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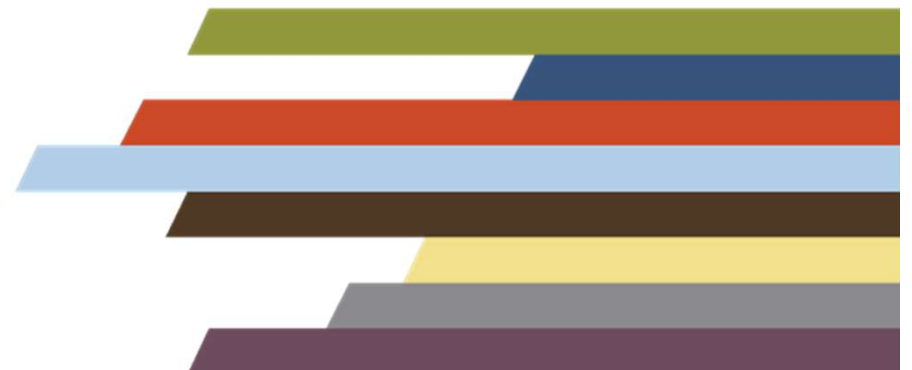
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# **20 Questions to Assess and Sharpen Advanced Skills:** A New Tool for Prevention Workforce Assessment

August 25 11, 2021

Virtual National Prevention Network  
Conference

***SAMHSA***  
Substance Abuse and Mental Health  
Services Administration



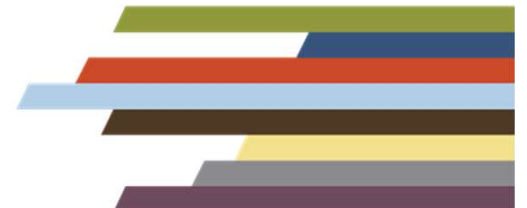
This work is supported by awards 6UR1TI080205-02M002, SM081726 and 1H79SP081006-01 from the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by SAMHSA/HHS, or the U.S. Government.



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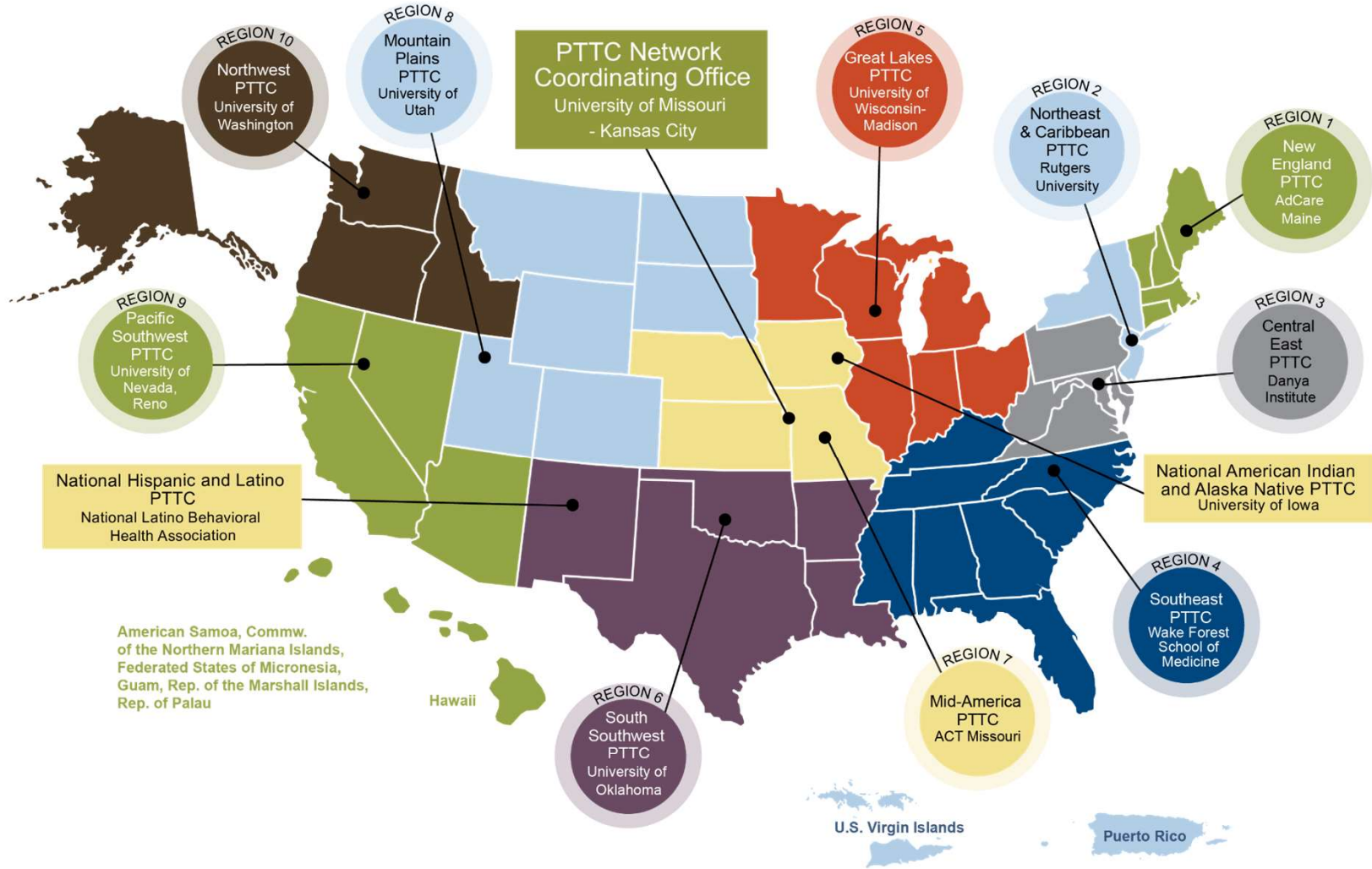
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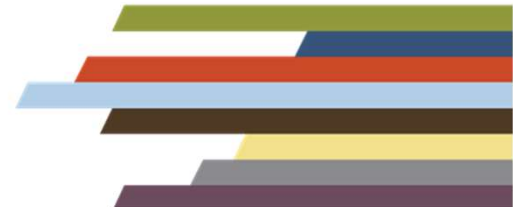
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# Presenters



