

# Service Design Site Visit Report

Trustees of Indiana  
Indianapolis, Indiana



Dates of Site Visit: April 8–9, 2014

◆ SBIRT ◆

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Prepared for the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration, Center for Substance Abuse Treatment



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# Trustees of Indiana

<b>Grantee Name</b>	Trustees of Indiana
<b>Grantee Phone Number</b>	317-278-6704
<b>Address</b>	980 Indiana Avenue, Room 2232, Indianapolis, IN 46202
<b>Site Visit Dates</b>	April 8–9, 2014
<b>Program Name</b>	Advancing Multidisciplinary Education for Screening, Brief Intervention, and Referral to Treatment (SBIRT)
<b>Grant TI Number</b>	TI 25375
<b>SAIS Number</b>	TA 3848
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Grantee Project Sites Visited	
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Indiana University School of Nursing	1111 Middle Drive, Indianapolis, IN 46202

## Grantee Project Sites Visited

Indiana University School of Medicine

340 West 10th Street, Suite 6200, Indianapolis, IN 46202

## Executive Summary

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Indiana University (IU) is 1 of 14 sites recently awarded a screening, brief intervention, and referral to treatment (SBIRT) training grant by the Substance Abuse and Mental Health Services Administration (SAMHSA). The purpose of the grant is to develop and implement a training program in both didactic and practice settings to teach health care professionals—including medical residents and nursing and social work students—the skills necessary to provide SBIRT to individuals at risk for substance use disorders. The intended outcome is to increase the adoption and practice of SBIRT throughout the health care delivery system.

The IU SBIRT program—Advancing Multidisciplinary Education for SBIRT—aims to customize, implement, and evaluate SAMHSA’s SBIRT curriculum in its health professional programs for social work, nursing, and medical residency. The program anticipates training 60 master of social work students, 60 family nurse practitioner students, and 50 medical residents over the 3-year grant period.

The site visit team conducted an implementation site visit to the IU SBIRT program on April 8–9, 2014, to assess the strengths of the SBIRT program and engage the grantee in a continuing improvement process supported by technical assistance, as approved by SAMHSA. The team met with core program staff participating in SBIRT implementation. The site visit team received an overview of the implementation plan and training approach for each discipline, viewed a sample of the module content, and discussed evaluation processes and plans for sustainability. The team also toured the settings where SBIRT training and assessment will occur.

The SBIRT training grant was awarded September 1, 2013, and development of the online curriculum modules and training materials is nearly complete. SBIRT training will be integrated into select courses in IU’s social work, nursing, and medical residency programs. Implementation will begin in June 2014 in the School of Social Work, followed by the School of Nursing and the College of Medicine in fall 2014.

While the grantee has developed a solid foundation for training students and residents on the SBIRT model, it may be beneficial to add a more substantial training plan for faculty and community partners. IU SBIRT will have more than 50 sites for student and medical resident internships and field placements. Because preceptors’ familiarity with SBIRT is uncertain, it will be beneficial to train the preceptors and field supervisors at student placement sites. This will facilitate assessment of SBIRT proficiency and increase buy-in for the program and its integration in practice settings. It was also suggested IU SBIRT provide students with referral resources (e.g., a referral toolkit) containing a list of drug treatment centers throughout Indiana.

Although the evaluation process has not started, IU SBIRT has a well-developed evaluation plan. The program will use Typhon, a student tracking operations application, as part of its evaluation strategy to facilitate electronic tracking of students’ progress. Typhon is integrated in the

nursing program, and IU SBIRT is working toward integrating it in the social work program. Government Performance and Results Act questions are embedded within the Typhon screening form. Once the curriculum is fully integrated, the program plans to use the collected data to monitor implementation and training strategies. Medicine will continue to document SBIRT activities as they do now based on the foundational work of the Medicine Residency and Indiana state SBIRT grants. Data from both sources will be collated and analyzed together.

