



PROMOTE Questions and Answers – Updated 2-16-12

Transition from SCIP-R:

Q: Why are we changing from SCIP-R to PROMOTE? What is the difference between SCIP-R and PROMOTE?

A: To use PROMOTE as a tool to reduce the likelihood of challenging behaviors by shifting the philosophy from behavior control and crisis intervention to fostering positive and functional relationships, environments, communication and respect. Also, PROMOTE will be used as a tool to teach staff members skills that increase an individual's self-confidence, connections to others and opportunities for relaxation and recreation. PROMOTE begins with supporting individuals to live a richer life and therefore have a decreased need to exhibit challenging behaviors. The PROMOTE competencies are more concrete and staff will need to demonstrate competence in the use of Primary Tools (non-physical) to become certified in PROMOTE.

Q: How long will it take for all staff to be trained in PROMOTE?

A: It is expected that the transition from SCIP-R to PROMOTE will take around 2 years.

Q: Is there a schedule we could share so people could begin to prep/alter their work schedules to attend? Any info about the regions/locations for the sessions would also be appreciated?

A: Currently 4 regional sessions have been scheduled for Master Trainer and Instructor Trainer Candidates. These initial regional sessions will begin the development of local instructors so that they can eventually offer the program to staff. The dates and locations of these regional sessions are listed below. Local Instructor training is expected to begin 2-3 months after these initial sessions. Training of direct support professionals in the programs will begin 2-3 months after the local Instructor training.

Region 1: Albany: 2/27/12 - 3/2/12

Region 2: Rochester: 3/12/12 - 3/16/12

Region 3: New York City: 3/26/12 - 3/30/12

Region 4: Binghamton: 4/2/12 - 4/6/12

Q: Should SCIP-R training and SCIP-R recertification training be suspended once PROMOTE training begins. If so, how will this be reconciled with existing training requirement deadlines?

A: Agencies will be provided with at least a two year window to fully transition staff from SCIP-R to PROMOTE certification. It is highly recommended that all staff within a program are PROMOTE trained around the same time to ensure consistent support to the individuals being served. The requirement for recertification in SCIP-R may be suspended during this roll out period, but this matter is still under review. More information will be provided once the details of this decision are available.

Q: In the transition period, how do agencies address the issue of having some staff trained in SCIP-R and some trained in PROMOTE at the same program site?

A: Every effort should be made to have the staff all become PROMOTE certified around the same period of time. One recommendation has been made to have staff that are newly certified in PROMOTE utilize only the Primary Tools (non-physical) until all staff are trained in the Secondary Tools (physical). OPWDD would welcome other constructive feedback and suggestions regarding how to successfully transition from SCIP-R to PROMOTE in program settings.

Logistics, Staff Certification, and Training Requirements:

Q: Do all staff have to be trained on PROMOTE? Do all DSP's and their supervisors have to attend the PROMOTE training? If my agency doesn't utilize physical interventions, are we required to take PROMOTE?

A: The decision regarding which staff will be required to become certified in PROMOTE is still under review. Minimally, if protective, intermediate or restrictive physical techniques are incorporated into a persons' BSP, the staff must be trained/certified in PROMOTE. In addition the supervisors of these staff as well as the psychologist/ABSS who has written the BSP will be required to become certified in PROMOTE. There will probably be some other requirement for a foundation training or "primer" training in PROMOTE for those staff working with individuals who do not generally present with challenging behaviors requiring any type of protective, intermediate or restrictive physical techniques, but this is still being discussed/developed.

Q: How many days is the PROMOTE Training?

A: Level 1 of PROMOTE, which also includes Protective Secondary Tools (physical techniques) is 3 days. Level 2 of PROMOTE, which also includes Intermediate Secondary Tools (physical techniques) is an additional 2 days. Only staff certified in Level 1 of PROMOTE can become certified in Level 2 of PROMOTE.

Q: Do PROMOTE Level 1 and Level 2 need to be provided consecutively?

