

ELEVATING YOUR FORENSIC INTERVIEW PROGRAM

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Learning Objectives

- Current trends across Virginia and the country
- Initial and ongoing training
- Supervision process
- Peer review process
- Vicarious trauma and resiliency
- Practical applications

Survey

- Provided two digital surveys to CAC's regarding supervision, training, and peer review.
- First survey was sent out via NCA Engage and within Virginia
 - 40 respondents
 - Almost 100% responses from Virginia-good sample, not so good nationwide
- Second survey was sent to CAC state chapters and disseminated to all of their CAC's
 - 104 respondents
 - Wide representation across the country

Survey Questions

- What state? What is your role? How long have you been an FI?
- Does your CAC require your direct supervisor to be a trained FI?
- Do you have regular supervision with your supervisor?
- How often do you have supervision with your supervisor?
- What does your CAC do effectively to provide support to you as a FI?
- What does your state chapter do effectively to provide support to you as a FI?
- What additional resources would you like to have to increase your knowledge or skills?

Years of Experience

Virginia

Less than one year	9%
1-3 years	52%
4-7 years	9%
8-11 years	14%
More than 11 years	16%

National

Less than one year	7%
1-3 years	48%
4-7 years	20%
8-11 years	10%
More than 11 years	16%



Initial and Ongoing Training

BRACE YOURSELVES



TRAINING IS COMING

makeameme.org

EMPLOYEE TRAINING



IT'S KIND OF A BIG DEAL

I LOVE TRAINING



TRAINING'S MY FAVORITE

TRAINING OPPORTUNITIES



TRAINING OPPORTUNITIES EVERYWHERE

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Training

- Initial Training-NCA Accreditation Standards (approved FI protocol trainings)
 - Certificate vs certification
 - Tests-what if they don't pass?
- On-going training: how frequent? What do your policies state?
 - What does on-going training consist of: Conferences vs. FI specific training
 - Requirements when returned from training

Training

SafeSpot Policy

1. FORMAL TRAINING: Successful completion of a national or state recognized, NCA approved, forensic interview protocol
2. OBSERVE LIVE/TAPED FORENSIC INTERVIEWS OF CHILDREN: *Minimum of one month.*
3. SHADOW CAC FORENSIC INTERVIEWS: *Minimum of 2 week*
4. CONDUCT PRECAUTIONARY FORENSIC INTERVIEWS: *Minimum of 5*
5. CONDUCT SEXUAL OR PHYSICAL ABUSE FORENSIC INTERVIEWS: *Minimum of 5*
6. ATTEND AND PRESENT AT FORENSIC INTERVIEW PEER REVIEW MONTHLY
7. WRITTEN EVALUATION OF NEW FORENSIC INTERVIEWER (Addendum C): A final written evaluation will be given to the forensic interviewer in training after completing steps 1-6 or. This evaluation will occur within the first 6 months of employment.

Training

Children's Trust Policy: A training plan will go into effect upon the hire of new forensic interviewers. The training plan comprises the following steps.

1. Attend a 40 hour nationally accredited, evidence supported Forensic Interviewing Training within 90 days of being hired.
2. Observe 10 live interviews conducted by the lead forensic interviewer.
3. Once trained; have at least 10 interviews supervised live by the lead forensic interviewer.
4. Watch pre-recorded Webinars to get familiar with CAC's, MDT's and Forensic Interviewing.
5. Attend quarterly peer review and submit cases to be reviewed.
6. Fulfill all requirements associated with the National Children's Alliance Accreditation Standards

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The only thing worse
than training employees
and losing them is to not
train them and keep
them.

ZIG ZIGLAR

Training

Advanced Forensic Interviewer Training:

- Preschool children
- Children with disabilities
- Delayed adults
- CSEC-trafficking cases
- Presenting evidence
- Extended/expanded FI training
- Tele-forensic interviews

Other training:

- Ethics
- Testifying in court
- Understanding bias
- Diversity, equality and inclusion

THERE ARE ONLY TWO WAYS IN WHICH A
MANAGER CAN IMPACT AN
EMPLOYEE'S OUTPUT:
MOTIVATION AND TRAINING.
IF YOU ARE NOT TRAINING, THEN YOU ARE
BASICALLY NEGLECTING HALF THE JOB

Andy Grove

Interviewer Comments

Virginia

- Advanced training topics at low costs to CAC's
- CACVA guidelines on FI supervision
- Setting boundaries and educating MDT members about FI
- 1 v 1 help when conducting interviews and peer review
- Guidance on the max # of interviews
- Consultation with outside interviewers
- Mentoring
- Updates on latest research

National

- Refresher Trainings
- Routine publications related to best practices
- More funding
- Long term Mental Health Support
- Having a higher skilled interviewer on-site for guidance/supervision/mentorship
- Court prep guidance
- Advanced training topics
- Training for supervisors or FI's
- Updates on latest research
- Training on the impacts of the job

SUPERVISION

What does your CAC do effectively to provide support for you as an interviewer?

