
CHAPTER 42: MULTI-SYSTEMIC THERAPY

SECTION 42.5: STAFFING AND TRAINING**PAGE(S) 4**

STAFFING AND TRAINING

The Bureau has established staffing requirements to maintain an adequate level of effective, efficient, and professional services. The provider must ensure that the staff members possess the minimum requisite skills, qualifications, training and provide supervision and coverage in accordance with the requirements described in this manual chapter.

Appropriate staffing must be available to adequately implement the recipient's service plan.

Licensed behavioral practitioners must provide clinical services and supervision in accordance with their scope of practice. All practitioners must hold an unrestricted Louisiana license.

Staffing Requirements

Staffing for MST services shall be comprised of no more than one-third bachelor's level staff and at a minimum, two-thirds licensed master's level staff. MST team members must include, at a minimum:

- Masters level clinical supervisor who is an independently licensed behavioral health professional; and
- Licensed masters, non-licensed masters or bachelors level behavioral health staff able to provide 24 hour coverage, seven days per week.

NOTE: All degrees must be from a nationally accredited institution of higher education as defined in Section 102(b) of the Higher Education Act of 1965, as amended.

Staff Licensing and Responsibilities

Mental/Behavioral Health Practitioners

Licensed master's level may perform all therapeutic interventions and supervision of non-licensed staff.

Non-Licensed master's level and bachelor's level may *not* provide clinical supervision and must be supervised by a licensed master's level practitioner for all clinical activities.

CHAPTER 42: MULTI-SYSTEMIC THERAPY

SECTION 42.5: STAFFING AND TRAINING**PAGE(S) 4**

MST Supervisors

PH.D level or Licensed Master's level mental/behavioral health practitioners may perform as MST supervisors.

MST Supervisors must:

- Conduct weekly group supervision for MST team to assure adherence to MST principles and the MST analytic process;
- Conduct individual supervision as needed to target clinician competency needs and to remove individual barriers to effective implementation of MST treatment;
- Assure appropriate documentation of clinical effort to allow for peer and supervisory input, and to meet all reporting and communication needs of funding and referral sources;
- Provide supportive and corrective feedback to clinicians to promote client outcomes.
- Provide administrative support targeting in systemic barriers to treatment success;
- Assure availability of clinical and administrative support to clinicians 24 hours/day, 7 days/week;
- Assure therapist accessibility to clients when needed at times most likely to promote engagement;
- Assure that clinicians achieve engagement with all key participants;
- Provide direct clinical training to assure clinician competency in all clinical areas relating to the implementation of MST interventions.

Assure all assessments are comprehensive, multi-systemic, and provide adequate information to determine the causes and correlates to referral behaviors to direct effective treatment within the ecological context.

NOTE: Supervision, following MST supervisory protocol, shall be provided to team members on topics directly related to the needs of MST recipients and their families ongoing. Additionally, a minimum of one-hour local group supervision per week and one hour of telephone consultation per week with an MST systems supervisor is required.

CHAPTER 42: MULTI-SYSTEMIC THERAPY

SECTION 42.5: STAFFING AND TRAINING**PAGE(S) 4**

MST Therapists

MST Therapist must have a master's degree in psychology, social work, counseling or a related subject area. Although a master's degree is preferred, a **bachelor's degree** in social work, counseling, psychology or a related human services field **and at least 3 years of experience working with the target population (youth and their families)** is allowed. However, a master's degree is preferred.

MST Therapist must:

- Conduct MST assessment including review of referral information, identifying and engaging key participants, identifying systemic strengths and weaknesses, and developing an analysis of the fit of problem behaviors within the ecological context.
- Engage primary caregiver and other key participants in active change-oriented treatment by identifying and overcoming barriers to engagement.
- Implement a problem conceptualization, treatment planning, intervention implementation, and outcome review and strategy revision procedure using the MST Analytic Process.
- Maintain clear and concise documentation of treatment efforts that promote peer and supervisory review and feedback, and that demonstrate compliance with the 9 MST Principles and the MST Analytic Process.
- Collaborate with all relevant systems and key participants within each system to ensure their buy-in and cooperation throughout MST treatment.
- Provide direct clinical treatment using methods compatible with MST principles and practices.
- Participate in all MST training, supervision and consultation activities.

Program Staffing Requirements and Clinical Supervision

MST providers must meet the following program staffing requirements:

- MST therapists are full-time staff with low caseloads of 4 to 6 families.
- One supervisor per each team consisting of two to four full-time therapists.
- One 50% supervisor to one MST team or one 100% supervisor to two teams.
- MST supervisors carrying a partial MST caseload (one team) must be assigned to one to three cases – depending on the experience of therapist.

CHAPTER 42: MULTI-SYSTEMIC THERAPY

SECTION 42.5: STAFFING AND TRAINING**PAGE(S) 4**

Staffing Ratios

MST direct service staff to family ratio shall not exceed one to six (1:6).

Staff Training

All clinical staff are required to participate in and complete a five day MST introductory training and subsequent quarterly training as required by MST Inc. This training must be documented in the employee's personnel record.

Orientation

Staff orientation must consist of 16 hours of on-site instruction which includes all of the following content areas:

- Confidentiality, including HIPAA;
- Protection of rights and reporting of violations;
- Abuse and neglect policies and procedures;
- Emergency and safety procedures;
- Infection control procedures;
- Agency policies and procedures;
- Ethics, including advertising and solicitation;
- Basic information about mental illness;
- Developing and implementing behavioral interventions;
- Skills training (specific teaching methods and methods to track consumer progress);
- Linking and coordinating natural and community supports;
- Crisis intervention;
- Suicide and homicide precaution procedures;
- Person and family centered services;
- Prevention of workplace violence;
- Expectations regarding professional conduct; and
- Recipient rights.

Bureau Training

The provider staff must attend and participate in all trainings and meetings mandated by the Bureau.