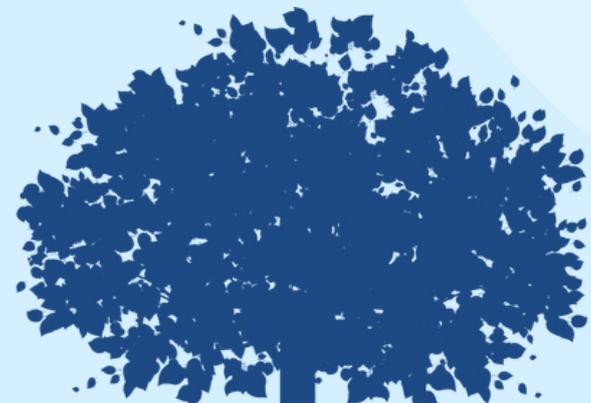


Your Best Life At *see*



*see* THERA TREE

**What to Expect**

@TheraTreePeds



## How We Train

We believe in incorporating a variety of learning strategies so you really understand what to do.

- Training Support from:
  - Human Resources
  - Quality Manager
  - Clinical / Therapy Manager
  - Other managers and leaders are available and willing to help as needed!
- Structured training schedule to keep you on track and allows for more support as needed.
- Learn the process first with a written check list you can always refer back to.
- Watch videos to see processes in action with the ability to pause and rewatch.
- Q & A sessions both with your trainer and digitally.
- Observe your trainer or other clinicians demonstrate skills with real patients.
- Be observed by your trainer while you demonstrate the skill.
- Get feedback on:
  - Performing the skills
  - Written documentation
- 1:1 Check in meetings

## First 90 Days

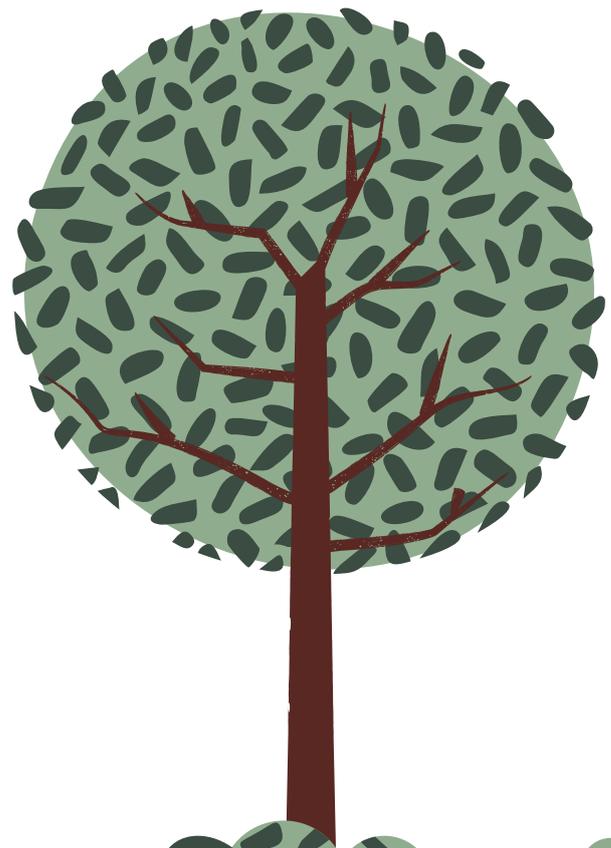
- Structured learning on:
  - Plans of Cares
  - Goals
  - Progress Appointments
  - Re-Evaluation Appointments
  - Standardized Assessments
  - Screenings
  - Evaluations
  - More Billing
  - Celebrating Success
  - How to handle tricky situations
  - Supervision
  - Targets and Bonuses
- Employee Benefits
- Check off on all basic job duties with Trainer
- Continue your Growth!
  - Establish a Mentorship
  - Keep learning through our internal trainings!

## First Day

- Review Employment Documents
- Meet the Team and your Trainer
- Clinic Orientation
- Work Station Set up
- Technology set up
- Learn your Training Schedule
- Observe your Trainer treat patients
- Learn basic treatment processes
- Get to know your first few patients
- Review Plan of Cares
- Treatment planing time

## First Week

- Observe more with your Trainer
- Learn daily documentation & billing
- Treat your first few patients with Trainer
- Get feedback on:
  - Treatment Interventions
  - Documentation
  - Billing
- Opportunities for Q & A
- If applicable to your role: Visit other treatment settings (Ex. Schools)
- Weekly check in with your Trainer



# Mentorship

## Why We Started This:

We created our mentorship program for two reasons:

1. Support our clinicians who are meeting their basic job duties, and want to expand their skillset in an area.
2. Opportunity for our advanced clinicians to demonstrate leadership. Research shows when you teach a skill

## Mentorship Benefits:

- Advance your career.
- Learn new skills.
- Level up your existing skills.
- Dedicated person to cheer you on to meeting your goals.
- Build in to our culture and make lasting connections.
- Improve your problem solving
- Increase your promotion potential.
- Mentors earn leadership points towards bonuses for mentorship activities and successes.

## The Program

The mentorship program is overseen and fueled by our Quality Manager. Our Quality Manager will pair mentors and mentees, keep the mentorship on track, and celebrate all the successes with you. They are a resource to keep you thriving in your career!

- Mentorships are a 3 month commitment.
  - Mentors can be anyone in the company, not just limited to your therapy type.
  - Can choose to agree on an additional 3 months with the same mentor.
  - Can choose different mentors each time.
- Formal mentorship agreement outlines:
  - Each participant's responsibility in the mentorship.
  - Goals to track progress and accomplish.

