

## Parent-Child Interaction Therapy (PCIT) Quality Assurance (Q/A) 2022-2023

The Quality Assurance (Q/A) plan is a PCIT state-wide model fidelity system that applies to all Washington State PCIT agencies and providers listed under a Children's Administration (CA) Department of Children, Youth, And Families (DCYF) PCIT contract in both clinic and home-based practices. The primary goal of the Q/A is to monitor and maintain model fidelity; provide technical assistance and ensure that all PCIT providers and agencies under a PCIT contract are equipped with the skills and the knowledge necessary to serve children and families in the CA child welfare system. Additionally, the Q/A allows newly trained PCIT providers to address fidelity early enough by putting systems into place to identify concerns or deficits to model delivery through additional training and system supports to prevent model drift.

### Definition of Roles

- **Certified Regional Trainer:** A Regional Trainer is a master's level trainer certified by PCIT International. The Regional Trainer is a CA PCIT contracted Therapist contracted by DCYF to provide state-wide PCIT trainings, consultations, and support to all State contracted PCIT Therapists and their agencies.
- **Certified WATer Trainers:** WATer Trainers are trainers who have been certified by PCIT International to implement trainings in their agency. This action will allow trainees trained by a certified WATer trainer to be eligible to be certified when they have met the required qualifications. **If a WATer trainee in trainer-ship is not certified, they are not eligible to train therapists to certification.**
- **WATer Trainees in Trainer-ship:** WATer Trainees are individuals who have received such PCIT training as to be qualified to teach and supervise therapists in their own program or agency, with a scope of trainer-ship that is limited to their physical location or site during a trainer-ship. These trainees are in consultation with their Certified Trainer (Regional or Global) until endorsed by their Trainer to have met the fidelity of the trainer-ship to qualify to become a Certified WATer Trainer by PCIT International.
- **Supervisor:** An individual who oversees a PCIT program within an organization/program who may or may not be trained to provide PCIT. The recommendation is that the PCIT Supervisor is trained in the model. **Note: A WATer Trainer and supervisor may be the same person.**
- **Experienced or Certified PCIT Therapists:** Therapists who have completed all training and skill requirements, passed model fidelity, met treatment integrity, and have graduated two families as a lead successfully, are eligible to apply for certification. An experienced or certified PCIT Therapist can independently implement PCIT services with intermediate consultation. If certified, the Experienced Therapist has successfully passed certification requirements through PCIT International to become a nationally recognized certified PCIT therapist. However, they are not certified to be a trainer of other therapist until they have taken the 8-hour WATer trainer-ship course.
- **New PCIT Therapists:** A newly trained individual who has completed a 40-hour PCIT training led by a WATer Trainer or a Regional Trainer. PCIT Therapists are considered New PCIT Therapists until they have completed all training and skill requirements to become an experienced and/or certified PCIT Therapist.

### Definition of Terminology

- **Eyberg 2011 PCIT Protocol:** The therapy Model Fidelity Manual used by all practicing providers.  
**Dyadic Parent-Child Interaction Coding System (DPICS) Clinical Manual:** The DPICS is a PCIT International coding guide, used by a trained PCIT Therapist to accurately teach, coach, code and assess when a family has achieved language “Criteria.”
- **Dyadic Parent-Child Interaction Coding System (DPICS) Workbook:** This workbook was developed for use with the clinical manual of the fourth edition of the Dyadic Parent-Child Interaction Coding System (DPICS-IV) Clinical Manual. The aim is to provide coding exercises for clinicians and coders learning the DPICS. Trainees should use the workbook as one of several steps towards becoming a reliable DPICS coder.
- **PCIT Integrity Checklist:** The Integrity Checklist is located at the end of each assessment/teach/coach session in the Eyberg 2011 PCIT Protocol. New providers must complete the checklist for the first two families graduated and maintain a copy for their own file and place a copy in the agency file with appropriate signatures.
- **PCIT Skill Requirement Checklist:** A form that documents whether core elements of the PCIT model have been achieved by the New PCIT Therapist over the course of the first family graduated. The trainer will document core elements competed in the basic 40-hour training and the Regional Trainer or the WATer Trainer will document what the newly trained provider achieved within the 18 months following training or once two families are graduated with trainer satisfaction of model fidelity. (Appendix A)
- **Real-Time:** The observation of a PCIT session through a remote system that can transmit video images across a secure network.

