
Functional Family Therapy

Clinical Training Program

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Functional Family Therapy (FFT) is a systematic adaptation of the core empirically grounded, systematically structured and successful FFT family intervention for at-risk youth involved in mental health and juvenile justice settings. FFT has been designated as a "Blueprint Program," "Exemplary I Model Program," "Effective Program," "Best Practice," by such sources as the Office of Juvenile Justice and Delinquency Prevention, The Center for the Study and Prevention of Violence, The Center for Substance Abuse Prevention, The Center for Disease Control, and the U. S. Surgeon General's Report on Youth Violence (2001).

Clinical Training is a central components in successful FFT projects that also include good planning and implementation, quality clinical and supervision training, and continuous quality improvement. This guide will provide you with an overview of the process of implementing, training, and building a sustainable FFT practice. More specific information regarding each of these activities can be found in the accompanying materials.

We have three goals in helping you implement FFT within your organization.

- **Successful implementation.** Preparing your organization, your community, and your referral sources is a key point in successful implementation. Following the Planning, Preparation & Implementation Guide activities listed below, we will work together with you in successful preparation.
- Learner centered, cost effective, and organizationally responsive **clinical training** to your staff. Based on the principles of effective adult learning, we have organized a series of on-site clinical and advanced training activities and off-site learning webinars, along with ongoing clinical consultation and peer support and coaching. Following the Training Curriculum described below clinicians are introduced to the FFT model, helped to adopt it into their clinical practice, and guided in becoming effective in its clinical application.
- Site **self-sustainability** by preparing a clinical supervisor and building on-site specific continuous quality improvement strategies for you to use in managing, further enhancing FFT, and even adapting FFT to fit your unique organization and client base.

There are three phases necessary for sustainable FFT implementation:

- Phase 1: Clinical Training
Phase 3: Site Supervisor
Phase 4: Certification Partners & support and fidelity maintenance

Completing the Clinical Training and obtaining the required number of cases allows Agencies to become a certified FFT Community Practice Site. Therapist will receive certification as a Clinical FFT Therapist. Once completing supervisor training, the site supervisor will receive certification as an FFT Supervisor. As part of your certification you will be licensed to use the FFT Clinical Feedback System within your organization. Maintaining your license beyond these phases requires demonstration of FFT treatment model adherence, formal training of clinical team members, and use of the FFT/CFS, and adherence to the limitations and intended uses of the FFT Clinical Model.

Our Training Philosophy

The FFT training program is designed for adult learning aimed to maximize learning and meet the needs of working professional in agency settings. Training is on site (in the first year) and all team members get explore to clinically relevant and specific training activities emphasizing active learning approaches. Our emphasis is the translation of theory of FFT into the effective practice of FFT.

Our training is based on two general components: Knowledge based training and case based experience. The knowledge components of training will be based in an online learning management system called FFT-Adaptware. Adaptware allows the learner to go at their own pace in a way that matches their learning style. In each session trainees can watch, read and demonstrate their knowledge through practice questions and examples. Successful completion of Adaptware allows us to demonstrate that trainees have gained the knowledge involved in and behind FFT. Training involves workshops, online advanced training, weekly case consultation with an FFT Consultant, and demonstration/practice workshops where we help you work with families in real time so that each training can gain hands on experience.

Planning, Preparation & Implementation

In the planning, preparation & implementation stage, our goal is to help you put into place the necessary practices within your organization and community to help make your dissemination project successful. Our experience suggests that planning and preparation may take between 1 and 3 months to complete. To help us understand and identify the

potential strengths and challenges in your unique setting we will follow the following activities.

- *Site Assessment Planning* will take place in collaboration with your team. We begin a process to identify strengths that may be built upon and potential barriers that may stand in the way of successful implementation. We ask you to review the introductory FFT materials and bring your questions and concerns to the planning meeting. The outcome of this meeting is specific action steps needed by FFT Associates and your organization prior to training.

Phase 1: Clinical Training Protocol

1. FFT-Adaptware (30 hours of core FFT knowledge training)

FFT-Adaptware on line training is a series of 10-15 min. Training units that cover the core knowledge components of FFT-Foster Care. In each unit, trainees can view video and/or read transcripts of certain core FFT knowledge components. Each unit has a series of application questions in which the learner can demonstrate their knowledge of that domain. Trainees must successfully complete the Adaptware program.

2. On-Site Clinical Training (2 on-site training days)

On-site clinical training is an opportunity for the FFT model developer to present elements of the clinical model, demonstrate those elements through the use of videotape examples, and to conduct a FFT session with a local family (if possible). There is an on-site training for each intervention phase (Engagement/Motivation, Behavior Change, Generalization). These sequential trainings are scheduled so that they occur at the time when the first cases of the therapist reach each phase.