**Marie Cox**  
Director



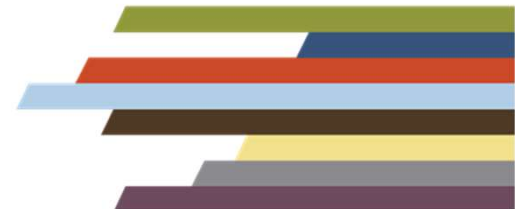
**Nicole Schoenborn**  
Evaluator



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# Overview



Need for New Assessment Tool



Tool Development Process



What's in the Tool and How to Use It

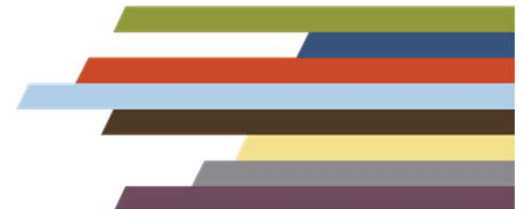


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# Common Workforce Challenges

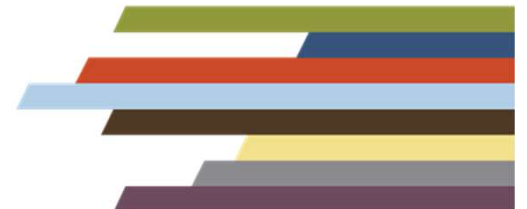
- Workforce training does not lead to significant change in prevention planning or strategy implementation.
- Entry level prevention practitioners do not see a clear path for career progress
- Advanced practitioners do not have enough options for targeted capacity building
- What else?



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# Gaps in Existing Assessments

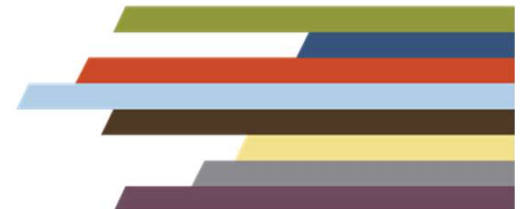
- Contain a very large number of items, sometimes with duplication
- Mix both basic and advanced skills
- Rating scales not behaviorally based
- Rating scale levels are not operationalized
- Assessments are self administered



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# A New Tool for Prevention Workforce Assessment

## SSW PTTC Assessing and Sharpening Advanced Skills: A Tool for Prevention Workforce Assessment

[LEARN MORE](#)

Assessing and Sharpening Advanced Skills:  
*A Tool for Prevention Workforce Assessment*

April 2021



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# Assessment Tool Key Characteristics

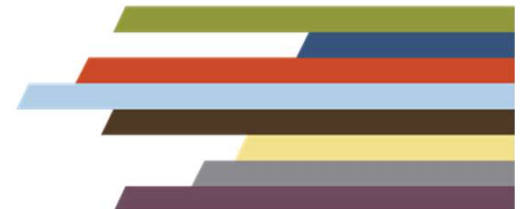
- SHORT!
- Skills-Focused
- Designed to measure advanced practice
- Behaviorally-based interview questions
- Rating scale is operationalized (each level has specific description of associated behaviors)



