

Announcing Motivational Interviewing Training/Coaching Effort

Virginia Region 1 CSBs will engage in an effort focused on development of Motivational Interviewing (MI) skills over the period of April – August.

All staff are invited to participate in a series of 3 half-day large-group trainings and review online materials related to use of MI in a variety of settings/programs/populations.

The three large-group sessions focus on “MI Core Elements and Spirit,” “MI Communication Skills for Engaging Clients and Keeping them Engaged,” and “MI Strategies for Evoking a Focus, Change Talk and a Change Plan.” These events will each be offered five times on a rotating bases from April through June, at different times and days of the week to increase accessibility for staff working on different schedules.

Some staff will also participate in a focused skill-building small-group coaching process.

Teams of six staff and one coach will meet 5 times over a 10-week period in two hour sessions. The sessions will focus on MI skill-building, including communication style, working with client ambivalence, finding motivation to change, and developing change plans.

Team members will also use a telehealth platform for practice sessions with one another in “real-play” format and receive coaching feedback. Recorded sessions will be self-scheduled between team members and will be deleted following project completion. Individual practice sessions and feedback will not be shared with agency supervisors or used in performance evaluations, and will only be shared as group summary data.

Different coaching teams are also offered on different days/times and will roll out in different waves. However, each team will remain intact and meet at the same time every other week (with some adjustments for holidays).

A typical schedule for those participating in coaching (schedules vary slightly across teams)

- Week 1 – Large Group – MI Spirit (3 hours)
- Week 2 – Coaching Team – MI Experiential Session led by coach (2 hrs)
- Week 3 - Large Group – MI Skills (3 hrs) & *First Practice Recording (1 hr)*
- Week 4 – Coaching Team – MI Communication Style (2 hours)
- Week 5 – Large Group – MI Strategies (3 hrs)
- Week 6 – Coaching Team – Cultivating Change Talk and Softening Sustain Talk (2 hrs)
- Week 7 - *Second Practice Recording (1 hour)*
- Week 8 – Coaching Team – Evoking A Change Focus and Change Plan (2 hours)
- Week 9 – *Third Practice Recording (1 hour)*
- Week 10 – Coaching Team – Implementation and Case Consultation

First Wave (Red):

Large Group Live Webinars (open attendance, up to 150)

MI Elements and Spirit	Thurs 1-4p	April 1
MI Skills	Thurs 1-4p	April 15
MI Strategies	Thurs 1-4p	April 29

Supervisors Group

Green Team 0 (Wagner)	Fri 1-3	April 2, April 16, April 30, May 14, May 28
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Coaching Teams (6 per team) (team members should also attend large group webinars)

<i>Red Team 1</i>	<i>(Shanahan)</i>	Mon 12p-2p	April 5, April 19, May 3, May 17, June 14
<i>Red Team 2</i>	<i>(Shanahan)</i>	Tues 12p-2p	April 6, April 20, May 4, May 18, June 1
<i>Red Team 3</i>	<i>(Warren)</i>	Weds 4:30-6:30	April 7, April 21, May 5, May 19, June 2
<i>Red Team 4</i>	<i>(Ceperich)</i>	Thurs 5:30-7:30p	April 8, April 22, May 6, May 20, June 3
<i>Red Team 5</i>	<i>(Hawkins)</i>	Weds 2-4p	April 14, April 28, May 12, May 26, June 9
<i>Red Team 6</i>	<i>(Lehman)</i>	Weds 6:30-8:30p	April 14, April 28, May 12, May 26, June 9
<i>Red Team 7</i>	<i>(Lehman)</i>	Fri 2-4p	April 16, April 30, May 14, May 28, June 11
<i>Red Team 8</i>	<i>(Downey)</i>	Tues 9-11a	April 20, May 4, May 18, June 1, June 15
<i>Red Team 9</i>	<i>(Downey)</i>	Tues 1-3p	April 20, May 4, May 18, June 1, June 15
<i>Red Team 10</i>	<i>(Hawkins)</i>	Weds 2-4p	April 21, May 5, May 19, June 2, June 16

Second Wave (Blue):

Large Group Live Webinars (open attendance, up to 150)

MI Elements and Spirit	Friday 1-4p	April 23
MI Skills	Friday 1-4p	May 7
MI Strategies	Friday 1-4p	May 21

Coaching Teams (6 per team) (team members should also attend large group webinars)