A: No, the PROMOTE curriculum is designed so that Level 1 and Level 2 do not need to be delivered consecutively, but they are sequential.

Q: Does a staff person need to complete both Level 1 and Level 2 of PROMOTE before receiving instruction in restrictive takedowns?

A: Yes, certification in PROMOTE Level 1 and Level 2 is required prior to the certification in any of the Restrictive Secondary Tools (physical techniques).

Q: Is there any possibility of getting access to pictures/video or descriptions of these moves to gain a sense of what we expect to be training staff in?

A: The Manual for Instructors, Instructor Trainers, and Master Trainers includes a complete list of the Secondary Tools (physical techniques). In addition, pictures, descriptions, and video will be utilized by instructors in the delivery of the course.

Bridge:

Q: Will there be a Bridge for currently SCIP-R certified staff? What will comprise the content of a Bridge course?

A: Yes, a Bridge is being created for staff members that are currently certified in SCIP-R. The Bridge will consist of selected activities from the full PROMOTE program highlighting the most essential competencies.

Q: Who will need to take the bridge? What about supervisors and ABSS's?

A: Staff members that are currently certified in SCIP-R will need to take the Bridge. Supervisors, Psychologists, and ABSSs will need to take the Full PROMOTE program as they will play key roles in the implementation of the program, mentoring staff and ensuring that staff demonstrate the PROMOTE competencies when interacting with individuals they support.

Q: When are we expecting the Bridge to be ready? Will there be a separate, abridged recertification class for staff?

A: The Bridge will be ready prior to the roll out of PROMOTE training to all staff. The Bridge will serve as the "recertification" class for staff who are currently certified in SCIP-R. Thereafter, a new annual recertification class for PROMOTE certified staff will be developed and used.

Q: Does taking the Bridge course qualify as compliance to training requirements until staff members are scheduled to take the full 5-day PROMOTE course? Within what period of time would agencies be required to schedule staff from Bridge course to the Full course?

A: The Bridge is created for SCIP-R certified staff that will not be required to take the entire course. However, if a staff person demonstrates a need for more in depth training, they should take the entire course. Also, if the staff person has been transferred to a program where they will require more in depth training, they should be required to take the entire course.

Instructor Certification and Monitoring:

Q: How do I become an instructor?

A: An Instructor needs to take the full PROMOTE training up to the Level that he/she will need to present to staff. In addition, a two day train-the-trainer program is required. After these trainings, Instructor Candidates will co-teach with an experienced Instructor at least once. They must then successfully plan and teach the complete program with a co-instructor, with observation by an Instructor-Trainer or Master Trainer (this may also be the co-instructor) who will evaluate and if appropriate, certify them as an Instructor.

Q: How will Master Trainer oversight work if an agency is overseen by more than one DDSO?

A: There will be regional supports provided by the DDSO's, rather than one specific DDSO being responsible. It is possible that an agency might span more than one region.

Q: Will OPWDD be sharing the curriculum or a summary to providers so that they can determine the best instructor trainers? What skills should PROMOTE instructors have?

A: The PROMOTE curriculum emphasizes a positive approach to supporting individuals. The instructors should support a positive approach to achieve less physical interventions. Instructors should have strong platform skills and be able to manage group dynamics. The instructor should also be able to present the curriculum without adding their own personal view points of the PROMOTE philosophy. The curriculum will be very detailed to ensure consistency of delivery. Instructors need to be willing to adhere to the curriculum. Regarding the physical techniques, a SCIP-R certified instructor should be able to perform the PROMOTE techniques.

Q: Will there be a cost to the agencies for the training materials such as binders, CDs, and DVDs?

A: Agencies that have certified Instructors will be provided with a disc, which includes all the materials needed for the course. Agencies can make copies of the manual from this disc and will be responsible for printing out participant materials. When new Instructors are approved and certified, they will be registered with OPWDD in the Instructor database and issued their own disc of the PROMOTE curriculum materials.

The PROMOTE Questions and Answers will be continuously updated. Please submit any additional questions to TalentDevelopment@opwdd.ny.gov.