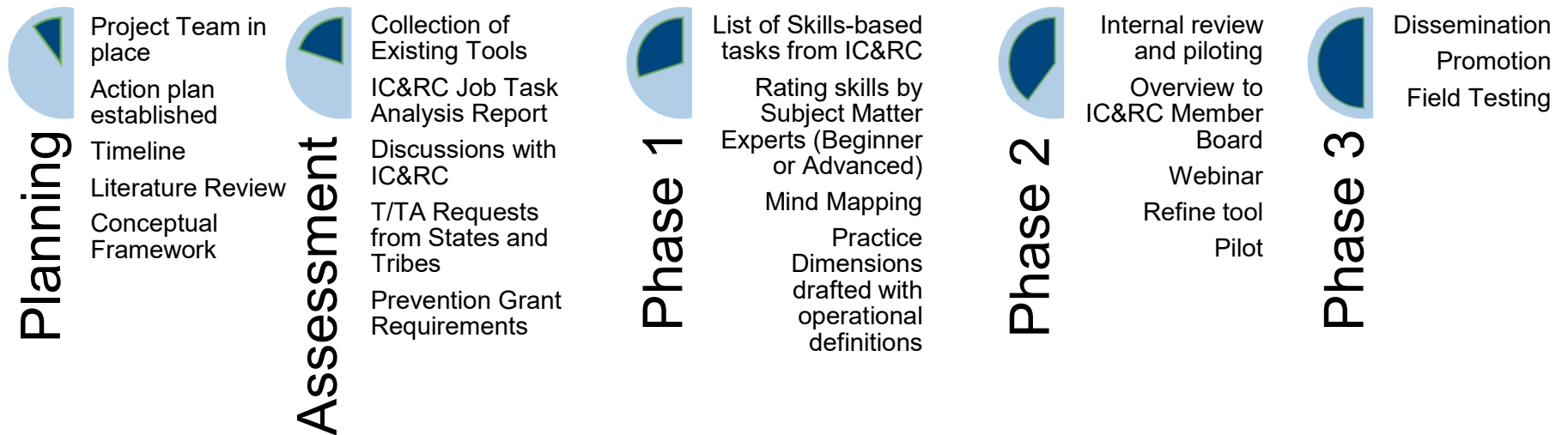
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# Process

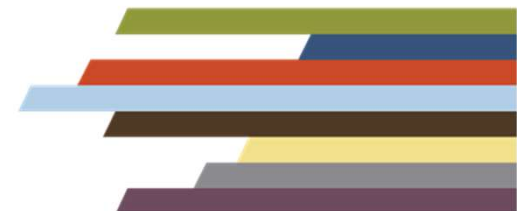


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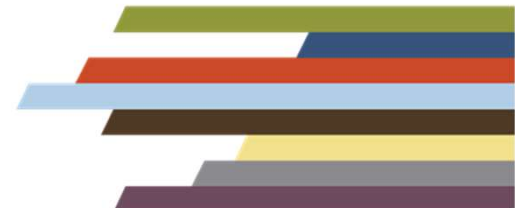
# Rating Scale for Advanced Practice



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# Sample Skill Rating Table

1.1

*Describe how you use evidence of effectiveness to select prevention strategies.*

Rating

<b>AWARENESS</b>	Describes the importance of evidence-based interventions. Supports implementation of activities that comprise an evidence based intervention.	<b>1</b>
<b>INITIAL APPLICATION</b>	Uses established evidence-based lists, inventories, or strategy-selection guidance documents to select strategies that have a theory of change grounded in generally accepted prevention theory.	<b>2</b>
<b>COMPETENT PRACTICE</b>	Uses data on intervention short and long-term outcomes, specifically considering the population and any specific subgroups with whom the intervention has been demonstrated to be effective and any relevant conditions under which the effectiveness was found to vary to identify and select strategies for implementation.	<b>3</b>
<b>MASTERY</b>	Assesses multiple theoretical models of factors that lead to positive and negative health behaviors and prioritizes the model that is the best fit for creating change in particular priority problem. Communicates and promotes this theoretical model to guide and support logic model development for multiple prevention efforts across a prevention system.	<b>4</b>
<p><i>Add your rating in the box. Your ratings will be totaled and averaged in the Assessment Worksheet's Overall Score.</i> </p>		

