



G r o w O u r O w n

EVALUATION BY SBS EVALUATION &
PROGRAM DEVELOPMENT
SPECIALISTS

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Overview

Due to the limited number of behavioral and mental health professionals in the Gallup Area, the City implemented the Grow Our Own Pilot Project. The City of Gallup Behavioral Health provided a panel and a career fair on May 3rd, 2022 to address the need in the community.



Story

1

It was recognized that there are a limited number of behavioral health professionals in Gallup.

2

Behavioral Health agencies "borrow" staff from each other every time they have to hire new staff, obtain new funding, or expand services.

3

The existing behavioral health workforce is overworked and getting burnt out.

4

The City of Gallup, through PARD funding, provided a vast array of trainings to increase behavioral health capacity. These were highly attended and demonstrated the need and desire for additional growth opportunities.

5

The City of Gallup Behavioral Health provided a panel and a career fair on May 3rd, 2022. A Pilot Project for clinical supervision and technical assistance was developed for those pursuing higher education, licensure, or career development.

6

The Grow Our Own Pilot was evaluated by SBS Evaluation & Program Development Specialists

services



Educational Development

Each participant worked on an educational plan and worked towards at least one objective during the 3.5-month duration of the pilot

Career Development

Each participant worked on a career development plan and worked towards at least one objective during the 3.5-month duration of the pilot. Training provided included: 1. Professional Ethics, 2. Substance Use Disorder Counseling Competencies, 3. Co-occurring disorders, 4. Motivational Interviewing, and 5. Trauma Informed Care

Clinical Supervision

Each participant worked on a supervision plan. They identified their expectations, identified supervision goals and objectives, and worked towards meeting those objectives during the 3.5-month duration of the pilot.

our team



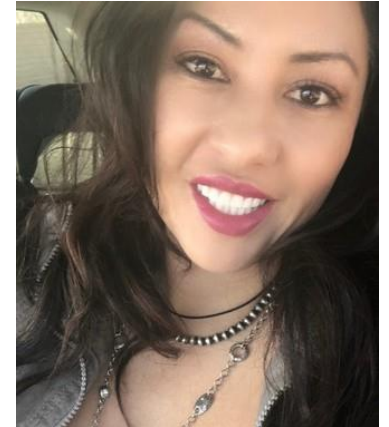
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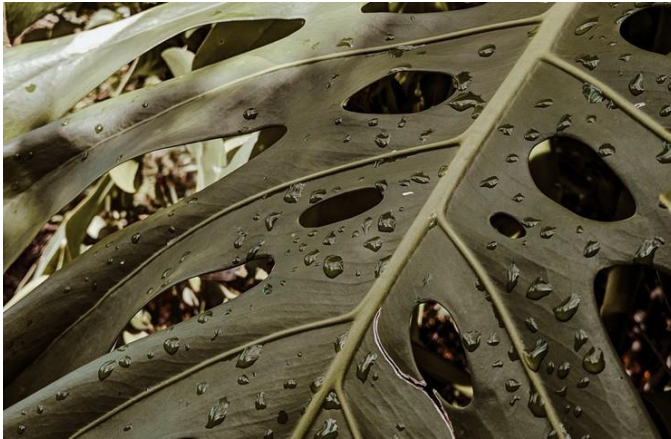


Sindy Bolaños-
Sacoman, MPH
Evaluator

Career Fair



Goals and Obj.



Career Long-Term Goals

- ◆ Private Practice
- ◆ LCSW in School Setting
- ◆ LPCC-psychotherapist
- ◆ LADAC, Master's degree co-occurring psychotherapist
- ◆ psychotherapist
- ◆ Licensed Counselor
- ◆ Licensed Counselor for SUD
- ◆ CEO/Director BH practice

Education Short-Term Goals

- ◆ LSAA
- ◆ CPSW
- ◆ BSW
- ◆ MPH



Key Findings

Pre		Post	
Confused-did not know career path	The participant was unsure of their role	Identified focus area	Clear about participant role. They are in charge
Confusion about steps to take	Had many unanswered questions	Guidance, support, encouragement and next steps	Received answers to all questions
Little to no supervision	Thoughts about going back to school	Understands what to expect from supervision	Applied and enrolled in school

Strengths

- One participant wanted to obtain her LSAA and a LADAC, she applied to graduate school and is now enrolled for the Spring semester.
- One participant received approval for his LSAA during the pilot and will start supervision. The next goal is to obtain his Bachelor's degree.
- One participant applied for her CPSW training and will start school in the winter pursuing a Bachelor's
- The structure of the program and being held accountable, got his questions answered.
- Bi-weekly meetings were most helpful.
- In-person meetings were preferred over ZOOM trainings
- MI was the preferred training due to interactions.

Recommendations

- Flexibility with scheduling due to work schedules
- Increased focus on CPSW, Social Work, and other career choices in the field of behavioral health.
- Trainings and supervision in person
- Interactive sessions
- Supervision frequency was a strength-continue
- MI was the preferred training due to interactions and style of training, incorporate this style into other trainings provided.
- Continue the supportive environment created by Art Romero

