

Crosswalk of Service Provider Qualifications NHTD & TBI

Service	NHTD (From 2010 CMS waiver application)	TBI (From 2009 Program Manual – subject to amendment with CMS approval of waiver renewal application)
Community Integration Counseling (CIC)	<p>Definition: CIC is an individualized service designed to assist the member to more effectively manage the emotional difficulties associated with adjusting to and living in the community. It is a counseling service provided to a member coping with altered abilities and skills, the need to revise long term expectations, and changed roles in relation to significant others. This service is generally provided in the provider’s office or the member’s home. It is available to members and anyone involved in an ongoing significant relationship with the member when the issues to be discussed relate directly to the member. The member must be present at all CIC sessions.</p> <p>Provider Qualifications: CIC may be provided by any not-for-profit or for profit health and human services agency.</p> <p>(A) 1. The following staff may provide CIC without supervision:</p> <ul style="list-style-type: none"> • Licensed Psychologist (Licensed by the NYS Education Department pursuant to Article 153 of the NYS Education Law); • Licensed Master Social Worker (Licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Licensed Clinical Social Worker (Licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Master of Social Work; • Master of Psychology; • Master of Counseling Psychology; • Master of School Psychology; 	<p>Definition: CIC is an individualized service designed to assist the member to more effectively manage the emotional difficulties associated with adjusting to and living in the community. It is a counseling service provided to a member coping with altered abilities and skills, the need to revise long term expectations, and changed roles in relation to significant others. This service is generally provided in the provider’s office or the member’s home. It is available to members and anyone involved in an ongoing significant relationship with the member when the issues to be discussed relate directly to the member. The member must be present at all CIC sessions.</p> <p>Provider Qualifications: CIC may be provided by any not-for-profit or proprietary health and human services agency. Qualified self-employed individuals may also provide this service.</p> <p>A CIC must be a:</p> <p>(A) 1. Licensed Psychiatrist; 2. Licensed Psychologist; 3. Master of Social Work; 4. Master or Doctorate of Psychology; 5. Certified Rehabilitation Counselor; 6. Master of Counseling Psychology; 7. Licensed Mental Health Practitioner; or 8. Certified Special Education Teacher.</p> <p>Each of these individuals must have a minimum of two (2) years of experience providing adjustment related counseling to individuals with traumatic brain injuries and their families. A significant portion of</p>

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	<ul style="list-style-type: none"> • Master of Counseling; • Mental Health Practitioner (Licensed by the NYS Education Department pursuant to Article 153 of the NYS Education Law); • Certified Rehabilitation Counselor (Certified by the Commission on Rehabilitation Counselor Certification); or • Certified Special Education Teacher (Certified by the NYS Education Department). <p>Each of these individuals must have, at a minimum, two (2) years of experience providing adjustment related counseling to seniors and/or individuals with physical and/or cognitive disabilities and their families. A significant portion of the provider's time which represents this experience must have been spent providing counseling to individuals with disabilities and/or seniors and their families in order to be considered qualifying experience.</p> <p>(B) The following staff may provide CIC with supervision by those listed in Group (A) (1) until they meet the two (2) year minimum required work experience:</p> <ul style="list-style-type: none"> • Licensed Psychologist (Licensed by the NYS Education Department pursuant to Article 153 of the NYS Education Law); • Licensed Master Social Worker (Licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Licensed Clinical Social Worker (Licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Master of Social Work; • Master of Psychology; • Master of Counseling Psychology; 	<p>the provider's time which represents this experience must have been spent providing counseling to individuals with traumatic brain injuries and their families in order to be considered qualifying experience.</p> <p>Individuals listed in (A) may supervise the following individuals to perform CIC:</p> <p>(B) 1. Licensed Psychologist; 2. Certified Rehabilitation Counselor; 3. Licensed Psychiatrist; 4. Master of Social Work; 5. Master or Doctorate of Psychology; 6. Master of Counseling Psychology; 7. Licensed Mental Health Practitioner; or 8. Certified Special Education Teacher.</p> <p>Individuals in section (B) must have, at a minimum, one year of experience providing adjustment related counseling to individuals with physical, developmental or psychiatric disabilities.</p> <p>Supervisors are responsible for providing ongoing supervision and training to staff. Supervision must occur no less than once a month when reviewing the caseload and must be more frequent when there is a new participant, a new provider or there has been a significant change in the participant's emotional, psychiatric or life situation.</p> <p>Self-Employment:</p> <p>Individuals meeting the requirements described in section (A) above may be self-employed and provide this service.</p>

