



Requirements to Run Incredible Years Groups with Fidelity

Group Leader Qualifications:

*At least one MA level group leader per group (*each group must be run by two group leaders*). If no MA level therapist is available, exceptions may be made for BA level group leaders with extensive experience working with families (ability to collaborate with parents, understanding of child development and social learning theory). Please provide evidence of experience/qualifications.

Program Delivery:

* Offer the recommended minimum number of group sessions for chosen IY program. For Basic IY Parent program, this is 14-16 sessions for the prevention protocol and 18-20 for treatment protocol. Group leaders should be allowed some flexibility to add more sessions as needed according to group size, educational background, use of translators and group needs.

*Provide make up sessions when families miss (make-up sessions are counted in parent-attendance counts)

* Provide group leaders with sufficient time for 2-2 ½ hour groups plus weekly program prep time, calls to parents between sessions, review of home activities, session video reviews/peer review, and attendance at coaching/supervision and consults (6-10 total hours per week). Post-certification less time may be spent (6-8 hours per week).

Consultation and Coaching:

*Have group leaders regularly video group sessions (4 times per group)

*Group leaders should receive on-going support during group delivery. This may be obtained in the following ways (4 times per group):

- In person or skype coaching sessions with IY peer coach
- In person or skype consultation with IY trainer from Seattle
- Submission of group video to Seattle as part of accreditation/certification process

Accreditation/Certification:

*All group leaders are expected to work towards certification. Below are suggested guidelines/benchmarks:

During first year of implementation: trained group leaders submit at least 1-video to Seattle for complete review.

During second year of implementation: group leaders are working on certification and submit a second video to Seattle for certification. It is anticipated that about half of group leaders would obtain certification during the second year.

During third year of implementation: Remaining trained group leaders continue with the certification process. Sites collaborate with IY to determine whether one of their certified group leaders is eligible to become a Peer Coach in the program.

Note: additional funding should be available for sites that choose to train a Peer Coach. See web site for more detailed information about certification expectations for group leaders and peer coaches.

Supervision and Coaching of IY Groups:

*Supervision and coaching of IY group leaders is ideally conducted via in-person meetings with a trained Peer Coach who reviews videos with the group leaders and conducts role play practices.

*While a site is building capacity of Peer Coaches, certified group leaders may provide support to newer group leaders.

*Sites that do not have access to either a Peer Coach or certified group leader are able to obtain consultation through IY in Seattle.

Overall Support Network:

*Ideally an agency (or region) will work towards eventually developing a mentor who will oversee the overall delivery and fidelity of the IY program. The mentor is authorized to provide training for new group leaders and expected to support regional peer coaches.

*Each large agency (or region) would have peer coaches who provide local support and regular coaching.

Maintaining Fidelity after Accreditation/Certification:

Even expert group leaders benefit from on-going feedback and discussions about their work. Without fidelity checks, it is easy for group leaders to drift from the original model. In order to assure that certified group leaders continue to deliver the program with fidelity, we recommend the following:

*Accredited group leaders should lead at least one group every 19 months

*Accredited group leaders should participate in a fidelity check every 18 months (this could be a coaching session with an accredited peer coach, a video review of a group by a mentor or trainer, or an in-person or skype consultation with a mentor or trainer).

See link below for more information on bringing the IY programs to scale:

<http://www.incredibleyears.com/wp-content/uploads/Bringing-IY-Programs-to-Scale.pdf>