Upon award of the grant, the social work and nursing PI and co-PI joined the existing Steering Committee that serves the Medicine Residency and Indiana state SBIRT grants. The committee, which meets bi-monthly, has served as the council of directors for the training grant, providing general oversight and curricular review. The current committee includes representatives from the nursing, social work, and medical residency programs, as well as hospital and community mental health center representatives. Based on the grant requirements and on the recommendation of the site visit team, a formal and named council should be created and include the above stated representatives as well as students from each of the three disciplines. The site visit team suggested forming a working group composed of members of the State Policy Steering Committee, the Council of Residency Directors, and the program's council of directors to collectively address sustainability.

To disseminate and diffuse SBIRT throughout the community, IU SBIRT plans to make the Web-based SBIRT training modules publicly available. Program staff will work closely with organizations such as the Indiana Primary Health Care Association, the Indiana State Nurses Association, the Indiana Chapter of the National Association of Social Workers, the Indiana Addictions Issues Coalition, and the Indiana State Medical Association to achieve targeted dissemination of the Web-based training.

# Grantee Overview and Environmental Context

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**I**ndiana University (IU) is 1 of 14 sites recently awarded a Screening, Brief Intervention, and Referral to Treatment (SBIRT) training grant from the Substance Abuse and Mental Health Services Administration (SAMHSA). The purpose of the grant is to develop and implement a training program in both didactic and practice settings to teach health care professionals—including medical residents and nursing, social work, and counseling students—the skills necessary to provide SBIRT to individuals at risk for substance use disorders (SUDs). The intended outcome of the grant is to increase the adoption and practice of SBIRT throughout the health care delivery system.

The IU SBIRT program—Advancing Multidisciplinary Education for SBIRT—is a combined effort among IU’s social work, nursing, and medical residency programs. The School of Social Work has a strong history of placing advanced clinical master of social work interns in a variety of settings to gain experience working with diverse populations. The settings include behavioral health clinics, primary care clinics, hospitals, substance abuse clinics, schools, residential facilities, family preservation and reunification sites, child service agencies, and the State Veterans Affairs system. The School of Nursing graduate students’ clinical practicum venues include community sites, migrant and rural health centers, local and State health departments, prisons, schools, and other locations where underserved populations are the focus of care. The School of Medicine hosts large internal medicine residency programs and a medicine-pediatrics residency program. The program anticipates training 60 master of social work students, 60 family nurse practitioner students, and 50 medical residents over the 3-year grant period. The current Indiana Medical Residency grant is in its final year and has trained more than 370 residents. Residents will continue to receive training through the IU SBIRT Medical Professional Training grant.

## 1. Site Visit Overview

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The IU SBIRT training program is currently in its implementation phase. Past experience has shown that most departures from the expectations of the request for application occur in the first year of implementation. To support grantee success and address challenges early, implementation site visits are being completed within 6 to 9 months of project initiation. The site visit teams consist of previously successful SBIRT implementers (peer consultants) and technical assistance contract staff (JBS International, Inc., and Alliances for Quality Education). The teams observe and report on grantee implementation progress and provide technical assistance, when appropriate, to enhance program success through the life of the grant.

On April 8–9, 2014, the site visit team met with the core IU SBIRT staff and collaborators. The purpose of the site visit was to conduct an onsite assessment of program strengths and to



engage the grantee in a continuing improvement process supported by technical assistance, as approved by SAMHSA. The site visit process included the following:

- ▶ Met on site with core project staff, professors and trainers from each academic discipline participating in SBIRT implementation, key community partners, and the project evaluator
- ▶ Reviewed grant implementation activities to date, including a sample of the training module content
- ▶ Discussed evaluation processes and plans for sustainability
- ▶ Visited SBIRT implementation sites and interviewed faculty and staff

The site visit began with a welcome and introduction of key program staff, including the Principal Investigator, Co- Principal Investigator, and project coordinator. The team then met with staff from the Indiana Prevention Research Center (IPRC) and Midtown Community Health Center (Midtown CMHC) — two programs that will assist with evaluation and operation of the SBIRT training program. The Co-Investigator from the School of Medicine also participated in the morning discussion. This was followed by a tour of the outpatient care clinic. In the afternoon, the team received an overview of project planning and implementation activities to date and the program’s approach to training students and residents. Co-Investigators from the School of Social Work and the School of Nursing, who are working on the web curriculum, also participated in the afternoon session.