### PCIT Model Fidelity Improvement Plan:

- **Technical Assistance (TA) Support Plan (Phase 1):** A written plan that is implemented when a therapist does not meet model fidelity successfully during the 18-month consultation and review period , or when there is a concern at any level of practice to the quality of the work being completed with a family. The TA applies to any PCIT therapist who demonstrates model drift. The TA is a plan implemented for approximately 90 days from the date the TA Support Plan is put into place. This TA plan is initiated by the Regional or WATer Trainer and is informally supported by your CA Regional Manager.  
**Formal Improvement Plan (FIP) (Phase 2):** A written plan that is a follow-up to the TA and implemented only if a therapist does not make satisfactory progress while in the TA Support Plan. After the initial 90 days, a FIP will be implemented, and the therapist enters a 90-day formal plan that is shared with the therapist, the agency affiliated with and the CA Regional Manager. At this point the CA Regional Manager is formally involved in all communications moving forward.

## A. New PCIT Therapist Requirements

The following activities will occur subsequently to and during the 18 months the PCIT Therapist is implementing the model as a newly trained Therapist. If the New therapist training requirements are not met within 18 months or by the end of the first two complete cases, and there have been sufficient cases to practice, the trainer will initiate a TA. (Please see Section E): Improvement Plans

New PCIT Therapist Requirements		
Activity	Who is Responsible	Quality Assurance Actions
1. Minimum Educational Requirement	New Therapist	Therapists are eligible to train in a 40-hour basic training if they hold: a master's degree or above in social services with an emphasis or focus on the treatment of adult and child mental health. Exceptions may be granted by the Regional Trainer in conjunction with Children's Administration if the trainee is in a credited school and seeking a master's degree. This pertains to all providers trained by either the Regional Trainer or the WATer Certified Trainer or Trainee in trainer ship per the PCIT International Trainer Guidelines.
2. Attend a 40-hour training	New Therapist WATer Trainer Regional Trainer	<b>WATer Trained:</b> 10 hours can be achieved through a PCIT nationally approved web course and the other 10 hours can be classroom focused. The remainder of the 20 hours must be completed in a co-therapy model for each newly trained PCIT hire. If the trainee does not meet fidelity within the 18-month trainer hours, the trainee is expected to work with the WATer Trainer until all skills are at criteria or at the agency's discretion. <b>Regional Trained:</b> 10 hours can be achieved through a PCIT internationally approved web course and 30 hours of face-to-face training with direct interactive practice of the skills taught during the training. PCIT International approves telehealth in times of crisis with assurance that the hours will count towards certification.