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Independent Living Skills Training (ILST)	<p>Definition: ILST Services are individually designed to improve or maintain the ability of the member to live as independently as possible in the community. ILST may be provided in the person’s home or in the community, but must be provided in the environment and situation that will result in the greatest positive outcome for the plan member. This service will primarily be provided on an individual basis but can be provided in a group setting if the member will receive a greater benefit from it.</p> <p>Services may include assessment, training and supervision of an individual with self-care, medication management, task completion, communication skills, interpersonal skills, socialization, sensory/motor</p>	<p>Definition: ILST Services are individually designed to improve or maintain the ability of the member to live as independently as possible in the community. ILST may be provided in the person’s home or in the community, but must be provided in the environment and situation that will result in the greatest positive outcome for the plan member. This service will primarily be provided on an individual basis but can be provided in a group setting if the member will receive a greater benefit from it.</p> <p>Services may include assessment, training and supervision of an individual with self-care, medication management, task completion, communication skills, interpersonal skills, socialization, sensory/motor</p>

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	<p>skills, mobility, community transportation skills, reduction/elimination of maladaptive behaviors, problem solving skills, money management, pre-vocational skills and skills to maintain a household. ILST may also be used to assist a member in returning to, or expanding involvement in meaningful activities, such as paid or unpaid (volunteer) employment.</p> <p>Based on the individual's needs and the method of service provision, this service may also be included as a CFCO service.</p> <p>Provider Qualifications: ILST may be provided by any not-for-profit or for profit health and human services agency.</p> <p>(A) 1. The following staff may provide ILST without supervision:</p> <ul style="list-style-type: none"> • Licensed Master Social Worker (licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Licensed Clinical Social Worker (licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); • Master of Social Work; • Master of Psychology; • Physical Therapist (licensed by the NYS Education Department pursuant to Article 136 of the NYS Education Law); • Registered Professional Nurse (registered by the NYS Education Department pursuant to Article 139 of the NYS Education Law); • Certified Special Education Teacher (certified as a Special 	<p>skills, mobility, community transportation skills, reduction/elimination of maladaptive behaviors, problem solving skills, money management, pre-vocational skills and skills to maintain a household. ILST may also be used to assist a member in returning to, or expanding involvement in meaningful activities, such as paid or unpaid (volunteer) employment.</p> <p>Based on the individual's needs and the method of service provision, this service may also be included as a CFCO service.</p> <p>Provider Qualifications: ILST may be provided by any not-for-profit or proprietary health and human services agency. Self-employed individuals meeting the qualifications may also provide this service. An ILST must be a:</p> <p>(A) 1. Registered Occupational Therapist; 2. Registered Physical Therapist; 3. Licensed Speech-Language Pathologist; 4. Registered Professional Nurse; 5. Certified Special Education Teacher; 6. Certified Rehabilitation Counselor; 7. Master of Social Work; or 8. Master or Doctorate of Psychology.</p> <p>These individuals must have, at a minimum, one (1) year of experience completing functionally based assessments, developing a comprehensive treatment plan and teaching individuals with disabilities to be more functionally independent; OR</p> <p>(B) An individual with a Bachelor's degree and two (2) years of similar experience; OR</p>

