

Accreditation Video Review by Selected IY Mentors

As the IY group leader, coach, and mentor community continue to grow, we are working to increase the capacity for high quality and efficient review of videos that new group leaders submit for the accreditation process. In the past, the majority of reviews have been conducted by trainers in Seattle, and, more recently, some very experienced mentors have begun to do accreditation video reviews.

We have a process for ensuring that video reviews are consistent and reliable across all mentors and trainers who are selected to review videos for accreditation. Below we will outline this process:

1. **Which mentors review videos for program accreditation?** Not all mentors are expected to review videos for accreditation. Video review and the accompanying written feedback is time consuming and a 2-hour group video review can take 3-4 concentrated hours to complete. Reviews for group leaders who are struggling can take even longer. Many mentors do not have the time, or interest, or organizational support to do this work. All mentors are expected to watch selected portions of videos with group leaders for coaching and supervision purposes, but this is different than an accreditation review.
2. **What should mentors do if they want to review videos?** In most cases, new mentors will wait at least a year prior to applying to review videos for accreditation. At this point, mentors who are interested in reviewing videos for accreditation should contact IY to express their interest.
3. **Setting up reliability review.** If IY and the mentor agree that it would be valuable to proceed, IY will work with the mentor to set up a reliability video review. We work to make this as independent a process as possible. Typically, a Seattle based IY trainer will complete a video review. The mentor who is training to do accreditation video reviews will be sent this same video to be reviewed without discussing the video with the trainer. Carolyn will review both reports for the essential elements of a video review as well as agreement between the two reports on whether the video should pass for accreditation. *More than one of these reliability reviews may be required to establish reliability.* In most cases the video being reviewed by the IY trainer will be paid for by the accreditation fee for the group leader and the mentor who wants to do accreditation reviews will not need to pay an extra fee for this process. A fee for the trainer's time would apply if the IY trainer is reviewing a video that is not otherwise covered by accreditation fees.
4. **How are non-English reliability reviews handled?** Video reliability reviews will be set up individually to ensure that the process is as independent and fair as possible. When English is the first language, the reliability review will be done by one of the US IY trainers. When the mentor is working in another language, we will work to decrease the

amount of translation necessary by using an experienced mentor or trainer who speaks that language to do the reliability review, when possible. All reviews would need to be translated fully into English so that the IY team can look at the two reviews prior to passing the reliability review. *There are also some situations where there are no available mentors in a particular language who are authorized to do the accreditation review. In these cases, the additional step of translating the group tape into English may be necessary.*

5. **Can mentors make final accreditation decisions?** Once a mentor is authorized to do accreditation reviews, these reviews (or summaries of the reviews for non English reviews) are all sent to Seattle and the final accreditation decision is made by the Seattle IY team. It is important for mentors to help group leaders understand that passing a video review is only one part of the accreditation process. The IY team also looks at the group leaders, self- and peer-evaluation, letters of recommendation, evaluations, goal letter and educational background material, and session protocols. If group leaders are not doing all the required sessions or if they turn in checklists that show that they are leaving out important program elements (reducing vignettes, not doing role plays, not doing buddy calls or home activities, or reducing the minimal number of required sessions etc.), the application may not pass for accreditation, even if the video review has passed. *All mentors should be helping group leaders with these aspects of accreditation, but this is particularly important for mentors who are doing video reliability checks because group leaders need to understand all the elements of a successful accreditation application. Please note that the mentor gem page outlines all the areas that should be covered in coaching and supervision.*
6. **Continuing to review videos with fidelity.** As more mentors and trainers take part in video review for accreditation, we will be continuing to work closely as a group to discuss key elements of these video reviews. All trainers and mentors who do these reviews will, at times, have questions about whether a review should pass for accreditation, and may consult with the IY office about how to make a decision about a particular review. We will meet during the mentor meetings to discuss core elements of the video reviews and to decide what is “good enough” to pass. Lastly, we trust that mentors who do video reviews for accreditation will try to avoid conflicts of interest when they do these reviews. At times there may be pressure from an agency to get group leaders certified quickly or a mentor may have a personal relationship with a group leader that makes it difficult to give feedback. In these cases, it would be best to send videos to Seattle for review, or if more than one mentor in an agency reviews videos for accreditation, the mentor who does not work directly with the group leader should complete the review.