3. PCIT Cases	CA Agency New Therapist	Whether the WATer Trainer is certified or in trainer-ship, the WATer Trainer will ensure that new therapists will adhere to model fidelity using the current: 1) PCIT revised 2011 protocol; 2) DPICS Clinical Coding Manual; and 3) DPICS Clinical Workbook (4 <sup>th</sup> edition) in all PCIT family interactions.
4. New Therapist case reviews	New Therapist WATer Trainer Regional Trainer Supervisor	<p><b>WATer Trainer:</b> The new therapist, as the lead therapist, will conduct co-therapy with the WATer Trainer during the new therapist’s first case and their second case as needed. The co-therapy will be completed in person. The WATer trainer will co-coach and provide feedback before and after each co-therapy session. <b>Please note that co-therapy for the new PCIT therapist in training continues <u>ONLY</u> if the new therapist does not demonstrate criteria within the core 40 hours and the first two lead therapy case requirements to meet certification. In consultation with the Regional/Global trainer, the WATer and the agency will decide if the new therapist should continue to practice PCIT in the agency. The WATer trainer will focus on the skills the new therapist has not yet achieved to ensure the new therapist is able to successfully meet fidelity and practice with integrity. This focus of reaching the fidelity does not have to be with the same family. (Section E).</b></p> <p><b>Regional Trainer:</b> The Regional Trainer will review four videos within the first 18 months after the basic training or review the work via real-time. As needed, co-therapy is available from the Regional. Trainees trained by the Regional Trainer are inclusive to:</p> <ol style="list-style-type: none"> <li>1. CDI Teach</li> <li>2. CDI Coach 1</li> <li>3. PDI Teach</li> <li>4. PDI Coach 1</li> </ol> <p><b>Note: recommend taping all sessions for the first two cases.</b></p>

5. Training and Skill Requirements	New Newly Trained PCIT Therapist WATER Trainer Regional Trainer Supervisor	<b>Newly Trained PCIT Trainees:</b> must achieve an 80% score on the Treatment Integrity Checklist at the end of each session tape reviewed as the primary therapist to achieve model fidelity on the first two cases graduated. If less than 80%, the regional trainer will assess if the new PCIT therapist in training needs additional support. (Refer to Appendix A for the PCIT Skill Requirement Checklist.)
6. Consultation	Newly Trained PCIT Therapist WATER Trainer Regional Trainer	<b>Newly Trained PCIT Trainees:</b> must receive consultation through the co-therapy model if trained by a WATER and submit tapes if trained by a Regional Trainer: Consultation is required for all contracted PCIT therapist.
7. National or Local PCIT Conferences Booster trainings PCIT International videos	All PCIT Therapists	<ul style="list-style-type: none"> <li>• Attend a national and/or regional PCIT Conference attendance at a minimum of once every two years to remain current with the research and to keep Therapist skills and knowledge of PCIT current.</li> <li>• A yearly booster workshop - scheduled either “within program” from a Certified WATER Trainer or through the State Consultant. If the State Consultant schedules, boosters will be adjunct to the regional conference.</li> </ul> <p>PCIT International produced videos – “with-in program” trainees will review at the discretion of their WATER Trainer.</p>

**B. Experienced or Certified PCIT Therapist**

To be designated as an Experienced PCIT Therapist, an individual must be a practicing PCIT provider who has completed all training and skill requirements of a New Therapist and successfully graduated two families and passed all tape and live coach sessions with fidelity. The PCIT Skills Checklist must be filled out for each family graduated, approved for fidelity, and signed by a PCIT WATer Trainer or Regional Trainer Trainer/Consultant.

<b>Experienced PCIT Therapist Requirements</b>		
<b>Activity</b>	<b>Who is Responsible</b>	<b>Quality Improvement Actions</b>
1. PCIT Cases	Experienced or Certified PCIT Therapist	It is the responsibility of all PCIT Therapist to keep their agency WATer Trainer or administrators up to date on referral rates.
2. New Therapist case reviews/ Consultation	WATer Trainer Supervisor Experienced PCIT Therapist	With-in agency experienced Therapist will interact with their Agency WATer Trainer; Supervisor and/or Consultant and present cases individually or as a team monthly.
3. Treatment Integrity Checklists	Experienced PCIT Therapist	Once the New therapist has achieved fidelity and graduated two families successfully, or achieved certification status, the Experienced therapist is no longer required to keep on file a an Integrity Checklist after the successful graduation of two families but should continue to meet with the agency supervisor and/or consultant for a minimum of x2 a month and reference the checklist after each session to maintain fidelity and to acquire or maintain PCIT International certification if certification is the focus.
4. National and/or regional PCIT Conferences. Booster trainings. PCIT International videos.	Certified and/or Experienced PCIT Therapist	<ul style="list-style-type: none"> <li>Attend a national and/or regional PCIT Conference attendance at a minimum of once every two years to remain current with the research and to keep Therapist skills and knowledge of PCIT current.</li> <li>A yearly booster workshop - scheduled either “within agency” from a WATer Trainer or through the State Regional Consultant. If the State Consultant schedules, boosters will be adjunct to the regional conference.</li> </ul> <p>Regarding PCIT International produced videos – a “with-in agency” therapist can review at the discretion of the WATer Trainer to support the learning experience</p>