**Mentorship can be on anything related to your role as a clinician:**

### Special Skills and Techniques

- Feeding Therapy
- Sensory Integration
- Behavior Intervention
- Reflex Integration
- Adaptive Equipment
- ...and more!

### Leadership Development

- Research development and participation.
- Advocacy at the state and national level.
- Nationally recognized certifications.
- Presentations to the public or colleagues at the state and/or national level.
- Implement passion programs.

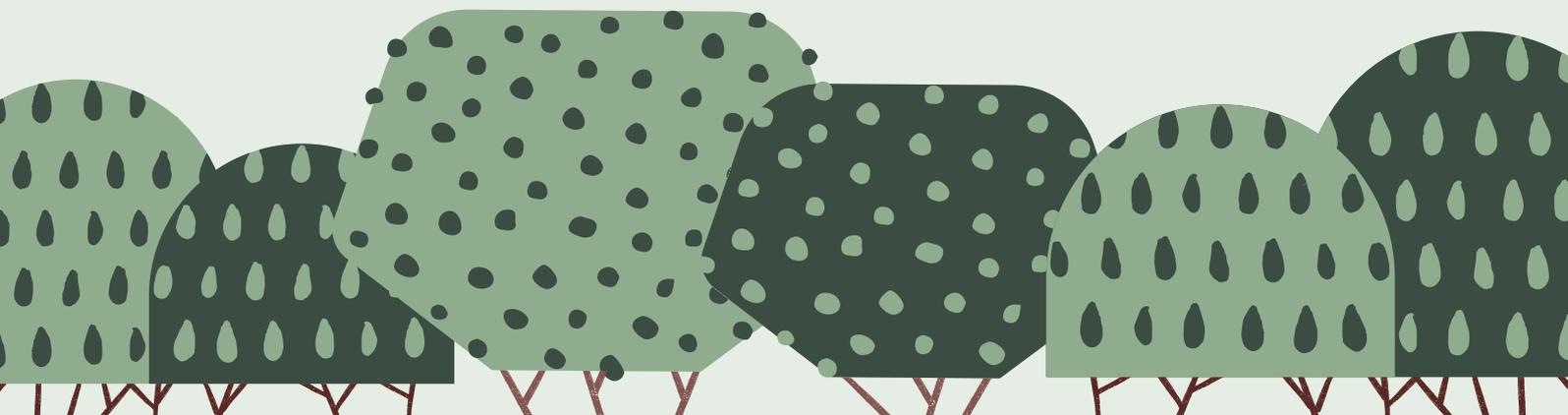
### How to Give More Help

- Time Management
- Efficient Documentation
- Get patients to meet goals faster.
- Communication Skills & Relationship Building with parents and patients.

## What's the Difference between Mentorship and...

**Management:** While also a support for you, Managers have a big picture operational responsibility to make things run smoothly around the clinic. They oversee staff performance and work towards the goals of the group. While managers do have advanced skill sets and can be mentors, we don't want to limit mentorships to just your manager's speciality. You may want to learn from a peer, a different therapy type, or maybe even a non-clinician like how to educate the public better with our community manager.

**Supervision:** Supervision is based on the requirements of your therapy specific state statutes and regulations (or national credentialing board for some therapy types). Supervision is a legal requirement for specific clinicians (Ex. therapy assistants) to legally provide therapy, establish for safe and ethical interventions, and for supervisors be responsible for patient outcomes. A supervisor can also be a mentor, but you're not just limited to your supervisor - you can have both a mentor AND a supervisor!



# Staff Success



“Arrielle is a **SUPERSTAR**. Words cannot express how much I **appreciate** her. We do the same job in slightly different ways, and she has taken the little free time that she has during the day to **share** some of her **knowledge** with me. On patients that we have in common or things that have **worked** well for her. We did an enormous art project yesterday with our kids. Though I was off today, I was going to go in and cleanup my office. I woke up to a text from Arrielle telling me she had cleaned my office for me. So that I could **enjoy** my day off.” – Sheryl RBT

“I have the **pleasure** of working with an **exceptional** young man. He will tell you that he is **my best friend**. He comes to see me because he has a bit of trouble sharing and helping out others. He is making **wonderful progress** in sharing his toys with his peers. He made me so very proud recently. We were supposed to work with snap circuits, which is one of his **favorite** things to do, instead he decided to do something for others. He made Easter decorations for some of the staff here AND he **helped** out client services. The had a box of papers that needed shredding and he was very **happy** to step up and help. I am so happy with all of the **progress** that he is making and I am very **proud** of him.” – Arrielle, RBT



“I started working at TheraTree right after Christmas last year. Previously, I was a teacher, so the world of therapy, and especially behavior therapy, was brand new to me. Arrielle immediately took me **under her wing** and became my “go to” person when I had a million questions about everything. In February, we began a formal **mentorship** program. This included weekly check-ins and setting **goals** to help me reach my **full potential** as an RBT at TheraTree. Initially, the goals consisted of planning out my sessions, passing my RBT exam, and planning for **leadership** points so that I could **bonus** when I became eligible. As I’ve met those goals, now I have goals to create **opportunities** for my clients to work independently and reach full leadership points for maximum bonus. Through the **mentorship** program, I have gotten close to Arrielle and I still depend on her a lot, as I’m still working to figure things out. We share ideas with each other and Arrielle helps keep me on track by double-checking things for me to make sure that everything is done correctly. Even when we finish the official mentorship program, I would definitely still consider Arrielle to be my TheraTree **mentor** and “go to” person.

I am **thankful** that TheraTree has provided me with the opportunity to **grow** professionally through something as simple as conversations and **accountability**. I am much more **confident** in my abilities as a behavior therapist because of the mentorship that I’ve experienced the last few months.”  
– Becca, RBT