3. Case Consultation & Coaching (weekly video calls with FFT consultant)

Site consultation meetings take place with an FFT consultant and the local FFT team each week. Weekly consultation is conducted using videoconference calling. The goal is to assist therapists in applying the principles of FFT-FC to specific cases and in planning future sessions.

4. Advanced Clinical Training (5 onsite visits/year)

Site Consultation visits are an opportunity for the local FFT-FC team and the FFT consultant to meet and apply the FFT-FC model to specific cases. Each visit is 1 day

long and will involve video or live consultation where a team member works with a family member observed and helped by the FFT consultant.

5. Continuous Quality Improvement: FFT/Care4

Therapists will use the FFT/CFS with all FFT cases. The use of the session planning tools (progress notes & session plans), ongoing client and supervisor reported adherence, and service delivery monitoring provide a check on the degree to which the therapist is delivering FFT in the way that it is most effective.

6. Review & Plan: Project Review Report

At the end of the first year, FFT will develop a systematic report of the activities of the local FFT team using data from the FFT/Care4. This report will summarize service delivery, therapist adherence, and client outcomes. The report will be used to identify strengths and weaknesses and plan for ways to improve FFT-FC at the local site. The *Report and Review* process allows us to collaborate and identify any strength to build upon and weaknesses to address prior to the second phase of training.

Phase 1 Training sequence:

- Month 1
 - Organization Kick-Off Meeting (1 hour video conference)
 - Adaptware Training- (24 Hours)
 - Weekly Site Supervision begins (ongoing 1-2 hours weekly video conference)
 - Consultant Visit 1 (setting up your site & preparing to practice)
 - Completion of Adaptware Training-Core FFT-FC Skills (3 hours)
 - Cases Begin
- Month 2-3
 - Training Visit 1 (1 day on site training)
 - Consultant Visit 2
 - Weekly Consultation Calls
- Month 4-7
 - Consultant Visit 3
 - Weekly Consultation Calls
- Month 8-10
 - Consultation Visit 4

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- Training Visit 2
 - Weekly Consultation Calls
 - Mostly 11-12
 - Consultation Visit 5
 - Weekly Consultation Calls

Phase 2: Supervision Training

Phase 2 involves two primary activities. First, a site supervisor is trained using the FFT Clinical Supervision Process. The site supervisor takes on the weekly consultation responsibilities held by the FFT consultant in Phase 1. Training for site supervisors takes place within a group of site supervisors from different sites that are also beginning this new role. Second, we provide ongoing quality improvement help through the use of the FFT/CFS and the clinical monitoring tools.

1. Site Supervisor Training (Two 2-day off site workshops).

Aimed at building FFT supervision skills, these clinical training workshops use didactic tools, role-plays, and actual supervision practice to help on-site supervisors in their new role. The training also allows for the development of a peer community that FFT supervisors from different sites can learn from and rely on.

2. Supervision Consultation & Coaching (weekly video calls between FFT supervision consultant and the site supervisor).

Twice each month the FFT work together to further quality FFT supervision with the team and with the supervisor.

3. Clinical & Supervision Training (Two 1-day on-site workshops)

Aimed at the entire team, these training activities are intended to help the team use FFT in advanced ways and to prevent model drift.

4. Advanced Clinical Training (Adaptware)

For the team there are 3-4 Advanced FFT-FC topics in Adaptware presented to improve FFT practice and supervision. FFT supervisor will complete the FFT Supervisor Adaptware course.

5. Supervision Consultation

Group consultation and advanced Care4 and topics are discussed in the required monthly online supervision meetings

6. Continuous Quality Improvement: FFT/Care4

The FFT/CFS is the session planning tools (progress notes & session plans), ongoing client and supervisor reported adherence, and service delivery monitoring system that provides a check on the degree to which the therapist is delivering the most effective FFT. In addition, the new site supervisor will use the FFT/CFS to monitor therapist model adherence and service delivery profiles. Use of the FFT/CFS, as a supervision tool is a part of the site supervisor training.

7. Review & Plan: Project Review Report

FFT will develop a systematic report of the activities of the local FFT team using data from the FFT/CFS. This report will summarize service delivery, therapist adherence, and client outcomes. The report will be used to identify strengths and weaknesses and plan for ways to improve FFT at the local site. The *Report and Review* process allows us to collaboratively identify any strength to build upon and weaknesses to address prior to the second phase of training.

Phase 3: Certification Phase

There are two primary training activities in this third implementation phase. First, the team and supervisor receive booster training to maintain model fidelity. We monitor model adherence periodically. Second, we provide ongoing quality improvement help through the use of the FFT/CFS and the clinical monitoring tools.

1. Clinical Booster Training (1-day on site workshops).
2. Supervision Consultation & Coaching (Monthly calls)
3. Therapist Monthly webinar (required)
4. Advanced Training (4 advanced topics delivered through adaptware)
5. Continuous Quality Improvement: FFT/CFS
6. Site adherence report (completed by the site supervisor demonstrating the site reports adherence levels to FFT)