## C. WATer Trainer (formerly “Level 1 Trainer”)

WATer Trainees (“With-in Agency Trainees”) enters a Trainer-ship model when the 8-hour trainer course is completed. Following the 8-hour training course, the WATer Trainee in trainer-ship is entered into a 12-month Learning Collaborative with their Regional/Global Trainer that consists of monthly 1 hour consultation sessions and 2 tape reviews. Refer to Appendix B for trainer guidelines or [www.pcit.org](http://www.pcit.org).

PCIT WATer Trainer (With-in agency) Requirements		
Activity	Who is Responsible	Quality Assurance Actions
1. WATer Trainer Skill Requirements	WATer Trainer	Master’s degree or higher, or the international equivalent of a master’s degree in a child and adult mental health field or be a psychology doctoral student on predoctoral internship or a psychology trainee completing postdoctoral fellowship and treating families under the supervision of the predoctoral internship or postdoctoral site.
2. WATer Trainer Acceptance	WATer Trainer	<p>Prior to acceptance into the 8-hour WATer Trainer-ship course, the WATer Trainee must have successfully:</p> <ul style="list-style-type: none"> <li>Served as a PCIT therapist and graduated two families as lead, received certification as an experienced therapist and graduated a minimum of four PCIT cases to graduation under the criteria as defined by the 2011 revised PCIT Protocol.</li> <li>For three of those cases, the WATer applicant must have been the primary therapist.</li> </ul> <p>At the time of the trainer-ship application, the WATer trainee applicant must have served as the Primary therapist or supervisor within the past two years. (Appendix B)</p>
3. PCIT Cases	WATer Trainer	The WATer Trainer will keep agency administrators up to date on referral rates and instruct all trainees to adhere to model fidelity using the current PCIT 2011 revised Protocol and a current DPICS Clinical Coding Manual in family interactions.

4. WATer Trainer-ship Supervision/ Consultation Certification Requirement	WATer Trainer Regional Trainer Agency	To qualify for the WATer Trainer Traineeship, the Regional Trainer/Global Trainer approves a trainees' application with feedback and verification of education and experience.. To apply for PCIT International certification, the WATer Trainee will require a letter of endorsement from the Regional Trainer/ Global Trainer at the end of the trainer ship to apply for certification. (Appendix B or WATer Trainer guidelines at <a href="http://www.pcit.org">www.pcit.org</a> )
5. Co-Therapy Model	WATer Trainer New Therapist Agency	The co-therapy model is used to teach and model the PCIT skills in session and/or in "real-time" with the PCIT trainee. This "direct" teaching method gives the trainee case experience while under the direct observation and supervision of the WATer Trainer. (Appendix B or WATer Trainer guidelines at <a href="http://www.pcit.org">www.pcit.org</a> ).
6. Agency Requirements	Agency	The agency that the WATer Trainer is employed in will maintain appropriate space and equipment for PCIT. All PCIT therapist affiliated with the agency will serve clients within the age range of PCIT (2 to 7 years of age) to ensure the WATer Trainer and the WATer Trainer trainees are able to practice the skills with fidelity. The agency will allow time for the WATer Trainee's in trainer-ship to participate in monthly consultation (12 months) with the Regional Trainer. WATer Trainees in trainer-ship should train no more than two trainees at a time to provide direct co-coaching. To assess experienced status, refer to Appendix A.
7. WATer Trainer's responsibility to all new PCIT Therapist in training:	WATer Trainer New Therapist	Any new PCIT therapist in training within an agency led by a WATer Trainer must complete 20 hours of the training in a co-therapist model. The remaining 20 hours of the training can be completed at the discretion of the WATer Trainer.
8. Co-therapy sessions	WATer Trainer New Therapist	Co-therapy sessions are to occur between the WATer Trainer and the New PCIT therapist and must be completed in person. However, exceptions can be made if the New PCIT Therapist and the WATer Trainer are equipped with the technology to allow the WATer Trainer to observe the sessions in real time.

