



## **Detroit Wayne Integrated Health Network**

707 W. Milwaukee St.  
Detroit, MI 48202-2943  
Phone: (313) 833-2500  
[www.dwihn.org](http://www.dwihn.org)

FAX: (313) 833-2156  
TDD: (800) 630-1044 RR/TDD: (888) 339-5588

### **MEMORANDUM**

**To: Children Providers – SED ONLY (Severe Emotional Disturbances)**

**From: Cassandra Phipps (Director of Children’s Initiative)**

**CC: Melissa Moody (Chief Clinical Officer), Ebony Reynolds (Clinical Officer),  
Andrea Smith (Director of Innovation & Community Engagement)**

**Re: Core Competency Training**

**Date: November 14, 2022**

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Core Competency standards and training requirements were established initially in June of 2012 to improve the skills of our Children’s Mental Health Professionals (CMHP), with new elements being added in 2017. Due to the ever-changing environment and needs of our workforce, the Core Competency training has been updated to reflect the most up-to-date information pertinent to the quality services we provide.

The original training content, developed by supervisors within the Children’s Provider Network, was reviewed by a panel of leadership from the same providers, and recommendations were made to restructure the Core Competency training offerings. These recommendations were then reviewed and approved by agency leadership as well as members of the Children’s Practice Standards Committee.

**A complete list of the revised Core Competency training requirements is included below:**

1. System of Care 101
2. The Golden Thread of Community Mental Health Services
3. Strength-Based Goals and Measurable Objectives and Interventions
4. Multidisciplinary Teams and Ancillary Services
5. Effective Clinical Care and Documentation Management

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## **Update:**

In the past, the Core Competency training model was structured as an internal training, where providers were required to have supervisors lead internal trainings for their staff. Starting this fiscal year (2023), the Core Competency Training will be provided by one trainer virtually to all provider staff on a quarterly basis. All clinical staff will be required to register for the training via the Detroit Wayne Connect website. All new clinical staff have 90 days from their hire date to attend the training. Exceptions will only be made for extenuating circumstances for new clinical staff to attend outside the 60-day time frame. Those who have already attended a Core Competency training are NOT required to attend, however, they are welcome to do so if interested. A Core Competency Booster training is also forth coming, and existing clinical staff will be required to attend the booster every two years following their completion of an initial Core Competency Training.

## **Below are the dates for Fiscal Year 2023:**

- Monday, December 12<sup>th</sup>, 2022 (9am-1pm)
- Thursday, February 9<sup>th</sup>, 2023 (9am-1pm)
- Thursday, May 11<sup>th</sup>, 2023 (9am-1pm)
- Thursday, August 10<sup>th</sup>, 2023 (9am-1pm)

**Clinical staff must use the code CORE23 to register for these trainings at [www.dwctraining.com](http://www.dwctraining.com)**

I look forward to our continued work together to ensure children, youth and families in our care have the best possible services from a well-trained and competent workforce. Questions regarding this matter should be directed to Marika Orme, [morme1@dwihn.org](mailto:morme1@dwihn.org).

*Cassandra Phipps LPC, LLP, CAADC*

Cassandra Phipps, LPC, LLP, CAADC  
Director of Children's Initiatives  
Detroit Wayne Integrated Health Network