client situations.
10. The supervisor helps team members apply ideas and strategies from specific client situations reviewed in team meeting to their own specific caseload.

11. The supervisor separates idea generation from evaluation of ideas when brainstorming within team meeting.

How important is it for the supervisor to do the following things to facilitate the implementation of the evidence-based practice?

Component: Supervisor Builds and Enhances Staff's Skills

12. The supervisor gives staff feedback that is specific, behavioral, and identifies a clear plan of next steps.
13. The supervisor has staff role play skills in individual and group supervision as a mechanism to provide feedback on those skills.
14. The supervisor spends at least 10% of their supervisory time each month spending time out in the field with staff observing, modeling and giving feedback on the skills of the EBP.
15. The supervisor provides rewards and recognition for incremental steps that staff makes toward improvement in skills/implementation of the EBP.
16. The supervisor has a planned and consistent method to provide new staff training on the evidence-based practice.
17. The supervisor interacts with clients on a quarterly basis to learn about individual client situations so they can give feedback to staff and help staff to impact change.

How important is it for the supervisor to do the following things to facilitate the implementation of the evidence-based practice?

Component: Supervisor Leads Continuous Quality Improvement Activities

18. The supervisor provides staff with written job expectations that directly address elements of the EBP fidelity items.
19. The supervisor conducts performance evaluations that include the key elements of the evidence-based practice.
20. The supervisor develops a plan to implement, improve and monitor the fidelity to the evidence-based practice in conjunction with the agency's Quality Assurance team.

21. The supervisor tracks EBP specific process or service data (e.g. time in community, caseload size), shares it with agency staff, and uses it to make improvements in adherence to evidence-based practice standards.
22. The supervisor reviews EBP specific documentation (i.e., treatment plans and assessments) at least one hour weekly to ensure standards of quality are met and maintained.
23. The supervisor obtains feedback (individually or in groups) from clients and makes changes to the program based on the feedback.
24. The supervisor gets feedback from staff about barriers to implementation and shares those barriers with the center's leadership and/or implements strategies to remove barriers.

How important is it for the supervisor to do the following things to facilitate the implementation of the evidence-based practice?

Component: Supervisor Monitors and Uses Outcomes of the EBP

25. The supervisor reports client outcome data obtained from their information management system to staff on at least a quarterly basis.
26. The supervisor identifies areas of strength and areas that need improvement based on the client outcome data.
27. The supervisor establishes specific and measurable goals for improving client outcomes that are poor and monitors these outcome goals on at least a quarterly basis.
28. The supervisor provides recognition and rewards to team members for areas of good client outcome performance.
29. The supervisor works with staff to identify barriers to good client outcome performance and develops and implements strategies to overcome barriers.
30. The supervisor shares client outcome data with agency management and uses the data to recommend policy changes needed to improve outcomes.

Open Ended Question:

Are there any other supervisory behaviors that are crucial to the implementation of evidence-based practice that have not been mentioned?