9. WATer Trainer Video Submission to Regional Trainer during the year-long learning Collaborative (LC)	WATer Trainer New PCIT Therapist	The WATer Trainer will demonstrate co-therapy/consultation skills in two videotaped sessions (CDI and PDI) during the yearlong trainer-ship (per PCIT International requirements) and send to the Regional Trainer for review. The sessions do not have to be of the same family. Videos consist of a pre-session discussion; the co-coaching of a PCIT family and a post-session discussion. The WATer Trainer must demonstrate co-coaching/consultation skills with fidelity for each segment received.
10. National and/or regional PCIT Conferences. Booster trainings.	WATer Trainer New Therapist	National and/or regional PCIT Conference attendance at a minimum of once every two years to remain current with the research and to keep the PCIT Therapist's skills and knowledge of PCIT current. A booster workshop - Boosters will be adjunct to the regional conference.
11. Facilitate a "within agency" booster workshop.	Agency WATer Trainer Regional Trainer	The WATer Trainer may coordinate a "within agency" booster workshop to meet the specific training needs of agency trained PCIT Therapists only.
12. WATer Trainer Certification Supervision/Consultation Requirement	WATer Trainer in Trainer ship Agency PCIT International	To qualify for the WATer Trainer Certification, the WATer Trainee must contact <a href="http://www.pcit.org">www.pcit.org</a> website for additional guidelines or review Appendix B.
13. PCIT Cases	Agency WATer Trainer CA	WATer Trainee's will carry a caseload and adhere to model fidelity using the current PCIT 2011 Protocols and a current DPICS Clinical Coding Manual.

## D. Regional Trainer (Formerly “Level 2 Trainer”)

The Regional Trainer is recognized both locally and nationally as a Certified Trainer/Consultant and a PCIT experienced Therapist. The Regional Trainer is an individual who has mastered National PCIT training and consultation guideline standards and has satisfied agency and state requirements to function as a Trainer/Consultant/Therapist under a Washington State PCIT contract with the Children’s Administration with expertise in successfully graduating over ten PCIT families (120 – 200 hours of direct coaching) and adhering to model fidelity and treatment integrity.

<b>State Level 2 Trainer(Regional Trainer)</b>		
<b>Activity</b>	<b>Who is Responsible</b>	<b>Quality Assurance Actions</b>
1. PCIT Cases	Regional Trainer	The Regional Trainer will carry a caseload.
2. Schedule PCIT New Therapist trainings.	Regional Trainer	The Regional Trainer will provide the initial required PCIT trainings, including feedback to new trainees, review of tapes, live coach sessions, remote coaching and initiation of consultation calls with the new PCIT therapist for 1-hour x1/monthly. Live coach or real-time may be initiated as well.
3. Coordinate statewide New Therapist trainings, booster workshops and PCIT regional conferences.	Regional Trainer	The Regional Trainer will initiate and facilitate larger scale state-wide trainings, boosters, and conferences to support fidelity and Therapist knowledge of the PCIT Model.
4. Statewide Consultation	Regional Trainer	<p>The Regional Trainer will consult with CA Headquarters; CA Regional EBP Leads, community contracted agencies and statewide PCIT Therapist to support fidelity and Consumer/Therapist knowledge of the PCIT Model.</p> <p>The Regional Trainer will function as a resource and consultant to New PCIT Therapist Experienced/Certified PCIT Therapist,. WATer Trainers and WATer Trainee’s as stated in each category above.</p>
5. National Consultation	Regional Trainer	<p>The Regional Trainer must remain in active contact for a minimum of 1-hour x2/yearly with a Global Trainer for the duration of certification.</p> <p>The Regional Trainer must follow the PCIT National Trainer Guidelines for all PCIT Therapist levels.</p> <p>The Regional Trainer is to remain abreast of recent research and model updates on a national level and attend National and Local Trainings. The Regional will sponsor Local Trainings in Washington State for all newly, certified and WATer PCIT Therapist.</p>

