

NADD HELPING TO CREATE SYSTEMIC CHANGE FOR MISSOURIANS WITH IDD/MH

Jennifer Bossert

Earlier this year, NADD completed an exciting project in collaboration with the Missouri Coalition for Community Behavioral Healthcare (the Missouri Coalition). Their mission is: “to enable access to quality mental health services by all Missouri citizen in need of such services, while maximizing their human potential and quality of life.” NADD provided a comprehensive training for IDD/MH providers in the state of Missouri designed to expand the professional capacity of providers and lead to improved treatment outcomes for individuals in that state who have intellectual/developmental disabilities and a mental health condition (IDD/MH).

NADD CEO Jeanne Farr is excited to share the results of this important collaboration. With the shared long-term goal of creating systemic change positively impacting people with intellectual/developmental disabilities and mental health concerns, the Missouri Coalition and NADD developed a wide reaching and impactful training initiative. NADD developed and delivered training sessions on dual diagnosis and inter-systems collaboration and developed a train-the-trainer model based on dual diagnosis best practices for implementation with Missouri IDD/MH professionals. The intent of the train-the-trainer model was to prepare Missouri professionals to become NADD certified in their given areas of expertise: IDD/MH Direct Support Professional, IDD/MH Specialist, or IDD/MH Clinician and to provide an in-depth experience for professionals seeking to become IDD/MH content experts and Master Trainers.

NADD Founder & CEO Emeritus Dr. Robert J. Fletcher oversaw the development of the curriculum for the training series. NADD then assembled a team of industry experts, including Dr. Fletcher, to deliver the training. Team members were: Tim Barksdale, Psy.D., NADD-CC, Susan Morris, MSW, NADD-DDS, RSW, Melissa Cheplic, MPH, NADD-DDS, and Michael Schroeder, NADD-DDS.

The first part of the training explored the foundational aspects of dual diagnosis, including the following:

- **An Introduction to Dual Diagnosis (IDD/MH)** covered definitions in the field, prevalence rates, common genetic disorders, vulnerability risk factors, and signs and symptoms of mental health issues in people with IDD.
- **Best Practices in Bio-Psycho-Social Model of Assessment** reviewed essential components in conducting a comprehensive mental health assessment for a person with IDD including the collection of relevant information, complicating diagnostic factors, medical problems, and the use of the *DM-ID-2*.
- **Adapting Psychotherapy Practices for People with IDD** addressed the myth that persons with IDD are not appropriate for psychotherapy and focused on the reality that people with mild-moderate levels of IDD can benefit and reviewed therapeutic principles, guiding principles of wellness, and the effects of traumatic experiences.
- **NADD Accreditation and Certification** showcased NADD’s overarching purpose to promote a high level of professional expertise in the IDD/MH workforce with the ultimate goals of improving services and raising the bar of professional excellence.

- **Inter-systems Collaboration: The Essential Components for People with IDD/MH** focused on the typical barriers to services for people with IDD co-occurring with mental illness and presented the benefits of an inter-systems approach and planning tools designed to foster a collaborative approach among different parts of the system.

Train-the-Trainer Model

The NADD train-the-trainer program (TTT) is an educational model whereby individuals identified to train others complete the training to become experts and Master Trainers of the material.

NADD developed the TTT model specifically for use in Missouri and gave the Missouri Coalition the rights to use and disseminate the curriculum within the state of Missouri for as long as they wish, which will help accomplish the shared goal of facilitating systemic change.

In addition to the foundational information described above, the competencies for each NADD certification were covered in great detail, leading to a deep understanding of the subject matter by the project participants.

NADD Clinical Certification

The NADD Clinical Certification program is for clinicians who provide services to people with IDD/MH. Psychologists, physicians, mental health counselors, addictions counselors, licensed social workers, and others are examples of roles that can apply for the NADD Clinical Certification.

The competencies for NADD Clinical Certification are:

- Assessment of Medical Conditions
- Assessment
- Positive Behavior Supports and Effective Environment
- Psychotherapy
- Psychopharmacology

Tim Barksdale, Psy.D, NADD-CC conducted this 3-day series and trained participants on conceptualizing and applying the competencies. Participants were very engaged and expressed appreciation for the opportunity to share experiences and ask questions.

