

**CCB S2S Webinar Presentation  
December 16, 2009**

## TAP 21 and TAP TAP 21-A

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Connecticut Certification Board, Inc.

**S2S**  
Science 2 Service  
Learning Series



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### Science 2 Service Webinar: TAP 21 and TAP 21-A

- Introductions
- CCB Science 2 Service Initiative
- What is a TAP?
- TAP 21 Overview
- TAP 21-A Overview
- Training using TAP 21 and TAP TAP 21-A
- Discussion

2

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### Science 2 Service Webinar: TAP 21 and TAP 21-A

- Introductions
  - Name
  - Agency
  - How did you hear about this Webinar?
  - What do you hope to gain from this presentation?
- Have you read TAP 21 or TAP 21-A?
  - Comments

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

**CCB Science 2 Service Initiative**

- Services, Products, Technical Assistance and Consulting to address the challenges facing the field

**CCB Science 2 Service Activities**

- Dissemination of Resources and Tools
  - Science and Research-based publications
  - Evidence-based Practices and Interventions
- Live Learning Programs (Training and Workshops)
- Webinars and Self-paced Learning Programs

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

- What is a TAP?
- TAP – Technical Assistance Publication
  - Developed by:
    - CSAT – *The Center for Substance Abuse Treatment and*
    - SAMHSA – *The Substance Abuse and Mental Health Services Administration*
  - Free and within the public domain
  - Many available electronically and all can be ordered or downloaded from [www.ncadi.samhsa.gov](http://www.ncadi.samhsa.gov)
- Based on Science/Research & Practice/Expertise
- Consensus document of best-practice guidelines

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

- Purpose of the webinar
  - Introduction to TAP Series
  - Introduction to TAP 21 and TAP 21-A
  - Ways to use the information in TAP 21 and TAP 21-A
  - Resources for clinicians, supervisors, and agencies

6

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 **Science 2 Service Webinar:  
TAP 21 and TAP 21-A**  
Abbreviations and Acronyms

- ATTC- Addiction Technology Transfer Center
- KSA- Knowledge, Skills, Attitudes
- TF- Transdisciplinary Foundation (TAP 21)
- PD- Practice Dimension (TAP 21)
- FA- Foundation Areas (TAP 21-A)
- PD- Performance Domains (TAP 21-A)

7

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 **Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

- TAP 21- Addiction Counseling Competencies
  - 123 competencies
- 123 competencies fall into the following:
- 4 Transdisciplinary Foundations (TF)
  - 8 Practice Dimensions (PD)

8

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 **Science 2 Service Webinar:  
TAP 21 and TAP 21-A**  
The History

- Developed by the National Curriculum Committee (NCC) of the ATTC – 123 competencies plus knowledge, skills, and attitudes
- Unanimous endorsement of these competencies – “a milestone in the addiction counseling field “ (TAP 21, page 2)

9

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A  
The History- Continued**

- Published by CSAT in 1998
- Revision began in 2000...why?
- “Successful technology transfer requires more than presenting good information. It entails transmitting scientific knowledge in a way that makes it understandable, feasible to implement in a real-world setting, and supportable at a systematic level” (TAP 21, page 1)

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10

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A  
The History- Continued**

- Revision continued, needed to be easier to use and apply
- Update Committee reviewed literature between 2000-2005
  - National Curriculum Committee, Association for Addiction Professionals, CSAT, Center for Mental Health Services, treatment providers, experts in addiction research

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11

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A  
The History- Continued**

- “The current updated edition retains all of the feedback-based improvements of the 2000 revised version and adds relevant literature published after 2000.” (TAP 21 page 3)
- “The competencies and KSAs of several practice dimensions, in particular those that address clinical evaluation and treatment planning, were rewritten to reflect current best practices.” (TAP 21 page 3)

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12

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### Science 2 Service Webinar: TAP 21 and TAP 21-A

- What we have now is a document:
  - Easy to Use- pick up and read
  - Variety of applications
    - Supervision
    - Evaluations
    - Academic
    - Self-study
  - Accepted – national organizations and experts
  - Concrete
  - Extensive bibliography- each section

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13

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### Science 2 Service Webinar: TAP 21 and TAP 21-A TAP-21 Overview