## E. PCIT Improvement Plans

**As Needed:** If any provider, DCYF contracted, does not demonstrate skill mastery of the PCIT Intervention and had not achieved after an initial training or fails to maintain model fidelity after a video or live coach observation, the Certified WATer Trainer or (in the absence of a Certified WATer Trainer) the Regional Trainer will initiate a TA Support Plan after discussing the fidelity drift with the New or Experienced PCIT Therapist and the immediate supervisor or agency director.

TA Improvement Plan		
Activity	Who is Responsible	Quality Assurance Actions
<p><b>TA Support Plan</b> (Not to exceed 90 days)</p>	<p>Certified WATer Trainer or Regional Trainer PCIT Therapist</p>	<p>The plan may include one or more of the following:</p> <ol style="list-style-type: none"> <li>1. Additional fidelity monitoring to include video reviews; live coaching and/or additional training.</li> <li>2. The Therapist will report weekly to the initiator of the plan in person, by email or through videotapes depending on the trainer preference.</li> <li>3. The TA plan will be shared with the Agency Supervisor and PCIT Therapist. The Certified WATer Trainer or Regional Trainer will evaluate the success of the TA Support Plan by the review date identified in the letter to the Therapist.</li> <li>4. The CA authorizes the Regional Trainer to initiate a TA plan if the Therapist is a Certified WATer Trainer and/or WATer Trainee in Trainer ship.</li> </ol> <p>On all levels, if satisfactory progress is demonstrated under the informal plan, the file is closed. If not, a Formal Improvement Plan (FIP) will be initiated in writing and at this point failure to reach progress is shared with the CA regional EBP Lead as well as the Agency Supervisor and PCIT Therapist.</p>

FIP Improvement Plan		
Activity	Who is Responsible	Quality Assurance Actions
<p><b>Formal Improvement Plan (FIP) starts on the day the letter is sent</b> (Not to exceed 90 days)</p>	<p>PCIT Therapist Supervisor WATer Trainer CA Regional EBP Lead (Regional Trainer in the absence of a WATer Trainer)</p>	<p>WATer or Regional Trainer informs the CA Regional EBP contractor, PCIT Therapist and Therapist's Supervisor of the FIP. The FIP starts on the date of the letter sent to the Therapist and will include a written outline of additional requirements necessary to meet model fidelity. The Therapist will be instructed to meet weekly and report progress accomplished to the initiator of the FIP and incorporates all feedback to satisfaction for 90 days.</p> <p>Within one week of the 90 days FIP period ending, the initiator of the FIP will submit a final report to the CA regional manager for necessary follow-up with the PCIT Therapist and Therapists' immediate supervisor. The CA regional manager over the agency will make final recommendations and inform Certified WATer Trainer or Regional Trainer of the outcome.</p>

## PCIT Skill Requirement Checklist

### APPENDIX A:

<b>Therapist:</b>		
<b>Agency:</b>		
<b>Date of PCIT Training:</b>		

The following are core skills of PCIT. Each skill must be accurately demonstrated and signed off by a PCIT Consultant or Agency Lead. If the agency lead is a supervisor or WATer Trainer: Therapist skill levels must be demonstrated through co-therapy or real-time and regular consultation sessions. If Regional Trainer/Global Trainer is the lead Trainer: Demonstration of fidelity may be completed via videotape or in a live session. Completion of this form with signatures is the responsibility of the Therapist.