When asked about the relevance of the trainings for the IDD/MH field, Dr. Barksdale expressed the importance of increased exposure and education: *“My research has found that Behavioral Health Professionals are not prepared to work with people with intellectual disabilities and co-occurring mental illness largely due to: 1) This information is not taught in Bachelor, Masters or Doctorate level training; 2) Most professionals have very little exposure/ experience being around people with intellectual and developmental disabilities; and 3) Many professionals have automatic negative attitudes when presented with someone with an intellectual disability (Barksdale, 2012). Increased education and exposure through practicum and internship programs will lead to increased competence and improved attitudes for working with this population. The NADD certification series provides the starting point for*

addressing these needs through the education and training provided to behavioral health professionals, administrators and educators.”

NADD Dual Diagnosis Specialist Certification

The NADD Dual Diagnosis Specialist Certification is for individuals who deliver, manage, train, and/or supervise services for persons with intellectual/developmental disabilities and mental health needs. Staff working in units of county, state, or provincial government, program directors, program supervisors, case/care managers, program specialists, supports coordinators, peer specialists, trainers, and others are examples of roles that can apply for the Dual Diagnosis Specialist Certification.

The competencies for NADD Dual Diagnosis Specialist Certification are:

- Multimodal Bio-Psycho-Social Approach
- Application of Emerging Best Practices
- Knowledge of Therapeutic Constructs
- Respectful and Effective Communication
- Knowledge of Dual Role Service Delivery and Fiduciary Responsibilities
- Ability to Apply Administrative Critical Thinking

Michael Schroeder, NADD-DDS, and Susan Morris, MSW, RSW, trained 30 participants, in this 3-day series.

When asked about the relevance of the trainings for the IDD/MH field, Mr. Schroeder expressed the importance of being able to identify mental illness in people with IDD: *“I think that it is important for people to be able to identify mental illness in people with developmental disabilities and formulate a comprehensive response.”*

Ms. Morris expressed the same sentiment and added: *“The training is intended for those who have experience working cross sectorally, emphasizing the capacity to integrate the health, mental health, and developmental perspectives and information to support or lead shared decision making across providers.”*

NADD Direct Support Professional (DSP) Certification

The NADD Direct Support Professional (DSP) Certification is for DSPs who provide care to individuals with IDD/MH. DSP’s who apply for this certification typically work directly with families, in institutional settings vocational programs or community based residential services.

The competencies for NADD DSP Certification are:

- Assessment and Observation
- Behavior Support
- Crisis Prevention and Intervention
- Health and Wellness
- Community Collaboration and Teamwork

Melissa Cheplic, MPH, NADD-DDS, trained more than 25 participants in her 3-day session.

Ms. Cheplic noted that throughout the training, participants commented on how important it is for DSPs to have this knowledge when working with people with IDD. In the weeks following the training sessions, Melissa received emails from two of the master level state trainers from the Western Region thanking her for the training and information. They said how helpful and useful the curriculum content was, and they expressed their intention to include it in their work.

When asked about the trainings relevance to the IDD/MH field, Ms. Cheplic stressed the relationship between better supports and improved quality of life for people with IDD/MH: *“People with an IDD/MH diagnosis are at risk for more behavioral health and medical problems. Training DSPs and other professionals in areas related to behavior support, symptomology, and the presentation of mental illness will help staff be empowered and competent. This will lead to better supports and improve the quality of life of people with IDD/MH.”*

Looking Ahead

The 9 days of training were filled with interactive exercises for each competency area, robust participant engagement, great discussions, and learning for everyone.

According to Dr. Fletcher, “The long-term goal of this project is systemic change throughout the state in how intellectual/developmental disabilities and mental health professionals respond to people who have a dual diagnosis.”

Jeanne Farr and the whole NADD team look forward to fostering continued systemic improvements that increase the quality of people’s lives across the country, by collaborating with our state partners on projects like this in the future!



Missouri NADD Master Trainers, with Tim Barksdale (front row).



Missouri NADD Trainers, 2018 Class. Photos courtesy of Tim Barksdale.

Barksdale, Timothy, "Clinician Factors in Psychotherapy Disparities for People with Intellectual Disabilities and Co-Occurring Mental Illness" (2012). *PCOM Psychology Dissertations*. 227.

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