

Appendix M

Motivational Consulting Strategy

Motivational Consulting

Motivational Consulting aims to increase the implementer's self-efficacy through providing information about intervention implementation as well as the consultant's use of empathy and positive regard. After this session, the implementer should feel positive and confident to maintain intervention implementation over time.

Preparing for Motivational Consulting:

- Review general guidelines for preparing for an Implementation Support Strategy meeting and complete necessary planning steps (see Appendix E).
- Prepare for Motivational Consulting to take one session outside of the implementation setting.
- Break down the intervention into teachable components.
- Review implementer's previously developed Implementation Plan, Implementation Beliefs Assessment data, and treatment integrity data (adherence, quality, and exposure).

Materials:

- A written list of intervention steps.
- The Implementation Plan.
- A summary of the Implementation Beliefs Assessment data, noting salient themes and responses to items, and treatment integrity data, noting areas for improvement.

STEPS

1. Explain session purpose

2. Elicit implementer's goals for and perception of intervention implementation

3. Summarize and validate the implementer's goals and reinforce change talk

TALKING POINTS

- Explain that you are meeting to discuss the importance of implementation and the implementer's perspective.
 - Provide an overview of Motivational Consulting by briefly describing steps including looking at Implementation Beliefs Assessment and treatment integrity data and discussing his or her impression of implementation.
 - Collaboratively develop goals for the Motivational Consulting session. These might include increasing the implementers' skills, confidence and motivation around intervention implementation. Highlight how the steps of Motivational Consulting will help meet the session goals.
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- Ask the implementer to explain goals for intervention implementation. To do so, use open-ended questions.
 - Ask the implementer to explain how implementation of the intervention has been going, continuing to use open-ended questions.
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- Summarize the implementer's perception of current implementation and goals for supporting the student in the future. Throughout your summary provide validation of the implementer's perception and feelings.
 - Reinforce any change talk. (Note: Change talk is any statement made by the implementer that indicates a desire, need, willingness, and/or commitment to change the current situation).
 - Ask if your summary is correct. If not confirmed, ask the implementer to repeat their ideas, and again try to provide a summary. Repeat until the implementer confirms your summary as accurate.

4. Highlight Implementation Beliefs Assessment data and elicit implementer feedback
- Ask if the implementer is willing to review assessment data together.
 - Highlight and discuss themes from IBA and describe themes that indicate reservations or concerns about implementing the intervention.
 - Utilize open-ended questions to ask the implementer for feedback about the assessment data and concerns or comments about implementing the intervention.
5. Summarize and validate the implementer's feedback
- Summarize and validate the implementer's feedback and comments about the assessment data and intervention.
 - Describe some aspects as "good things" and others as "less good." Take your cue from the implementer about which aspects to describe as "good" and "less good."
 - Reinforce any change talk and ask if your summary is correct.
6. Provide information regarding intervention implementation
- Ask if the implementer is willing to review information about intervention implementation.
 - Provide a general, but comprehensive explanation of the effectiveness of the intervention when implemented as planned, utilizing research and/or case examples.
 - Frame your discussion of intervention implementation as a step toward achieving the goals the implementer described, helping to promote motivation to keep up with implementation.
7. Review Implementation Plan and treatment integrity data
- Review the Implementation Plan and treatment integrity data.
 - Highlight intervention steps the implementer is implementing well.
 - Suggest updates to the Action and Coping Plans to address intervention steps that are of concern to the implementer with regard to implementing the intervention.

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| 8. Explore implementer's thoughts about intervention implementation | <ul style="list-style-type: none"> • Ask the implementer to respond to your explanation of intervention implementation. To do so, ask a series of open-ended questions. |
| 9. Summarize, validate, and respond to implementer's perspective | <ul style="list-style-type: none"> • Summarize and validate the implementer's perspective of intervention implementation. Ask if your summary is correct. • Provide more details about the intervention if the implementer's responses indicate further questions. • If the implementer still expresses reservations about intervention implementation, try to address the implementer's concerns by (a) providing further information about sustained implementation of the intervention, (b) reviewing the intervention plan, or (c) encouraging the implementer to continue implementation to see if results are similar to the research and case studies can be achieved. |
| 10. Ask implementer about the relationship between implementation and intervention goals | <ul style="list-style-type: none"> • Ask the implementer to describe the relationship between implementing the intervention and the goals for supporting the student(s). To do so, utilize open-ended questions. |
| 11. Summarize and validate the implementer's perspective | <ul style="list-style-type: none"> • Summarize and validate the implementer's perspective of the intervention and goals. Provide validation and reinforce change talk. Ask if your summary is correct. • If the implementer still expresses reservations about the intervention, validate the implementer's perception and encourage the implementer to try to continue sustained implementation of the intervention. |
| 12. Close the session | <ul style="list-style-type: none"> • Revisit the consultation goals and evaluate if those goals have been met through Motivational Consulting. • Provide strong affirmations to implementer about his/her participation in Motivational Consulting and for his/her willingness and readiness for change. |

Appendix M

Motivational Consulting Treatment Integrity Protocol

To ensure PRIME Implementation Supports are delivered as planned, consultants should evaluate the treatment integrity of their delivery. Use the key below to rate the (a) adherence, (b) quality, and (c) implementer responsiveness on the Treatment Integrity Data Sheet (below) during or immediately following provision of a strategy.