Competency	Date	Sign
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#### PCIT ASSESSMENT / DPICS SKILLS

Achieved 80% on written DPICS quizzes		
Achieved 80% reliability during 5-minute live coding or with a criteria tape		
Administered, scored, and interpreted the ECBI correctly		
Used DPICS coding data to develop session goals and to guide coaching		

#### CDI SKILLS

Met the parent criteria		
Performed CDI Teach		
Used child's problem behaviors to identify		
Demonstrated effective		

#### PDI SKILLS

Accurately met parent PDI skill criteria		
Accurately explained House Rules procedure		
Accurately explained Public Behavior procedure		
Accurately conducted in vivo Public Outing		

Performed PDI Teach with actual client with 90% treatment integrity		
Explained PDI (minding practice, time-out) to the child during PDI session		
Demonstrated effective PDI coaching with actual client		

**PCIT GENERAL SKILLS AND CASE REQUIREMENTS**

Determined client’s appropriateness for PCIT		
Determined appropriate guidelines met for graduation		
Structured opening and closing of sessions – including check-in, homework review/assignment, feedback on skills, and time management		
Participated in 75% of group consultation sessions for 1 year (minimum ten if x1 a month out of twelve consults) Minimum 22 if x2 a month out of twenty-four consults)		
Completed 2 PCIT cases as primary provider		

**Please Note:** When the first two Skill Requirement checklists are completed on two families, present the completed forms to the Trainer/Consultant for signature. The Trainer/Consultant will send the Therapist a signed original and retain a copy. It is recommended that the agency retain a copy in the Therapist’s files. The PCIT Therapist should retain the original form for recordkeeping. After successful graduation of two families with fidelity, tapes, real-time or co-therapy sessions are no longer required once the Therapist reaches 80% fidelity on the PCIT Skill Requirement checklist and can independently become a lead therapist with a family and seek certification. The exceptions are if there are concerns from the consultant, the agency or the community that warrant additional reviews or an FIP.

## WATER Training Requirements

### APPENDIX B:

#### Purpose:

The purpose of the PCIT WATER Trainer training program is to allow organizations to create a sustainable and viable PCIT program without relying on outside trainers to train organizational staff.

#### WATER Trainer Trainer-ship Course Requirements:

WATER Trainer applicants must meet all training requirements for certification as a WATER per the PCIT International requirements ([www.pcit.org](http://www.pcit.org)) prior to being eligible to participate in the WATER Trainer Trainer-ship program. Please refer to the Training Requirements for Certification as a WATER (“within Program Trainer”) document found on the PCIT website [www.pcit.org](http://www.pcit.org). Once the WATER Trainer trainee has been approved to take the WATER Trainer Trainer-ship course, the following requirements must be met to become a WATER Trainer:

#### WATER Trainer Responsibility:

1. Participate in the 8-hour WATER Trainer trainer-ship course and 12 months of once a month, hour-long consultation with a Global Trainer or Level II Trainer (Regional Trainer):
2. WATER Trainer to provide training and supervision/consultation to PCIT Therapist trainees in the WATER Trainer organization/location:
  - a. Provide 40-hour training which includes a **minimum** 20 hours of co-therapy
  - b. WATER Trainers will provide a minimum of 20 hours of co-therapy with each new PCIT provider trainee trained for up to two families.
    - i. Co-therapy with one PCIT case (through graduation). As the parent reaches criteria, the WATER Trainer lead is coaching only 51% of the time.
    - ii. Co-therapy with one PCIT case where the PCIT provider trainee is the lead therapist, and the WATER Trainer is the co-therapist.
    - iii. Once the PCIT provider trainee meets fidelity as a PCIT therapist, co-therapy will not be required.
  - c. Complete PCIT supervision/consultation to at least one PCIT therapist-in-training while consulting with a Global Trainer or Regional Trainer. Implement the PCIT protocol with fidelity with therapist-in-training during co-therapy sessions.
  - d. Demonstrate competency in maintaining a working alliance with supervisee/therapist trainee through sensitive and effective methods of training.
    - i. Follow the WATER Trainer Training guidelines as written.
    - ii. Maintain a “Within Program” training model. PCIT International created the “Within Program” WATER Trainer model to allow program sustainability. WATER’s are to train and consult within their own agency program ONLY.

