

CPP Agency Mentorship Program (C.A.M.P.) Training Overview

An agency-level training model designed for organizations that a) have completed an 18-month CPP Learning Collaborative, and b) are interested in sustaining CPP.

The agency applies to become a C.A.M.P. Site and identifies a team of agency supervisors who will serve as C.A.M.P. Agency Apprentice Trainers (please see below for application criteria). Endorsed C.A.M.P. Mentors support the C.A.M.P. Agency Apprentice Trainers in training agency clinical staff (C.A.M.P. Participants) to implementation-level standards.

C.A.M.P. Agency Apprentice Trainers who demonstrate fidelity and competence in training and supervising in CPP become endorsed C.A.M.P. Agency Trainers at the end of the 18-month training period. This enables them to continue training C.A.M.P. Participants within their own agency.

C.A.M.P. Participants who complete the minimum requirements of a C.A.M.P. training and are licensed to provide services are eligible for the CPP roster.

There is limited capacity to mentor C.A.M.P. Sites. Currently training is being arranged primarily with state or large system entities to support the sustainability of CPP within large systems of care.

Application Criteria

1. Nomination by an Endorsed CPP Trainer

- At least one endorsed CPP Trainer who has been a part of the specific agency's training and has observed their work supports the agency's application to be a C.A.M.P. Apprentice Site
- The nominating trainer has reviewed the clinical work of and is able to attest to CPP model fidelity and competence for each of the proposed C.A.M.P. Agency Apprentice Trainers.

2. Agency Fidelity

The agency applying to be a C.A.M.P. Apprentice Site:

- Demonstrates that CPP procedures can be conducted within the agency to fidelity
- Can commit to conducting all the C.A.M.P. training components
- Provides weekly reflective CPP supervision
- Has a low staff turnover rate or provides a reasonable rationale for turnover

3. Robust CPP Supervisory Team*

Agency applying to be a C.A.M.P. Apprentice Site has at least 3 supervisors who would become C.A.M.P. Agency Apprentice Trainers each of whom:

- Is licensed in a mental health-related field
- Has previously completed an implementation-level CPP course
- Has demonstrated CPP fidelity and competence

***Note:** In rare cases, the Mentorship Team may grant an exception if there are 2 CPP supervisors and very low likelihood they will leave the agency. Rural agencies or agencies within areas with high CPP need and low CPP resources may combine to form a “virtual CPP agency” if they can demonstrate that they partner well and share resources.

C.A.M.P. Agency Team Members

- **Agency Senior Leader**
 - **Definition:** A person in a leadership position in the agency who is able to influence agency policy.
 - **Role within C.A.M.P.:** Welcome to participate in all C.A.M.P. activities but required to participate in the following activities:
 1. Systems consultation and fidelity monitoring calls
 2. Completion of CPP Agency Fidelity plan

- **Agency Apprentice Trainer**
 - **Definition:** A supervisor within a C.A.M.P. Site who is being mentored to conduct CPP training as outlined by the C.A.M.P. model.
 - **Role within C.A.M.P.:** Leads C.A.M.P. training components together with other Agency Apprentice Trainers and C.A.M.P. Mentors

- **C.A.M.P. Participants**
 - **Definition:** An agency clinical staff member who is participating in a C.A.M.P. training as a way to learn CPP. There are two types of C.A.M.P. participants:
 1. **C.A.M.P. Supervisor Participant**

An agency clinical staff member participating in a C.A.M.P. training who typically has a supervisory role in the agency. The requirements are different for supervisors (reduced case requirement) because they often have greater clinical experience and may not be able to see multiple families given their role.
 2. **C.A.M.P. Clinician Participant**

An agency clinical staff member participating in a C.A.M.P. training whose primary role is typically to provide clinical services. Please note that the C.A.M.P. training is for staff members and not for trainees or those on internship.
 - **Role within C.A.M.P.:** Participate in training and complete all C.A.M.P. minimum requirements. Those who do this are invited to be on the CPP roster at the end of training.

C.A.M.P. Mentorship Team

A Mentorship Team is comprised of either just a Senior Mentor or a Senior Mentor together with one or more Local/Regional Mentors. The Mentorship Team develops a mentorship plan together with the agency to clearly identify which mentor will provide mentorship on the specific training components.

- **C.A.M.P. Senior Mentor**
 - **Definition:** A member of the CPP Development Team or a Senior CPP Trainer who has been trained to oversee a C.A.M.P. training.
 - **Role Within C.A.M.P.:** A C.A.M.P. Senior Mentor must be involved in a C.A.M.P. training and at a minimum must:
 1. Lead systems consultation and fidelity monitoring calls

2. Observe and mentor the CPP Agency Team's work
3. Communicate with the CPP Development Team

- **C.A.M.P. Local/Regional Mentor**

- **Definition:** An endorsed CPP Trainer (National, State, or Agency trainer) who has been trained and is endorsed to conduct a C.A.M.P. training.
- **Role Within C.A.M.P.:** At times a Senior Mentor may partner with a Local/Regional Mentor who will provide mentorship for specific C.A.M.P. training components.

- **CPP Dissemination Coordinator**

- **Definition:** A member of the CPP Development Team who helps to coordinate CPP trainings.
- **Role Within C.A.M.P.:** Provide technological assistance to help promote C.A.M.P. agency's capacity to use CPP systems to monitor training participation, capture fidelity data, and add participants to the CPP roster when they have completed training.

C.A.M.P. Training Components

Below we list the components for a C.A.M.P. training that each Team Member is responsible for completing. For additional details about each component and the roles and responsibilities of the different team members, please see the documents: 1) C.A.M.P. Participant Training Contract; 2) C.A.M.P. Apprentice Trainer Training Contract; and 3) C.A.M.P. Training Components Table

All C.A.M.P. Participants

- Attend core CPP didactics
- Read CPP manual
- Conduct CPP with families
- Attend weekly CPP supervision
- Participate and present in CPP case conference
- Attend intensive CPP competency workshop
- Complete CPP fidelity forms

Agency Apprentice Trainers

- Conduct CPP training components for C.A.M.P. participants
- Participate in consultation group on providing CPP supervision
- Learn CPP technology systems (e.g. for tracking participation)

Agency Apprentice Trainers and Agency Senior Leader

- Attend systems consultation and fidelity monitoring calls
- Ensure agency fidelity