# Practice Dimensions

**Dimension 1: Evidence-Based Practice**

**Dimension 2: Leadership and Collaboration**

**Dimension 3: Community Mobilization**

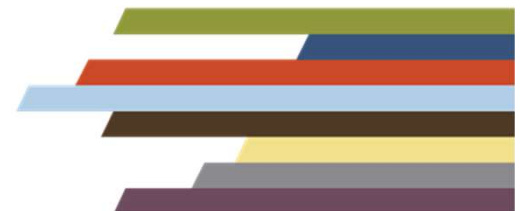
**Dimension 4: Data-Driven Decision Making**



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# SAMHSA's Prevention Core Competencies

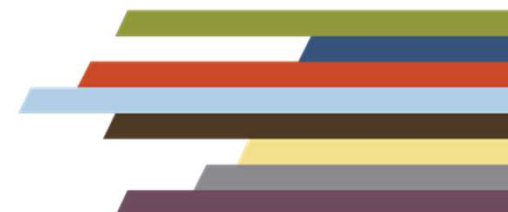
SAMHSA's Cross-Cutting Domain	Advanced Assessment Tool
Interdisciplinary Foundations (Knowledge only)	Informs advanced skills indirectly
Multiple Systems	Yes – Cross Cutting
Family Dynamics (Knowledge only)	Informs advanced skills indirectly
Ethical Practice	Equitable Practice / Cultural Proficiency is cross cutting.
Basic Knowledge (Knowledge only)	Informs advanced skills indirectly
Communication	Yes – integrated into Rating Scale



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<b>SAMHSA's Domain</b>	<b>Associated Practice Dimension</b>
<b>Assessment</b> (Data gathering, Needs and resource identification, Problem definition, Analysis)	<ul style="list-style-type: none"> <li>• <b>Data-Driven Decision Making</b></li> </ul>
<b>Capacity Building</b> (Collaboration, Organizational advocacy, Organizational cultural proficiency)	<ul style="list-style-type: none"> <li>• <b>Leadership and Collaboration</b></li> <li>• Cultural proficiency is cross-cutting</li> </ul>
<b>Planning</b> (Collaborative planning, Cultural inclusion, Systematic thinking, Evidence-informed approaches, Facilitation, Strategic planning)	<ul style="list-style-type: none"> <li>• <b>Evidence Based Practice</b></li> <li>• Cultural inclusion is cross-cutting</li> </ul>
<b>Implementation</b> (Cultural responsiveness, Collaboration, Change management)	<ul style="list-style-type: none"> <li>• <b>Community Mobilization</b></li> <li>• Cultural responsiveness is cross-cutting</li> </ul>
<b>Evaluation</b> (Evaluation methods, Data interpretation and use)	<ul style="list-style-type: none"> <li>• <b>Data-Driven Decision Making</b></li> </ul>

# How to Use the Tool

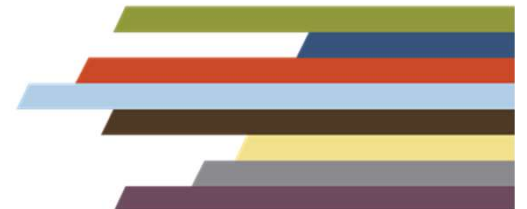
- Interview style administration
- Can be administered over multiple sessions
- Self calculating rating summary and room for notes
- Designed to provide both individual and system-level insights



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# Other Considerations

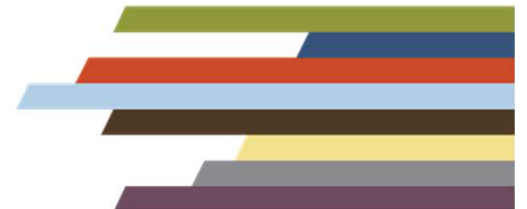
- Ability to adhere to ethical principles is pre-supposed
- Many competent prevention professionals will likely fall into the “initial application” category with most skills
- Tool is not designed to measure highly technical skills usually performed by specialists
- Tool can provide insight on opportunities for advanced practice



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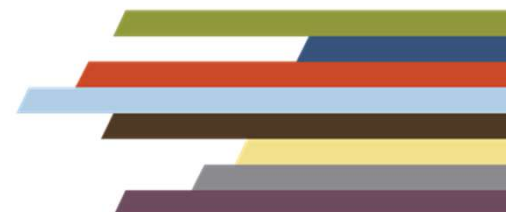
# Questions?