On the morning of April 9, the team observed a motivational interviewing training that included participants from the Schools of Social Work, Nursing and Medicine. This was followed by a meeting with the steering committee (preliminary council of directors that is not yet fully formed) to discuss sustainability strategies. The site visit wrapped up with a discussion of evaluation activities and a debriefing with the SAMHSA Government Project Officer, Erich Kleinschmidt.

## 2. Program Vision and Design

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Over the course of the 3-year training grant, the IU SBIRT program will customize, implement, and evaluate its SBIRT training curriculum for graduate students and medical residents in its social work, nursing, and medical residency programs. The program aims to integrate SBIRT in select courses across the State of Indiana, create tailored Web-based educational modules, and conduct face-to-face Motivational Interviewing training. The anticipated long-term outcome is that students will integrate SBIRT into their clinical practice.

Specific objectives of the IU SBIRT program are to—

- ▶ Build the capacity of Indiana’s health care professionals to provide SBIRT services through education.
- ▶ Promote systematic educational change at Indiana University.

Using the SAMHSA SBIRT core curriculum as a guide, IU SBIRT grant team members are developing a three-module training curriculum to be implemented across disciplines. The training will include presentation of the information via online learning modules, modeling of the techniques learned in the didactic portions of the training, and demonstration of proficiency in delivering SBIRT with the goal of increasing use of the SBIRT model in practice after graduation.

The curriculum includes the following:

- ▶ Foundational Web-based modules
  - Prevalence and consequences of substance use and abuse
  - Substance use screening tools
  - Brief intervention procedures and evidence of their effectiveness
  - Training for referral and resources for addiction treatment services
- ▶ Motivational interviewing
  - Live training event
  - SBIRT practice
  - Real/role-play

Upon completion of the modules, students are expected to begin implementation of SBIRT in their respective practice settings. Students will receive a 1-hour booster motivational interviewing training 2–3 months after implementation.

### 3. Grantee Leadership

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The core IU SBIRT team is composed of the principal investigator (PI), co-principal investigators, co-investigators, a project coordinator, and a project evaluator. Under the direction of the PI, the team is developing content for the SBIRT training modules and developing plans and tools for evaluation of the program. As the trainings are rolled out, the core team will work to ensure successful inclusion of the SBIRT curriculum in established school and training program curricula. They will also make continual improvements to training content and format, as dictated by feedback and data from evaluation activities.

As stated previously, IU SBIRT has not yet formally developed a council of directors, which is a grant requirement; however, the program has experienced staff from the Indiana State SBIRT and Medical Residency grants serving on the Indiana State Policy Steering Committee and has been essentially functioning as a council of directors. During the site visit, IU SBIRT convened a meeting with the preliminary council of directors. Although there are advantages to having the State Policy Steering Committee involved in the IU SBIRT program, the program needs to formulate its own council of directors to meet the grant requirement. The site visit team advised IU SBIRT to form a council of directors composed of school curriculum development personnel, school administration representatives, and clinical practice/field experience supervisors from the nursing, social work, and medical residency programs. The program may also consider including members from the State grant and the training sites. The council of directors should assist the project director in overcoming institutional barriers to implementation of the SBIRT curriculum, monitoring progress, reviewing and approving semiannual reports for SAMHSA, and developing plans to sustain the SBIRT curriculum after the grant ends. The site visit team also suggested forming a working group that includes the State Policy Steering Committee, the Council of Residency Directors, and the program's council of directors to promote and disseminate the SBIRT training curriculum throughout the State's health care delivery system.

## 4. Implementation Plan

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Project implementation is expected to occur in three phases. Activities planned for phase 1—project planning, start up, and curriculum development—include establishment of a council of directors and development of a training plan. Activities planned for phase 2—operations—will include training medical residents, master of social work students, and nurse practitioner students. Activities planned for phase 3—phase out/transition—include implementation of sustainability practices and dissemination of model programs to other sites.

