

MIRECC GAF Intro Training for New Staff

MIRECC GAF Training Material

1. **Initial MIRECC GAF Training slide deck**
2. **MIRECC GAF- All Scales**
3. **MIRECC GAF- Data Collection Sheet**
4. **MIRECC GAF- Brief Scoring Overview**
5. **DSM IV-TR GAF**
6. **Article- Niv, Cohen, Sullivan, & Young, 2007**

MIRECC GAF Training Protocol

All clinicians who submit participant MIRECC GAF scores into Acquire must complete the following training protocol:

1. Session 1- Overview of MIRECC GAF (1.5 hrs.)
 - a. Cover following sections: background, rationale, general scoring guidelines
 - b. Discuss MIRECC GAF Symptom Scale and rate the Symptom Scale for Practice Vignette (Stan); discuss rationale of gold standard rating
 - c. Discuss MIRECC GAF Occupational Scale and rate the Occupational Scale for Practice Vignette (Stan); discuss rationale of gold standard rating
 - d. Discuss MIRECC GAF Social Scale and rate the Social Scale for Practice Vignette (Stan); discuss rationale of gold standard rating
2. Session 2- Review of MIRECC GAF Overview (1.5 hrs.)
 - a. Brief review of sections covered during the last session (background, rationale, general scoring guidelines)
 - b. Review MIRECC GAF Symptom Scale and rate the Symptom Scale for Practice Vignette (Valery); discuss rationale of gold standard rating
 - c. Review MIRECC GAF Occupational Scale and rate the Occupational Scale for Practice Vignette (Valery); discuss rationale of gold standard rating
 - d. Review MIRECC GAF Social Scale and rate the Social Scale for Practice Vignette (Valery); discuss rationale of gold standard rating
3. Session 3- Group ratings of Practice Vignettes (1 hr.)
 - a. Brief review of last sessions
 - b. Group rating of another Practice Vignette (Mike); discuss rationale of gold standard rating after each scale
 - c. Group rating of another Practice Vignette (Moe); discuss rationale of gold standard rating after each scale
 - d. After this session, send the email with instructions for Final Training Reliability Assessment session (see email below)
4. Session 4- Final Training Reliability Assessment (1 hr.)
 - a. Review scores for each trainee to determine if they meet criteria for scoring reliability.

5. Individual remediation session (as needed)
 - a. If trainee continues to provide unreliable ratings, hold remediation sessions as needed
 - b. During remediation, facilitator can choose to review all or specific scales, utilize additional practice vignettes, and/or discuss actual participants

Final Training Reliability Assessment

After the third training session, every clinician will be sent an email with instructions for Final Training Reliability Assessment (Session 4). The email will outline criteria for the reliability assessment, two training vignettes, as well as instructions requiring them to provide a rating and brief explanation of each score. Clinicians must submit the rating and explanations before Session 4. The facilitator should review everyone's scores before the start of session.

Email instructions (to be sent between sessions 3 & 4)

Dear X,

In preparation for the next MIRECC GAF session, please review and rate the attached vignette. You will then send me your ratings (including identifying the Primary Role in the Occupational Scale) along with a brief 1-2 sentence explanation of each score. Your scores will be used to establish your reliability as a MIRECC GAF rater. Please send me your ratings at least 30 min prior to the session.

As a reminder, ratings are considered "reliable" if:

- *The proposed score falls within the same decile (10-point interval) as the gold standard score on record for each scale.*
- *If the score is outside the decile, it might be considered reliable at the instructor's discretion, if the proposed score is within +/- 5 points of the gold standard score.*

In order to be certified to independently use the MIRECC GAF scale, all scores for at least 1 of 2 vignettes must meet the reliability standard. Additional training/practice will be offered to those who are needing extra help.

Attached vignettes: Bill.pdf and Jessie.pdf

Annual Reliability Assessment

All OnTrack New York Clinicians will be required to complete an annual reliability assessment to recertify their status as a reliable rater for the MIRECC GAF. Clinicians will be sent an email detailing the rationale for the annual assessment, instructions for completing the assessment, and an link to access the "gold standard" vignette and online scoring system (Qualtrics). See email below.

Dear OnTrackNY Primary Clinicians,

As you know, we use MIRECC-GAF scores as one of the many measures of program/participant outcomes. In addition to tracking outcomes, we also use this data to demonstrate the success of

your work to our various stakeholders. In order to do this we need to show that the scores on the MIRECC-GAF are reliable. As such, we are asking each Primary Clinician to review and score a "gold standard" vignette.

Please use the below Qualtrics link to access and score the vignette. A copy of the MIRECC-GAF scale is also included in the link. Please remember to score the vignette individually and to take the time to provide an accurate rating.

All scores must be submitted no later than XXX.

Please feel free to contact me if you have any questions or need any additional information. Thank you again for all of your hard work!

https://cumc.co1.qualtrics.com/jfe/form/SV_eapbxGlrLWLNTn

Annual Reliability Assessment Recertification and Retraining

Once Clinicians have uploaded their ratings of the "gold standard" vignette, the facilitator will review each score to determine if they meet criteria for reliability recertification. Clinicians will then be sent an individualized email identifying whether or not they met criteria for recertification and, if necessary, next steps for remediation and/or further oversight. Facilitator will develop an individualized retraining plan for those that need it. See sample email below.

Hi xxxx,

Thank you for completing the recent MIRECC GAF Annual Reliability Assessment. As you are aware, every year all OTNY Primary Clinicians must provide MIRECC GAF ratings of a practice vignette in order to maintain status as "reliable" MIRECC GAF rater. The criteria for reliability are as follows:

- All three functioning scale scores must fall within the correct decile of the gold standard scores or
- If the score is outside of the decile, it must fall between +/- 5 points of the gold standard score

If these criteria are not satisfied, a brief training plan will be identified to address ways to improve reliability. Training plans will vary and include steps such as routinely reviewing MIRECC GAF scores with Team Leader, targeted practice, and retraining. Indicated below is the gold standard score, the scores you submitted, as well as a training plan, if necessary. I've also attached the reliability practice vignette for your reference.

2020 Practice Vignette

	<u>Symptom Fx</u>	<u>Occupational Fx- Role</u>	<u>Occupational Fx</u>	<u>Social Fx</u>
Gold Standard Score	52	Student	72	73
Your Score	50	**Did Not Indicate	60	62

*Reliability Status: **Training Recommended***

The scores you provided for the Occupational and Social Functioning Scales fell outside of the reliability criteria. Also, you did not identify a primary role for the Occupational Scale. As such, we would like to set up a 1-hour Retraining Session with you to briefly review the MIRECC GAF and complete a practice vignette.

Please let me know some dates and times that may work for you.