“NOT A *#\$% THING”

Does your CAC require your supervisor to be a trained forensic interviewer?

Virginia

Yes: 36%

No: 36%

I don't know: 28%

National

Yes: 33%

No: 52%

I don't know: 15%



**what does
'good'
supervision
mean to
you?**

How often do you have supervision?

Quarterly

7.8%

Never

7.8%

Yearly

2.0%

Once a month

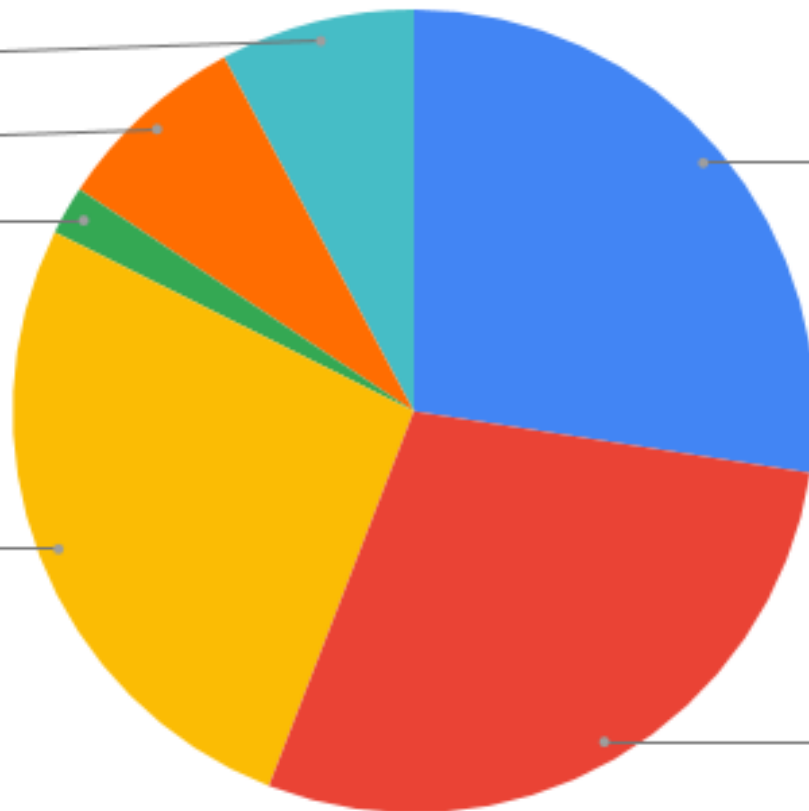
26.5%

Once a week

27.5%

Only as needed

28.4%



Supervision

- Type
 - Reflective supervision
 - Observation style supervision

Separating job performance vs FI skills

- Evaluations
 - Performance and improvement plans

How far do you go with a staff member to improve FI skills?



PEER REVIEW

- NCA accreditation standard
- Modality
- Platform
- Who attends?
- How frequent?

Checking the box OR raising the bar for forensic interviewers?

Peer Review

MODALITY	PROS	CONS
National	See what other states are doing	Typically surface type feedback
State	Get to know other FI's, build a strong community	Hard to get everyone together consistently
CAC staff	Can occur immediately following an interview, more consistent	May only have one or two people, can form bad habits from each other, no "outside" eyes
MDT	MDTs become more knowledgeable about FI's	MDT that aren't trained are providing feedback, no "outside" eyes

What does your CAC do to support you?

Virginia

- Consistent on-going Training
- Access to peer review options
- Regular Supervision
- Case consultation and debriefing w/supervisor
- The CACVA supportive services are not a priority to my ED/supervisor
- Nothing

National

- Consistent on-going training
- Access to peer review options
- Regular supervision/real time supervision
- Case consultation and debriefing w/supervisor
- Self-care techniques
- Flexibility w/schedule

What does your state chapter do to support you?

Virginia

- CACVA FI calls
- CACVA regional peer review
- ChildFirst Faculty
- Trainings
- Consultation opportunities w/ other CAC's
- Research updates

- I don't know

National

- State wide peer review
- State wide trainings
- State wide newsletters
- Technical assistance from chapter coordinator to ensure funding

-I don't know

Building Resiliency

- Being a forensic interviewer will affect you.
- Be aware of how your interviewees will be affected
 - Burnout
 - Vicarious trauma
 - Secondary traumatic stress
- Do you incorporate questions during your hiring process about self-care?
- Is your staff aware of the effects of this job prior to accepting the position?
- What does your agency do to support interviewees?

Practical Implications

Suggestions from Virginia:

- Initiated weekly calls for interviewers through our state chapter
- Informal mentoring
- Statewide peer review
 - Regional
 - ChildFirst Faculty
 - Quarterly basis
 - Virtual

Questions?

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