The SBIRT curriculum is also planned to be implemented in several phases. The primary SBIRT training will be incorporated into social work and nursing core courses in three steps:

1. Health care practitioners (HCP) will be required to complete the first of three interactional Web-based modules on their own time prior to step 2.
2. HCPs will complete a half-day workshop, to be offered twice per month on different days of the week over a 3–4-month period, during which they will train across programs and disciplines. The program directors will assign HCPs to sessions. The workshop will include an introduction to SBIRT and opportunities for HCPs to role-play and/or real-play as both patients and HCPs.
3. HCPs will be responsible for using SBIRT in their practice (practicum for master of social work and nurse practitioner students and clinics for residents) as part of the health and

physical assessment for new patients and as a component of the annual health assessment for existing patients.

Faculty members in social work and nursing have longstanding relationships and partnerships with preceptors throughout Indiana. Preceptors working with students during the grant period will be encouraged to attend a seminar immediately following field supervision training to review the SBIRT objectives and goals, and the impact of Motivational Interviewing to expand their own practice skills and support students using SBIRT in clinical settings.

Development of the online curriculum modules and training materials is nearly complete. SBIRT training will be integrated into select courses in IU's social work, nursing, and medical residency programs. Implementation will begin in June 2014 in the School of Social Work, followed by the School of Nursing and the College of Medicine in fall 2014.

## 5. Community Linkages, Partners, and Participation

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One objective of the IU SBIRT program is to promote systematic educational change at IU. The project has identified two community partners with which it will collaborate to achieve this objective and reach professionals throughout the State's health care delivery system—IPRC and Midtown CMHC.

IPRC will provide all evaluative functions for the program. This provider has experience evaluating federally funded programs and is currently evaluating multiple Federal projects including the IU Medical Residency program and Indiana's State SBIRT grant.

Midtown CMHC is a major provider of addiction services for Marion County, the largest county in Indiana. Moreover, students and residents regularly complete a portion of their clinical training in the Midtown CMHC system. Midtown CMHC will train faculty, medical residents, and master's-level social work and nursing students in motivational interviewing and link referrals to substance abuse treatment providers.

## 6. Client Outreach, Recruitment, and Referral

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To increase the number of health care professionals trained to address the needs of persons at risk for SUDs, IU SBIRT plans to use the train-the-trainer model. Through SBIRT training and practice, it is expected graduates will use this approach, and model the approach for colleagues, in their respective practice settings. The program will facilitate and support their

leadership skills to make SBIRT standard practice throughout the State. Moreover, the Web-based modules will be publicly available upon request, and training manuals and teaching materials will be shared and modified as needed.

Outreach will also be facilitated via teleconferences, allowing trainings to be offered throughout the State. Additionally, the program will conduct regional trainings to disseminate SBIRT practice in local systems of care.

## 7. Affordable Care Act Readiness

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IU SBIRT is training the next generation of the health care workforce in the skills and practices necessary to successfully adapt to the changing health care delivery system. This includes clinically preventative screening and intervention, interprofessional team-based approaches to service delivery, coordination of care, evidence-based practices, use of electronic health records, and data to inform clinical decision making.

## 8. Sustainability Planning

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The IU SBIRT program has taken a multidisciplinary, collaborative approach to the implementation of its SBIRT training grant. Grant team members have obtained buy-in and commitment from the professors and clinical faculty across all levels in the various disciplines of the health professional programs. The SBIRT program also has the full support of the deans and the directors of the specialty areas in all three schools.

The SBIRT trainings will be fully integrated into the curricula of the social work, nursing, and medical residency programs. The council of directors will be responsible for constructing a strategic plan to ensure sustainability, and two principal investigators will oversee the program and provide stability over time.

## 9. Grantee Evaluation

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To assess the overall effectiveness and quality of the IU SBIRT training, the team will use several evaluation tools to be administered to students at various times throughout the training process. The evaluation team will integrate the Car Relax Alone Forget Friends Trouble (CRAFT) and Alcohol Use Disorders Identification Test (AUDIT) into Typhon. These tools are already a part of the EHR system used by the medicine residents. Typhon is an educational electronic charting system that increases students' skills related to informatics competencies and simplifies data collection of patient encounters.