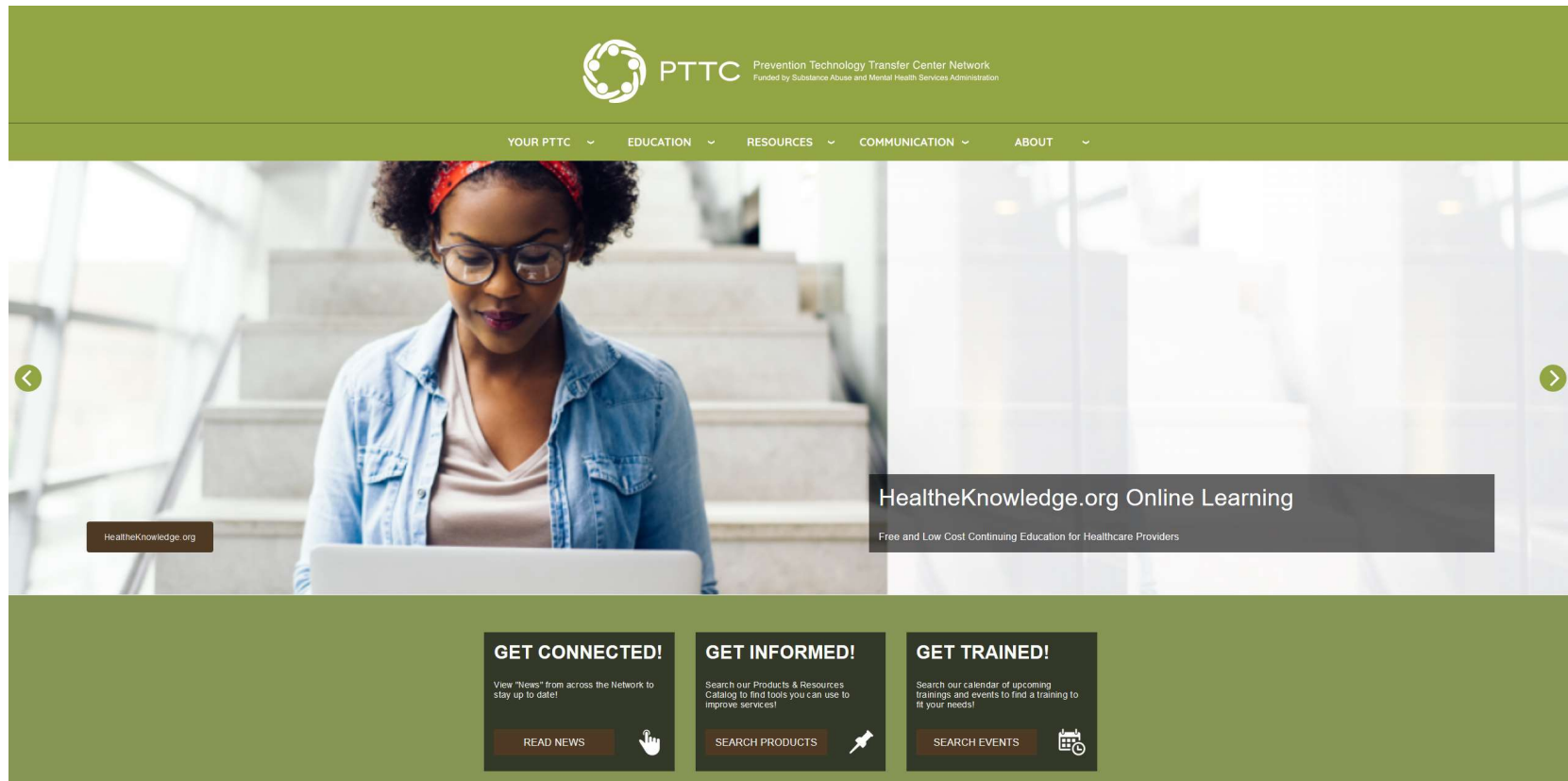
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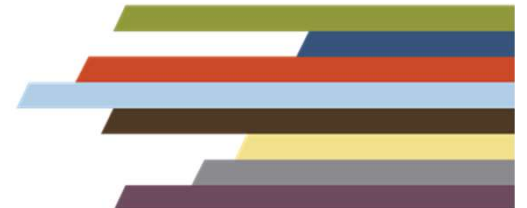
# PTTC Website: pttcnetwork.org



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# Contact Us

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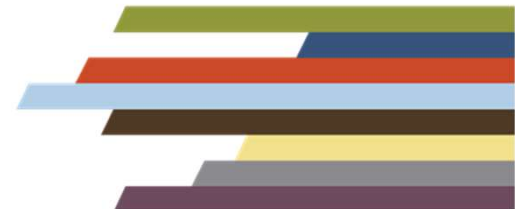
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# Evaluation



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