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	<p>Education Teacher by the NYS Education Department);</p> <ul style="list-style-type: none"> • Certified Rehabilitation Counselor (certified by the Commission on Rehabilitation Counselor Certification); • Licensed Speech Pathologist (licensed by the NYS Education Department pursuant to Article 159 of the NYS Education Law); or • Registered Occupational Therapist (registered by the NYS Education Department pursuant to Article 156 of the NYS Education Law). <p>Providers in Group A must have, at a minimum, one (1) year of experience completing functionally based assessments, developing comprehensive treatment plans and teaching individuals with disabilities and/or seniors to be more functionally independent; OR</p> <ol style="list-style-type: none"> 2. An individual with a Bachelor's degree and two (2) years of experience completing functionally based assessments, developing comprehensive treatment plans and teaching individuals with disabilities and/or seniors to be more functionally independent; OR 3. An individual with an Associate's degree with three (3) years of experience completing functionally based assessments, developing comprehensive treatment plans and teaching individuals with disabilities, and/or seniors to be more functionally independent; OR 4. An individual with a High School Diploma or equivalent and five (5) years of experience completing functionally based assessments, developing comprehensive treatment plans and teaching individuals with disabilities and/or seniors to be more functionally independent; OR 5. Any individual who met the qualifications for and was 	<p>(C) An individual with an Associate's degree and three (3) years of similar experience; OR</p> <p>(D) An individual with a High School Diploma or equivalent (GED) and four (4) years of similar experience.</p> <p>Individuals identified in section (A) may supervise the following individuals to perform ILST services:</p> <ul style="list-style-type: none"> • Individuals with the educational experience listed in section (A) but who do not meet the experience qualifications; • Individual with a Bachelor's degree with one (1) year of experience; • Individuals with an Associate's degree or a High School Diploma or equivalent (GED) and two (2) years of experience; and • Individuals who have successfully completed two (2) years of providing HCSS or Residential Habilitation under the OPWDD HCBS waiver. <p>The supervisor is responsible for:</p> <ul style="list-style-type: none"> • Completing an initial assessment of the participant's functional abilities and developing a detailed plan of intervention; • Training a service provider to implement the plan so that maximum benefit to the participant may occur; • Re-evaluating the participant as needed, but not less than at the completion of the Individual Service Report (included in all Revised Service Plans) and whenever Addendums to the Service Plan are written, which include changes in the amount and/or frequency of this service; and • Providing ongoing supervision and training to staff. Such supervision must occur no less than bi-weekly when the caseload is

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	<p>providing Independent Living Skills Training without supervision under the NHTD waiver in effect through August 31, 2010.</p> <p>(B) The following staff may provide ILST with supervision by individuals identified in Group (A) (1) until they meet the minimum years of required work experience:</p> <ul style="list-style-type: none"> • An individual who has the educational experience listed in Group (A) (1), but does not meet the experience qualifications; OR • An individual who has a Bachelor's degree and less than two (2) years of experience; OR • An individual who has an Associate's degree and less than three (3) years of experience; OR • An individual who has a High School Diploma or equivalent and less than five (5) years of experience. <p>(C) The following staff may provide IILST with supervision by those listed in Group (A) (1):</p> <ul style="list-style-type: none"> • An individual who has successfully completed two (2) years of providing HCSS or Residential Habilitation under the NYS OPWDD HCBS waiver. <p>The supervisor is required to:</p> <ul style="list-style-type: none"> • Meet any potential waiver participants prior to the completion of the Detailed Plan developed by the ILST under his/her supervision; • Work with the ILST on completing the functional assessment of the participant; 	<p>reviewed. Supervision must be more frequent when there is a new participant, new provider or when there is evidence that the expected progress is not occurring.</p> <p>The ILST provider agency must make every possible effort to match the skills and experience of the individual provider to the specific goals of the participant.</p> <p>Self-Employment:</p> <p>Individuals listed in (A) of this section who are self-employed may provide ILST services. In addition to the educational requirement, such individuals must have three (3) years of experience providing functionally based assessments and ILST to individuals with traumatic brain injury, and demonstrate an understanding of the philosophy and content of the HCBS/TBI waiver.</p>