Adherence is the degree to which the strategy steps are implemented as planned. To rate adherence, circle the descriptor that best describes how completely each step was delivered.

<i>Complete</i>	All aspects completed (100%)
<i>Substantial</i>	More than half of aspects completed (99-51%)
<i>Limited</i>	Less than half of aspects completed (50-1%)
<i>None</i>	No aspects completed (0%)

Quality refers to how well the strategy steps are implemented. Quality can be evaluated only if the step was implemented; rate on those steps for which adherence was rated as complete, substantial, or limited. To rate quality, circle the descriptor that best describes how well each step was delivered.

<i>Excellent</i>	Step was implemented skillfully as indicated by: <ul style="list-style-type: none">• Appropriate interaction and specificity,• Step smooth,• Appropriately paced,• Competently implemented (e.g., clearly responsive to teacher's unique needs)
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<i>Good</i>	Step implemented adequately, but in a less skillful manner; step somewhat flawed in at least 1 of the indicators under “excellent”
<i>Fair</i>	Step implemented poorly in a manner that is inadequate or seriously flawed in at least 1 OR somewhat flawed in at least 2 of the indicators under “excellent”
<i>Poor</i>	Step implemented poorly, with none of the indicators under “excellent”

Implementer Responsiveness refers to how actively engaged and cooperative the implementer was during the PRIME Implementation Support session. Two items related to implementer responsiveness are rated at the end of the session based on the percentage of time the implementer demonstrated these characteristics per the definitions below.

<i>Actively Engaged</i>	<p>The implementer is purposefully participating in the intervention process.</p> <p><u>Examples include:</u> Note taking, reading materials, intently listening, asking questions, nodding head, vocalizing understanding/interest (e.g., “okay”), making affirmative statements (e.g., “I will...”)</p> <p><u>Non-examples include:</u> Looking out the window, distracted by things unrelated to the current task, checking the clock</p>
<i>Cooperated</i>	<p>The implementer willingly and agreeably working jointly with the consultant during the intervention process.</p> <p><u>Examples include:</u> Reviewed presented data, actively participated in role plays, followed through with tasks asked of them</p> <p><u>Non-examples include:</u> Refusal to participate in intervention step(s), lacked elaboration when asked questions</p>

MOTIVATIONAL CONSULTING: Treatment Integrity Data Sheet

Implementer:

Consultant:

Date:

Start time:

End time:

Strategy Steps	Adherence				Quality*					
	Complete	Substantial	Limited	None	NA	Excellent	Good	Fair	Poor	
1. Explain session purpose	3	2	1	0	NA	3	2	1	0	
2. Elicit implementer's goals for and perception of intervention implementation	3	2	1	0	NA	3	2	1	0	
3. Summarize and validate the implementer's goals and reinforce change talk	3	2	1	0	NA	3	2	1	0	
4. Highlight implementation Beliefs Assessment data and elicit implementer feedback	3	2	1	0	NA	3	2	1	0	
5. Summarize and validate the implementer's feedback	3	2	1	0	NA	3	2	1	0	
6. Provide information regarding intervention implementation	3	2	1	0	NA	3	2	1	0	
7. Review Implementation Plan and treatment integrity data	3	2	1	0	NA	3	2	1	0	
8. Explore implementer's thoughts about intervention implementation	3	2	1	0	NA	3	2	1	0	
9. Summarize, validate, and respond to implementer's perspective	3	2	1	0	NA	3	2	1	0	
10. Ask implementer about the relationship between implementation and intervention goals	3	2	1	0	NA	3	2	1	0	
11. Close the session	3	2	1	0	NA	3	2	1	0	
Sum Columns										
Sum Adherence Columns					A	Sum Quality columns				A
Number of Applicable Steps x 3					B	Number of Rated Quality Steps x 3				B
Divide A / B						Divide A / B				
Adherence %						Quality %				

Implementer Responsiveness				
	Always	Mostly	Rarely	Never
	100%	>51%	≤50%	0%
Implementer was actively engaged .	3	2	1	0
Implementer cooperated with the intervention.	3	2	1	0

*Only complete if adherence step is rated complete, substantial, or limited