

From the Fact Sheet on Training

★ ***Fidelity monitoring.*** Some agencies want to assure that their clinicians are conducting the Seeking Safety model with strong fidelity (i.e., consistent with the model). We can provide two options, and you can choose either or a combination:

(a) **Role-plays by phone** (where our Seeking Safety expert plays the client, and your clinician plays the clinician).

and/or

(b) **Review of tapes of actual sessions** with real clients (i.e., your clinician sends a taped session with his/her client or group). A few details about sending real tapes:

1) The tapes can be audio (they do not need to be video). We also suggest using a digital recorder that allows the recording to be sent via email.

2) Digital recorders are available from amazon.com and other retailers for about \$45-\$60. Make sure to obtain one that allows you to transfer the recording to a computer (or else there will be no way to email the recording).

3) For sending the recordings, we recommend signing up for a free account with www.yousendit.com (which allows large files to be emailed easily). If you choose to encrypt the files for confidentiality, you can sign up for a paid account at quite low cost.

For either method (role play or real tapes): Our associate (one of the five names in part 2 above) fills out the *Seeking Safety Adherence Scale* (long version) for each session (roleplay or tape), to provide highly detailed feedback, which can be emailed to the clinician and to a supervisor if desired. The associate can review key points on a consultation call, if desired. The consultation call can be attended by other clinicians as well, who can benefit from hearing how fidelity is addressed. The associate always uses a compassionate, tactful approach so that even if there are flaws in the clinician's conduct of Seeking Safety, it is used as a positive learning experience. When possible, we have the trainer who provided the onsite training (if any) also provide the fidelity monitoring, to help sustain the connection.

Certification is also possible. Some agencies ask us to *certify* one or more of their clinicians. This means that the clinician has completed at least one tape or roleplay that obtains adequate positive ratings, as rated by our associate. To aid this process, we suggest that the clinician becomes very familiar with the *Session Format Checklist* (from www.seekingsafety.org, section Assessment). This helps ensure that the clinician will conduct the session in a way that meets basic elements of the session. This also reduces costs as there is less review of lower-quality sessions. Note that certification is not required, however, as the model is safe even when conducted with less than strong fidelity. Certification can be helpful, however, for agencies that want to obtain as strong fidelity to the model as possible.

Training your staff to conduct fidelity ratings is also possible. Another option is for us to train one or more of your staff to conduct fidelity ratings. This helps build sustainability as it allows your staff person to rate an unlimited number of staff within your agency. (Please note, however, that this is not designed to allow your staff person to then teach others how to conduct fidelity ratings, nor to charge anyone outside your agency. It is solely agency-specific as the types of clients and settings differ and our training of your staff is solely within the context of your agency.) Training one or more of your staff to conduct fidelity ratings involves a series of tapes that are rated by your staff person and our associate, and they compare their ratings until your

staff person is able to achieve close ratings to our associate—typically 3 tapes are needed, but sometimes more. Note that we can provide the tapes for that (we have a set of standardized client interviews of real sessions of Seeking Safety on DVD) or you can provide the tapes. Also, as part of this process, there are phone consultations with your staff person to go over the fidelity scale in advance of the tape ratings, to discuss the tape ratings, and ultimately to have a phone conference call with your staff person deliver supervision to a clinician in your agency (with our associate. listening is, to make sure the delivery of information is accurate and sensitive).