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	<ul style="list-style-type: none"> • Work with the ILST to reevaluate the participant as needed, but not less than at the completion of the Revised Service Plans and whenever Addenda to the SP are written; • Have supervisory meetings with staff on at least a bi-weekly basis; • Provide ongoing supervision and training to staff; and • Review and sign-off on all Detailed Plans. 	
Positive Behavioral Interventions & Supports (PBIS)	<p>Definition: This service is provided to plan members who have significant behavioral difficulties that jeopardize their ability to remain in the community of choice due to inappropriate responses to events in their environment. PBIS should be provided in the situation where the significant maladaptive behavior occurs. The primary goal of PBIS services is to decrease the intensity or frequency of targeted behaviors and to teach more socially appropriate behaviors.</p> <p>Services include but are not limited to: a comprehensive assessment of the individual's behavior (in the context of their medical diagnosis as determined by the appropriate health or mental health professional), skills and abilities, existing and potential natural and paid supports, and the environment; the development and implementation of a holistic structured behavioral treatment plan including specific realistic goals which can also be utilized by other providers and natural supports; the training of family, natural supports and other providers so they can effectively use the basic principles of the behavioral plan; and regular reassessments of the effectiveness of the behavioral treatment plan, making adjustments to the plan as needed.</p> <p>Based on the individual's needs and the method of service provision, this service may also be included as a CFCO service.</p>	<p>Definition: This service is provided to plan members who have significant behavioral difficulties that jeopardize their ability to remain in the community of choice due to inappropriate responses to events in their environment. PBIS should be provided in the situation where the significant maladaptive behavior occurs. The primary goal of PBIS services is to decrease the intensity or frequency of targeted behaviors and to teach more socially appropriate behaviors.</p> <p>Services include but are not limited to: a comprehensive assessment of the individual's behavior (in the context of their medical diagnosis as determined by the appropriate health or mental health professional), skills and abilities, existing and potential natural and paid supports, and the environment; the development and implementation of a holistic structured behavioral treatment plan including specific realistic goals which can also be utilized by other providers and natural supports; the training of family, natural supports and other providers so they can effectively use the basic principles of the behavioral plan; and regular reassessments of the effectiveness of the behavioral treatment plan, making adjustments to the plan as needed.</p> <p>Based on the individual's needs and the method of service provision, this service may also be included as a CFCO service.</p>

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	<p>Provider Qualifications: PBIS services may be provided by any not-for-profit or for profit health and human services agency. The two key positions in PBIS service are the Program Director and the Behavioral Specialist. Each PBIS provider must employ a Program Director.</p> <p>The Program Director is responsible for assessing the waiver participant and developing the PBIS plan for each waiver participant. The Program Director may perform the function of a Behavioral Specialist or supervise the Behavioral Specialist. The Behavioral Specialist may be responsible for the development and/or implementation of the Detailed Plan under the direction of the Program Director.</p> <p>If a provider has more than one individual who meets the qualifications for Program Director, each of these qualified individuals can develop PBIS plans.</p> <p>The Program Director must be a:</p> <p>(A) Licensed psychiatrist (licensed by the NYS Education Department pursuant to Article 131 of the NYS Education Law) with one year experience providing neurobehavioral services; OR</p> <p>(B) Licensed psychologist (licensed by the NYS Education Department pursuant to Article 153 of the NYS Education Law) with one year experience in providing neurobehavioral services; OR</p> <p>(C) 1. Licensed Master Social Worker (licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); 2. Licensed Clinical Social Worker (licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law);</p>	<p>Provider Qualifications: PBIS services may be provided by any not-for-profit or proprietary health and human services agency. The two key positions in PBIS service are the Program Director and the Behavioral Specialist.</p> <p>The Program Director is responsible for developing the PBIS plan for each participant. The Director may work as a Behavioral Specialist or provide ongoing supervision to a Behavioral Specialist who will implement the plan.</p> <p>If a provider has more than one individual who meets the qualifications for the Program Director, all qualified individuals may develop individual PBIS plans.</p> <p>The Program Director must be a:</p> <p>(A) Licensed psychiatrist with one year experience providing behavioral services; OR</p> <p>(B) Licensed psychologist with one year experience in providing behavioral services or traumatic brain injury services; OR</p> <p>(C) 1. Master of Social Work; 2. Master or Doctorate degree in Psychology; 3. Registered Occupational Therapist; 4. Registered Physical Therapist; 5. Licensed Speech-Language Pathologist; 6. Registered Professional Nurse; 7. Certified Rehabilitation Counselor; 8. Certified Special Education Teacher; or 9. Licensed Mental Health Practitioner</p>