- Transdisciplinary Foundations
- Practice Dimensions
- Additional Resources
- Appendices

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14

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FIGURE 1. COMPONENTS IN THE COMPETENCIES MODEL



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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

**4 Transdisciplinary Foundations**

- Understanding Addiction
- Treatment Knowledge
- Application to Practice
- Professional Readiness

Total of 23 competencies  
Knowledge and Attitudes

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

**Transdisciplinary Foundations**

- Underlie the work not just of counselors but of all addiction professionals
  - Medicine, social work, pastoral guidance, corrections
- Serve as prerequisites to the development of competency in any of the addiction-focused disciplines
- "Specific skills and applications vary across disciplines, the attitudinal components tend to remain constant" – TAP 21 page 5

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TAP 21 and TAP 21-A**

**Format for the Transdisciplinary Foundations**

Competency #:

Knowledge                      Attitudes

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Competency 6: Recognize the importance of family, social networks, and community systems in the treatment and recovery process.

Knowledge

- The role of family, social networks, and community systems as assets or obstacles in treatment and recovery process.
Methods for incorporating family and social dynamics in treatment and recovery processes.

Attitudes

- Appreciation for the significance and complementary nature of various systems in facilitating treatment and recovery.

19

Horizontal lines for notes

Science 2 Service Webinar: TAP 21 and TAP 21-A



Competency 13: Adapt practice to the range of treatment settings and modalities

Knowledge

- The strength and limitations of available treatment settings and modalities
How to access and make referrals to available treatment settings and modalities

Attitudes

- Flexibility and creativity in practice application

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20

Horizontal lines for notes

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- Clinical Evaluation
Treatment Planning
Referral
Client, Family, and Community Education
Documentation
Service Coordination
Professional and Ethical Responsibilities
Counseling
100 Competencies- Knowledge, Skill, Attitude

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21

Horizontal lines for notes

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Practice Dimension Competency format:

Competency #:

Knowledge

Skills

Attitudes

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22

Horizontal lines for notes on page 22

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Science 2 Service Webinar: TAP 21 and TAP 21-A

Competency 71: Use accepted treatment outcome measures

Knowledge

- Treatment outcome measured.
■ Concepts of validity and reliability of outcome measures.

Skills

- Using outcome measures in the treatment planning process.

Attitudes

- Appreciation of the need to measure outcomes.

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23

Horizontal lines for notes on page 23

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Science 2 Service Webinar: TAP 21 and TAP 21-A


Uses of TAP 21

- Montana- used to establish "employment competencies" for counselors working in a hospital-based setting with clients who abuse substances.
■ Illinois- developed a certificate for people who are employed in support positions for alcohol and drug abuse treatment programs is based on TAP 21.

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24

Horizontal lines for notes on page 24

 **Science 2 Service Webinar: TAP 21 and TAP 21-A**

- Nebraska- uses TAP 21 as a resource for instructors teaching core classes preparing students for State certification.
- Texas- uses TAP 21 as a training standard for the Licensed Chemical Dependency Counselor credential.
- Texas- Competencies infused into academic course work and into three levels of supervised work experience. A companion evaluation tool was developed to monitor mastery of the competencies

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**

Using TAP 21- Clinical Suggestions

- Incorporating competencies into individual clinical supervision
  - individualized development plan
  - Incorporate Practice Dimensions into documentation
  - Self-evaluation for counselors

Other ideas?

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**

Using TAP 21- Clinical Suggestions

- Incorporate into group supervision
  - Presentation on TAP 21
  - Have counselors present competencies
  - Identify areas for training (needs assessment)
  - Use as orientation materials

Other ideas?

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27

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Using TAP 21- Administrative Suggestions

- Assessment during hiring
- Yearly performance evaluations
- Reference for presentations (funds for training)

Other ideas?

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28

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- Review
- Best practice document
- Many ways to use the information

- Thoughts and comments?