#### Agency requirements:

1. Provide and maintain appropriate space and equipment for PCIT.
2. Serve clients within the age range of PCIT (2 to 7 years of age).
3. Allow time for WATER Trainer trainees to participate in monthly consultation (12 months) with a Global Trainer or Regional Trainer.
4. Allow time for the WATER Trainer trainees to supervise/consult with and complete co-therapy session (refer to the co-therapy model below) with each new PCIT provider trainee trained for up to two families.

## WATER Trainer Training Requirements

### Co-Therapy Model

1. The Co-therapy model is to teach and model the PCIT skills in session, in “real-time” with the PCIT provider trainee. This “direct” teaching method gives the trainee case experience while under the direct observation and supervision from the WATER Trainer. The co-therapy model involves seeing clients with a trainee in a co-therapy model in real-time or in person. The WATER Trainer initially takes the role of lead therapist with the expectation that the first case will be led by the WATER Trainer and the second case will be led by the PCIT trainee.
  2. WATER Trainers are responsible for instructing trainees in therapy, procedure, and implementation of PCIT
  3. Trainees are responsible for collecting/scoring measures; maintaining client records; completing additional exercises, readings.
  4. The WATER Trainer is responsible for sending the Regional Trainer or Global Trainer two videos of a co-therapy session: one of a CDI co-therapy session and one of a PDI co-therapy session.
  5. PCIT WATER trainees are allowed to videotape a session ONLY if the WATER Trainer’s absence from the co-therapy session is unavoidable (unexpected illness). However, there is an expectation that the PCIT WATER trainee and the WATER Trainer will review the videotape **prior to** the next PCIT co-therapy session.
- **Lead Therapist Responsibilities**
    - Direct the course and content of each session (i.e. do most of the talking)
    - Be the primary coach
    - Code DPICS, check reliability
    - Discuss session with co-therapist (before and after)
    - Read session outlines and associated materials before sessions
    - Complete DPICS workbook and code along-side the trainee in the session
    - Gather necessary materials (homework sheets, etc.) for each session
    - Assist with technology (set up camera, etc.)
    - Provide an opportunity to discuss theory of PCIT, application in areas of adherence to protocol, adapting to individual family needs, coding, and coaching

### **Global Trainer or Regional Trainer Responsibilities to the WATER Trainer:**

The Global Trainer or Regional Trainer will provide written feedback on each video or real time session reviewed about the content and style of the WATER Trainer applicant’s competence in supervision/consultation and will determine whether additional session observations are necessary to document adequate skill for the WATER Trainer applicant. The Global Trainer or the Regional Trainer will assess a co-therapy model approach to the WATERs interaction to their trainee and will ask the following questions in the video or real time reviews:

- a. Did the WATER Trainer take PRIDE in their supervision/consultation with Trainee?
- b. Was the WATER Trainer Positive, Respectful, Involved, Descriptive and Honest in the feedback and able to give valid examples based on the trainee’s actual session being presented?

### **WATER Trainer Expectations:**

For the PCIT Therapists trained under a WATER Trainer to get certified as a PCIT Certified Therapist, the WATER Trainer must have met all the Trainer-ship training and supervision requirements, received a letter of endorsement from their Regional or Global trainer, completed the WATER Trainer Application and received approval and certification from PCIT International. For additional information go to [www.PCIT.org](http://www.PCIT.org)