The training will utilize four measurement tools. Prior to any SBIRT education, program participants will complete a pre-training assessment electronically. This assessment will be tied to access to the initial Motivational Interviewing interactive web training module. At the time of administration, program participants will be asked to provide their most frequently used e-mail address and will be assigned a program participation number by the evaluator. These data will be used to link responses throughout the program. Then, the Baseline Training Satisfaction Tool (BTST) and additional evaluation questions will be administered in a paper format by project staff immediately following the initial face-to-face training. Thirty days following the collection of baseline data, these individuals will receive a form letter via e-mail asking them to complete the Follow-up Training Satisfaction Tool (FTST) and additional evaluation questions using a Web link. Individuals failing to respond within 1 week will receive an electronic reminder, and if they still do not respond a supervisor in their educational program will ask them to complete the FTST. Data from the BTST and FTST will be entered into the Services Accountability Improvement System within 7 days of data collection, per grantee requirements. One year post-graduation, the evaluators plan to collect data from program participants as well, though this will occur outside of the duration of the grant.

# Strengths and Considerations for Action

## Program Vision and Design

### STRENGTHS

- IU SBIRT is using the SAMHSA core curriculum to tailor the Web-based curriculum proposed.
- The program will use interactive Web-based training.

### CHALLENGES

- None noted

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	None noted			

## Grantee Leadership

### STRENGTHS

- The program involves staff from previous and currently funded SAMHSA SBIRT grants.
- IU SBIRT is composed of staff from each targeted discipline (medicine, nursing, and social work).
- The program has members from the Indiana State Policy Steering Committee involved with the grant.

### CHALLENGES

- The program has not formed a functional council of directors.

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	The program can use members of the Indiana State Policy Steering committee to form the council of directors and develop a strategic sustainability plan.	X	X	

## Implementation Plan

### STRENGTHS

- Training sites are varied throughout the State.
- Members of the project staff have existing, longstanding relationships with community preceptors.

### CHALLENGES

- Training of preceptors has not occurred.

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	The program may want to consider training the preceptors to increase buy-in among the training sites.	X	X	

## Community Linkages, Partners, and Participation

### STRENGTHS

- The program is collaborating with two highly experienced community partners—IPRC and Midtown CMHC—to reach professionals throughout the State's health care delivery system.

### CHALLENGES

- None noted

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	None noted	X	X	



## Client Outreach, Recruitment, and Referral

### STRENGTHS

- IU SBIRT will make Web-based modules, training manuals, and teaching materials available outside the program to expand SBIRT outreach.
- Teleconferences will be used to facilitate training throughout the State.

### CHALLENGES

- None noted

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	Note noted			

## Affordable Care Act Readiness

### STRENGTHS

- None noted

### CHALLENGES

- None noted

Potential Enhancements		Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	Note noted			

## Sustainability Planning

### STRENGTHS

- Buy-in and commitment have been obtained from the professors and clinical faculty across all levels in the various disciplines.
- The program has the full support of the deans and the directors of the specialty areas in all three schools.

### CHALLENGES

- The program has not formed a functional council of directors.

	Potential Enhancements	Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	The program needs to form a council of directors to focus on a strategic plan for sustainability.	X	X	

## Grantee Evaluation

### STRENGTHS

- IU SBIRT has experienced evaluators from previously funded SBIRT programs.
- The program has a well-developed evaluation plan.
- The evaluation team will use several evaluation tools to assess the overall effectiveness and quality of the training including the CRAFFT, AUDIT, BTST, and FTST.

### CHALLENGES

- None noted

	Potential Enhancements	Grantee Resources To Be Used	Will Request TA From CSAT	Information Requested
1	Note noted			

## Abbreviations and Acronyms

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AUDIT	Alcohol Use Disorders Identification Test
BTST	Baseline Training Satisfaction Tool
CRAFFT	Car Relax Alone Forget Friends Trouble
FTST	Follow-up Training Satisfaction Tool
HCP	health care practitioner
IPRC	Indiana Prevention Research Center
IU	Indiana University
Midtown CMHC	Midtown Community Mental Health Center
SAMHSA	Substance Abuse and Mental Health Services Administration
SBIRT	Screening, Brief Intervention, and Referral to Treatment
SUD	substance use disorder