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	<p>3. Master of Social Work;</p> <p>4. Master of Psychology;</p> <p>5. Master of Gerontology;</p> <p>6. Physical Therapist (Licensed by the NYS Education Department pursuant to Article 136 of the NYS Education Law);</p> <p>7. Mental Health Practitioner (Licensed by the NYS Education Department pursuant to Article 163 of the NYS Education Law);</p> <p>8. Registered Professional Nurse (Registered by the NYS Education Department pursuant to Article 139 of the NYS Education Law);</p> <p>9. Certified Special Education Teacher (Certified by the NYS Education Department);</p> <p>10. Certified Rehabilitation Counselor (Certified by the Commission on Rehabilitation Counselor Certification);</p> <p>11. Licensed Speech Language Pathologist (Licensed by the NYS Education Department pursuant to Article 159 of the NYS Education Law); OR</p> <p>12. Registered Occupational Therapist (Licensed by the NYS Education Department pursuant to Article 156 of the NYS Education Law).</p> <p>Each of the individuals in (C) must have, at a minimum, two (2) years of experience providing neurobehavioral services; OR</p> <p>(D) Individual who has two (2) years of experience as a Behavioral Specialist.</p>	<p>Each of the individuals in (C) must have, at a minimum, two years of experience providing neurobehavioral services; OR</p> <p>(D) Individual who has been a Behavioral Specialist for two years and has successfully completed the apprenticeship program offered by the Statewide Neurobehavioral Resource Project.</p> <p><i>Provider Qualifications for Behavioral Specialists</i></p> <p>The Behavioral Specialist is responsible for implementation of the individual intensive behavioral plans under the direction of the Program Director and must be a:</p> <p>(A) Person with a Bachelor's Degree;</p> <p>(B) Registered Professional Nurse;</p> <p>(C) Certified Occupational Therapy Assistant; or</p> <p>(D) Physical Therapy Assistant.</p> <p>The Behavioral Specialist must have at least one (1) year of experience working with people with traumatic brain injury, other disabilities or behavioral difficulties. The Behavioral Specialist must successfully complete forty hours training in traumatic brain injury, behavioral analysis, and crisis intervention techniques which is provided by the PBIS Program. The Program Director will provide ongoing training and supervision to the Behavioral Specialist.</p> <p>Supervision must occur no less than biweekly when the caseload is reviewed and must be more frequent when there is a new participant, new provider or when significant behavioral issues arise.</p> <p>Self-employment:</p>

