COMMUNITY MENTAL HEALTH PARTNERSHIP OF SOUTHEASTERN MICHIGAN

PROFESSIONAL DEVELOPMENT COMMITTEE

2009 WORK PLAN

Goal Area:	Objectives:	Champion:	Timeline:	Status:
1. Review and/or ensure the implementation of professional development policies, training requirements and new initiatives.				
	A. Make certain Professional Development Policies (*listed below*) meet NCQA standards. Review/revise policies as outlined in the policy review schedule (policies up for review in 2011) a. Staff Training b. Competency B. Review/approve CMH staff trainings created by Affiliation Committees C. Improve CMH staff training requirements & grid i. Identify gaps in the trainings (ii. *standardize curriculums when possible,* iii. *identify which curriculum should be used, initial or refresher-if available*) iv. *Identify opportunities for briefer training for supervisors/ administrators* v. Review for relevance vi. Develop standard way to evaluate training b. Monitor the required number of CMH staff required trainings D. New initiatives a. CPI b. Supervisor training c. Develop CEU's for social workers	J. Baltzell All All	2008-2009 As submitted by other Affiliation Committees	

Goal Area:	Objectives:	Champion:	Timeline:	Status:
		M. Phillips J. Baltzell		Continue to monitor CPI implementation
2. Conduct a professional development needs assessment and make recommendations accordingly.				
	A. Annually identify trainings staff are interested in and need, to do their jobs better B. Create a tracking mechanism to identify that staff are a. receiving evidenced based practice trainings b. using the EBP training with consumers C. Track barriers and qualifiers (*such as resource, mental model, or communication issue*) which cause ineffective training. Create solutions that lead tor effective trainings.	PDC Committee Members Afia S. Reitmeier PDC Committee Members	December, 2008 December, 2008 2008-2009	Quarterly progress report.
3. Develop a system to ensure all required trainings include learning org. principles.				
	A. Identify and review content of new training curriculums as they are presented to PDC for review	PDC Committee Members	2008-2009	