<u>**Showcasing Evidence Based Practices (EBP) in maaps member schools Interview Questions**</u>

The **maaps** EBP Committee is looking to learn about the EBPs that you use at your school. The EBP can be clinical or education based. Please answer the questions below regarding the EBP you wish to highlight.

Name of Person Interviewed: Karen McCarthy, M.Ed., Chief Academic Officer
Date: 3/5/15
School: The Brandon School   **EBP Showcased: CARE**
Type of EBP (clinical, educational, etc.): *Clinical*

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1. **What issue or circumstances initially made you look for an EBP to better serve your student population?**

   Following a thorough, self-initiated review and evaluation of clinical practices, Brandon leadership went searching for a new foundation that is consistent with Brandon's philosophy. After five months of searching, we were led to Children and Residential Experiences (CARE) and Therapeutic Crisis Intervention (TCI).

2. **Why did you choose this EBP?**

   We chose CARE because it was very much in line with our current approach where we build on the trusting relationships developed with our clients. CARE is a research-based (soon to be evidenced based), principle-based, self-sustaining practice model developed by Cornell University. We felt it gave us the most concrete framework for working with our youth of any of the models we looked at. It's built on six principles of care:
   - Developmentally focused
   - Family involved
   - Relationship-based
   - Competence-centered
   - Trauma informed
   - Ecologically-oriented

3. **What made you choose this EBP instead of another one? Were you strongly considering another EBP?**

   We looked at a few other models, but ultimately chose this one because in addition to shaping care for youth, CARE will enhance Brandon's existing efforts to measure treatment effectiveness and positive outcomes. We felt that CARE was most in-line with our current philosophy and approach to working with youth. In addition, CARE, more so than any other we looked at, gave us a language and an approach that is agency-wide and spans all disciplines of our work. Some of the others that we looked at seemed to be more concentrated in the work that therapists do. We were looking for something to provide congruence across the agency (clinical, educational, residential, etc)

4. **How was or is the implementation process?**

   Implementation of CARE model is a carefully guided and evaluated 4 year process that involves extensive training for ALL staff. It requires commitment and change from all levels of the agency including staff, supervisors, managers, and administrators. In some cases, it will require dramatic shifts in the way we operate in order to integrate the principles of CARE into our work. We have a team of three trainers from Cornell University who see us through the 4 year implementation process.

5. **Did you run into any challenges implementing this EBP?**

   We are still in the first year of implementation. The biggest challenge is time and money. It has been an incredible feat to get folks across the agency trained as the trainings can span 4-5 days at a time. Luckily, Brandon has been able to secure some funding to off-set the cost, but it is a big cost that we have just decided that the benefits will far out-weigh the cost.

6. **How did you learn about this EBP?**

   Brandon enlisted the help of two consultants to assist in the process of narrowing down some clinical models for leadership to explore. This was one of 4 primary clinical models that they brought forth for us to explore. In addition to reading about the different models. We spoke with staff from various agencies who were implementing the models and also went to visit programs and observe the models 'in action.'

7. **Do you have any advice for another school potentially looking into this EBP or another one?**

   Change is very difficult in any organization, particularly when it involves a significant change to a long-standing culture. My advice would include having commitment and support from the leaders of an organization. Also, it's important to think carefully about how to get 'buy-in' from the 'culture-carriers' of an organization. Lastly, patience is key. Change cannot happen overnight and there has to be a commitment to see the process through and not get discouraged along the way.