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		Self-employed individuals must meet the qualifications of the Program Director of the PBIS Program.
Structured Day Program (SDP)	<p>Definition: Structured Day Program Services are individually designed services provided in an outpatient congregate setting or in the community to improve or maintain the member’s skills and ability to live as independently as possible in the community. Services may include assessment, training and supervision to an individual with self-care, task completion, communication skills, interpersonal skills, problem-solving skills, socialization, sensory/motor skills, mobility, community transportation skills, reduction/elimination of maladaptive behaviors, money management skills and ability to maintain a household. This service may augment some other services when reinforcement of skills is necessary.</p> <p>Based on the individual’s needs, the method of service provision, and the environment where the service is provided, this service may also be included as a CFCO service.</p> <p>Provider Qualifications: SDPs may be provided by any not-for-profit or for profit health and human services agency. All SDPs must be identified in the SP and provided by agencies approved as a provider of this waiver service by DOH.</p> <p>The SDP Director must be:</p> <p>(A) 1. Licensed Master Social Worker (licensed by the NYS Education Department pursuant to Article 154 of the NYS Education Law); 2. Licensed Clinical Social Worker (licensed by the NYS Education</p>	<p>Definition: Structured Day Program Services are individually designed services provided in an outpatient congregate setting or in the community to improve or maintain the member’s skills and ability to live as independently as possible in the community. Services may include assessment, training and supervision to an individual with self-care, task completion, communication skills, interpersonal skills, problem-solving skills, socialization, sensory/motor skills, mobility, community transportation skills, reduction/elimination of maladaptive behaviors, money management skills and ability to maintain a household. This service may augment some other services when reinforcement of skills is necessary.</p> <p>Based on the individual’s needs, the method of service provision, and the environment where the service is provided, this service may also be included as a CFCO service.</p> <p>Provider Qualifications: SDPs may be provided by any not-for-profit or proprietary health and human services agency. All SDPs must be identified in the SP and provided by agencies approved as a provider of this waiver service by DOH.</p> <p>These programs must be directed by an individual who is a:</p> <p>(A) 1. Registered Occupational Therapist; 2. Registered Physical Therapist; 3. Licensed Speech-Language Pathologist;</p>

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	<p>Department pursuant to Article 154 of the NYS Education Law);</p> <ol style="list-style-type: none"> 3. Master of Social Work; 4. Master of Psychology; 5. Master of Counseling Psychology; 6. Master of School Psychology; 7. Master of Gerontology; 8. Physical Therapist (licensed by the NYS Education Department pursuant to Article 136 of the NYS Education Law); 9. Registered Professional Nurse (licensed by the NYS Education Department pursuant to Article 139 of the NYS Education Law); 10. Certified Special Education Teacher (certified by the NYS Education Department); 11. Certified Rehabilitation Counselor (certified as a Certified Rehabilitation Counselor (CRC) by the Commission on Rehabilitation Counselor Certification); 12. Licensed Speech Pathologist (licensed by the NYS Education Department pursuant to Article 159 of the NYS Education Law); or 13. Occupational Therapist (licensed by the NYS Education Department to Article 156 of the NYS Education Law). <p>Individuals in Group (A) must have, at a minimum, one (1) year of experience providing functional assessments, PBIS or SDP to individuals with disabilities and/or seniors; OR</p> <p>(B) Be an individual with a Bachelor's degree or higher, in social work, psychology, gerontology, or other related field and two (2) years of experience providing functional assessments, PBIS or SDP to individuals with disabilities and/or seniors.</p>	<ol style="list-style-type: none"> 4. Registered Professional Nurse; 5. Certified Special Education Teacher; 6. Certified Rehabilitation Counselor; 7. Master of Social Work; or 8. Master or Doctorate of Psychology. <p>SDP Directors must have, at a minimum, one year of experience providing functional assessments, PBIS, or SDP services to individuals with disabilities; OR</p> <p>(B) Individual with a Bachelor's degree and two years of similar experience.</p> <p>In addition to a required Program Director, a SDP may employ program staff. Program staff must be at least 18 years old with a minimum of a High School Diploma or equivalent (i.e. GED); be able to follow written and verbal instructions; and have the ability, skills, training and supervision necessary to meet the waiver participant's needs that will be addressed through this service to assure the health and welfare of the waiver participant.</p>

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	<p>The SDP must be available to provide hands-on assistance to participants, and therefore, must have at least one (1) employee with previous training as a PCA or CNA available to participants at all times. In addition to a required Program Director and staff with PCA/CNA training, a SDP may employ additional program staff. Program staff must be at least 18 years old; be able to follow written and verbal instructions; and have the ability and skills necessary to meet the waiver participant's needs in a SDP.</p>	