<i>Blue Team 1</i>	<i>(Ngjelina)</i>	Mon 2-4p	April 26, May 10, May 24, June 7, June 21
<i>Blue Team 2</i>	<i>(Downey)</i>	Tues 9-11a	April 27, May 11, May 25, June 8, June 22
<i>Blue Team 3</i>	<i>(Downey)</i>	Tues 1-3p	April 27, May 11, May 25, June 8, June 22
<i>Blue Team 4</i>	<i>(Shanahan)</i>	Tues 3-5p	April 27, May 11, May 25, June 8, June 22
<i>Blue Team 5</i>	<i>(Hall)</i>	Thurs 12:30—2:30p	April 29, May 13, May 27, June 10, June 24
<i>Blue Team 6</i>	<i>(Shanahan)</i>	Fri 10a-12p	April 30, May 14, May 28, June 11, June 25

Third Wave (Purple):

Large Group Live Webinars (open attendance, up to 150)

MI Elements and Spirit	Weds 1-4p	May 5
MI Skills	Weds 1-4p	May 19
MI Strategies	Weds 1-4p	June 2

Coaching Teams (6 per team) (team members should also attend large group webinars)

Purple Team 1 (Warren)	Fri 3-5	May 7, May 21, June 4, June 18, July 9
Purple Team 2 (Ceperich)	Mon 11-1p	May 10, May 24, June 7, June 21, July 12
Purple Team 3 (Bristow)	Mon 1-3p	May 10, May 24, June 7, June 21, July 12
Purple Team 4 (Shanahan)	Mon 1-3p	May 10, May 24, June 7, June 21, July 12
Purple Team 5 (Bristow)	Mon 3:30-5:30p	May 10, May 24, June 7, June 21, July 12
Purple Team 6 (Fahy)	Weds 10a-12	May 12, May 26, June 9, June 23, July 7
Purple Team 7 (Ceperich)	Thurs 12-2p	May 13, May 27, June 10, June 24, July 8
Purple Team 8 (Hall)	Tues 9-11a	May 18, June 1, June 15, June 29, July 13
Purple Team 9 (Hawkins)	Tues 9-11a	May 25, June 8, June 22, July 6, July 20
Purple Team 10(Ngjelina)	Tues 2-4p	May 25, June 8, June 22, July 6, July 20

Fourth Wave (Green):

Large Group Live Webinars (open attendance, up to 150)

MI Elements and Spirit	Tuesday 1-4p	June 1
MI Skills	Tuesday 1-4p	June 15
MI Strategies	Tuesday 1-4p	June 29

Coaching Teams (6 per team) (team members should also attend large group webinars)

Green Team 1 (Bristow)	Weds 1-3p	June 2, June 16, June 30, July 14, July 28
Green Team 2 (Bristow)	Weds 3:30-5:30p	June 2, June 16, June 30, July 14, July 28
Green Team 3 (Fahy)	Fri 10a-12	June 4, June 18, July 9, July 16, July 30
Green Team 4 (Fahy)	Fri 1-3	June 4, June 18, July 9, July 16, July 30
Green Team 5 (Warren)	Mon 5-7p	June 7, June 21, July 12, July 26, August 9
Green Team 6 (Bristow)	Weds 1-3p	June 9, June 23, July 7, July 21, August 4
Green Team 7 (Bristow)	Weds 3:30-5:30p	June 9, June 23, July 7, July 21, August 4
Green Team 8 (Ceperich)	Mon 2-4p	June 14, June 28, July 12, July 26, August 9
Green Team 9 (Ceperich)	Thurs 2-4p	June 17, June, July 1, July 15, July 29, August 12

Fifth Wave (Orange)

Large Group Live Webinars (open attendance, up to 150)

MI Elements and Spirit	Thursday 10a-1p	June 24
MI Skills	Thursday 10a-1p	July 8
MI Strategies	Thursday 10a-1p	July 22

Coaching Teams (6 per team) (team members should also attend large group webinars)

Orange Team 1 (Lehman)	Fri 10a-12p	June 25, July 9, July 23, August 6, August 20
Orange Team 2 (Lehman)	Fri 1:30-3:30p	June 25, July 9, July 23, August 6, August 20
Orange Team 3a (Downey)	Tues 9-11a	June 29, July 13, July 27, August 10, August 24
Orange Team 3b (Fahy)	Tues 9-11a	June 29, July 13, July 27, August 10, August 24
Orange Team 4 (Downey)	Tues 1-3p	June 29, July 13, July 27, August 10, August 24

Orange Team 5 (Downey)

Tues 9-11a

July 6, July 20, August 3, August 17, August 31

Orange Team 5 (Warren)

Tues 9-11a

July 6, July 20, August 3, August 17, August 31

Orange Team 6 (Downey)

Tues 1-3p

July 6, July 20, August 3, August 17, August 31