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**

- Introduction to TAP 21-A
- Implementation Guidelines
- Foundation Areas
- Performance Domains
- Bibliography
- Appendices

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**Science 2 Service Webinar: TAP 21 and TAP 21-A**  
 TAP 21-A: Introduction



- Competencies for Substance Abuse Treatment Clinical Supervisors
  - Another resource TIP 52
- “Although a high level of counseling proficiency is an important prerequisite, it is not the only qualification of a competent clinical supervisor.” – TAP 21-A page 2

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**Science 2 Service Webinar: TAP 21 and TAP 21-A**  
 TAP 21-A: Introduction



- This document presupposes knowledge and mastery of the counseling competencies from TAP 21
- Creating a competency-based framework for clinical supervision

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**Science 2 Service Webinar: TAP 21 and TAP 21-A**  
 TAP 21-A: Implementation Guidelines



- For most agencies, adopting clinical supervision practices consistent with the performance domains in TAP 21-A will require a significant change in operations
  - From TAP 21-A page 7
- Implementation process, not event
- Implementation strategies for
  - State Level
  - Agency Level

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**  
Format- The Competencies

- TAP 21-A is different than 21
- 2 major headings:
  - Foundation Areas (FA)
  - Performance Domains (PD)
- A listing of competencies only

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34

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**  
TAP 21-A: 5 Foundation Areas

- FA1: Theories, Roles, and Modalities of Clinical Supervision
- FA2: Leadership
- FA3: Supervisory Alliance
- FA4: Critical Thinking
- FA5: Organizational Management and Administration

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 **Science 2 Service Webinar: TAP 21 and TAP 21-A**  
FA1-Theories, Roles, & Modalities of Clinical Supervision:

- Competencies include the following:
- Appreciate the systemic role of the clinical supervision as a primary link between management and direct services.
  - Be able to articulate one's model of supervision.
  - Understand and reinforce the complementary roles of members on a multidisciplinary team.

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**Science 2 Service Webinar: TAP 21 and TAP 21-A**



TAP 21-A: 5 Performance Domains

- PD1: Counselor Development
- PD2: Professional and Ethical Standards
- PD3: Program Development and Quality Assurance
- PD4: Performance Evaluation
- PD5: Administration

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PD4: Performance Evaluation

Competencies include the following:

- Assess supervisees' professional development, cultural competence, and proficiency in the addiction counseling competencies.
- Address and manage relational issues common to evaluation, including anxiety, disagreements, and full discussion of performance problems.

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**TAP 21-A: Appendices**



TAP 21-A: Appendices

- Clinical Supervision Certification- National Resources
- Professional Codes of Ethics Specific to Clinical Supervision (National Board for Certified Counselors)

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- Questions?
- Comments

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

- If you are interested in offering a 1 hour in-service at your agency using the slides presented today, the CCB will work with you to modify the event to meet the needs of your agency and provide you with a certificate to provide staff for the event at no cost.
  - To request that assistance: email [mrosier@ctcertboard.org](mailto:mrosier@ctcertboard.org)
- If you are interested in working with CCB staff to design a brief training program using TAP 21 and TAP 21-A, contact the CCB to explore how we can help assist you to develop and/or present the training program at your agency.

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**Science 2 Service Webinar:  
TAP 21 and TAP 21-A**

- If you are interested in getting a certificate of attendance for this training, please follow two simple steps:
  - An email will be sent to you with a post-test and an evaluation in about three business days
  - Complete a simple post-test (5 – 10 items)
  - Complete a brief program evaluation

Once we receive your post-test and evaluation, an attendance certificate will be emailed to you within a day or two

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Science 2 Service Webinar: TAP 21 and TAP 21-A  
This presentation is based upon  
TAP 21 and TAP 21-A



Center for Substance Abuse Treatment. **Addiction Counseling Competencies: The Knowledge, Skills, and Attitudes of Professional Practice.** Technical Assistance Publication (TAP) Series 21. DHHS Publication (SMA) 08-4171. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2006, reprinted 2007 and 2008.

Center for Substance Abuse Treatment. **Competencies for Substance Abuse Treatment Clinical Supervisors.** Technical Assistance Publication (TAP) Series 21-A. DHHS Publication (SMA) 07-4243. Rockville, MD: Substance Abuse and Mental Health Services Administration, 2007.

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Science 2 Service Webinar: TAP 21  
and TAP 21-A  
TAP 21 and TAP 21-A



Available for order at  
[www.ncadi.samhsa.gov](http://www.ncadi.samhsa.gov)

or you can download it from the CCB website  
[www.ctcertboard.org](http://www.ctcertboard.org)

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