

Oregon Co-occurring Disorder Competency Checklist
Guidelines

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Department of Human Services
Addiction and Mental Health Division

The purpose of the co-occurring disorder competency checklist is to provide a tool for clinical supervision that determines the proficiency of clinical staff who provide treatment services for both mental health and chemical dependency programs. The competency checklist provides guidance for assessing clinician performance. Clinicians are best assessed through observation of tasks that involve individuals or situations that simulate counseling experiences.

A variety of skills and knowledge are needed for collaborative and integrated addiction, including problem/pathological gambling, and mental health treatment. Practicing clinicians typically have an array of skills that range from basic to advanced. Advanced performance, however, is not required for all competencies in addiction and mental health treatment positions. Each job has specific knowledge and skills that are essential to satisfactory performance of the required duties. The array of clinician or trainee knowledge and skills represents both the individual's strengths and professional development needs.

Competencies defined in the checklist are categorized by three levels: Basic, Intermediate and Advanced following. Additionally, there are five categories of knowledge and skill: 1) screening, assessment and diagnosis, 2) engagement, readiness and retention, 3) integrated treatment planning, 4) integrated treatment methods, and 5) education, advocacy and collaboration.

Definitions

Clinician: A professional staff who works in and addictions or mental health treatment program who meets the standards set forth for any of the following:

- a) Certified Alcohol and Drug Counselor (CADC) I
- b) CADC II
- c) CADC III

- d) CGAC I
- e) CGAC II
- f) Qualified Mental Health Associate (QMHA)
- g) Qualified Mental Health Professional (QMHP)

Basic Level Clinician: In training for CADC I or CGAC I, Associates degree and/or CADC I and/or CGAC I entry-level clinician.

- Clinician trainees who are not yet eligible for full credentials or entry-level clinicians.
- Have limited understanding of the tools, systems, and models of addiction treatment or may be inconsistent in their application of counseling interactions.
- Are not sufficiently proficient at addiction treatment to practice independently and require regular professional supervision.

Intermediate Level Clinician: Bachelors degree, QMHA and/or CADC II and/or CGAC II.

- Demonstrate and apply counseling knowledge, skills and attitudes with consistency and effectiveness in a variety of counseling interactions.
- Have achieved an acceptable skill level across the range of addiction counseling competencies.
- These clinicians are eligible for, or have achieved, the necessary credentials and/or qualifications for professional practice.

Advanced Level Clinician: Masters degree, meets Oregon Administrative Rule for QMHP or state licensing and CADC II or III, CGAC II.

- Can strategically apply and integrate the counseling competencies with consistency and effectiveness.
- Can conceptualize treatment and incorporate services across a broad range of disciplines.
- Are eligible for, or have achieved, the necessary credentials and/or qualifications for professional practice.
- Provide leadership and serve as role models and consultants to other clinical staff.

Scoring

Using a scale of 1, 2 or 3, supervisees will be scored on each competency. The scale measures the following:

- 1** Emphasis on targeted training to expose staff to the concepts, interventions or methods.
- 2** Emphasis on targeted supervision to the concepts, interventions or methods in addition to usual supervision.
- 3** Indicates staff demonstrates concepts, interventions or methods independently without specific, targeted supervision. Is able to provide targeted supervision to specific competency in compliance with OARs.