

Domestic Violence Offender Management Board  
Competency Based Assessment  
TO BE UTILIZED WITH THE NEW 9.0 STANDARDS

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Supervisors shall rate the supervisee on the applicable competencies (based on the statuses for which an applicant is applying) using the scale below. It should be noted that the applicant is not required to demonstrate competency (a score of '6' on the rating scale) in all the objective areas, but should show marked progress over time with the goal being a sufficient level of competency in each area at the time of application for approval. Furthermore, the following Competency Based Assessment Approval form should be considered when establishing the applicant's Supervision Plan.

**STATUSES FOR WHICH APPLICANT IS APPLYING (check all that apply)**

- ☐ Treatment Provider:      ☐ Entry Level   ☐ Full Operating Level   ☐ DVCS Level  
☐ Pre-Sentence Evaluator  
☐ Female  
☐ GLBT+

**RATING SCALE**

NA	No Opportunity to Evaluate this Competency
1	No Demonstrated Competency (Fail)
2	Initial Ability (Beginning Ability with Support of Supervision)
3	Increased Growth (Demonstration of Knowledge Integration but Continues to Require Substantial Guidance and Supervision)
4	Improved Consistency (Routinely Demonstrates the Skill or Knowledge Required for the Competency)
5	Highly Effective (Consistent and Accurate Use of Skill and Knowledge Required for Competency in complex situations)
6	Autonomous/ Fully Proficient (Generalizes Skills Previously Learned to New Situations)

**TREATMENT PROVIDER COMPETENCIES**

Rate supervisees applying for listing as a Treatment Provider on the following competencies;

**Competency 1- Development of Professional Self**

\_\_\_\_\_ Objective 1- Appropriate use of supervision

- ☐ Brings appropriate cases for supervision
- ☐ Able to present case formulation
- ☐ Openly discuss professional strengths and areas of growth in non-defensive manner
- ☐ Learn and apply new ideas
- ☐ Integrates concepts from supervision

\_\_\_\_\_ Objective 2- Self Awareness

- ☐ Demonstrates reasonable self care

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- ☐ Has examined issues related to how working with domestic violence offenders and how offenders affect them
- ☐ Can maintain professional personal boundaries
- ☐ Understands safety concerns
- ☐ Awareness of management of transference

\_\_\_\_\_ Objective 3- Seeks Appropriate Growth and Learning Opportunities

- ☐ Stays current on the research, literature and best practice in management and treatment of adults who have committed domestic violence offenses, as applicable
- ☐ Identifies needed learning opportunities and seeks those opportunities
- ☐ Identifies appropriate trainings and attends where applicable
- ☐ Development of short and long term professional goals demonstrating creativity and resourcefulness for achieving these goals
- ☐ Stays current with the work of the DVOMB and local community work groups
- ☐ Attends a regularly scheduled DV Taskforce/Coalition community meeting

\_\_\_\_\_ Objective 4- Professional Ethics

- ☐ Follows professional ethics consistent with professional degree or license
- ☐ Understands dual relationship concerns
- ☐ Seeks consultation as appropriate to adequately address diverse client needs

**Competency 2- Assessment and Needs Formulation**

\_\_\_\_\_ Objective 1- Initial Contact and Information Gathering

- ☐ Takes opportunities, if available, to observe others clinical work (assessment and various therapy modalities) with clients
- ☐ Meets with clients and can report relevant data from those meetings in supervision
- ☐ Can review client chart and demonstrate the ability to identify important and relevant safety and diagnostic information
- ☐ Reviews/collects all collateral information and demonstrates a good understanding of case, including prior treatment involvement

\_\_\_\_\_ Objective 2- Ability to Holistically Assess Clients

- ☐ Explore client context and motivation for offending behavior
- ☐ Explore family and environmental influences (e.g., school, work, peer group, and neighborhood)
- ☐ Explore need areas as articulated by the client, assessment instruments and collateral data
- ☐ Define support system as it relates to supervision of the client
- ☐ Understands and responds to diverse cultural factors
- ☐ Understands and responds to special populations (e.g., female offenders, same-sex, co-occurring, young adults, physical disabilities, etc.)

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- ☐ Understand client's static and dynamic risk factors

**Competency 3- Clinical Intervention and Goal Setting**

- \_\_\_\_\_ Objective 1- Awareness of Victim and Public Safety Issues and Considerations
  - ☐ Sets up appropriate safety plans that address client's high risk settings and at-risk population(s)
  - ☐ Coordinate community supervision and monitoring expectations with supervising officer and MTT
- \_\_\_\_\_ Objective 2- Identify Risk, Need, and Responsivity Factors and Development of Treatment Plan
  - ☐ Appropriately applies current research, literature, best practice, and accepted models in the field to the development of the treatment plan
  - ☐ Has a general understanding of areas addressed in offense specific evaluations and can synthesize information for treatment planning
  - ☐ Develops individualized treatment plan based on client strengths, static and dynamic risk factors, needs, offense type (e.g., internet offending, non-contact, etc.), and identified diagnoses
  - ☐ In conjunction with MTT, conducts ongoing assessments, modifies treatment plan, and makes appropriate referrals as necessary
  - ☐ Understands special needs and concerns/issues
  - ☐ Recognizes and responds to cultural differences
  - ☐ Engages client in development of realistic goals and measurable objectives
- \_\_\_\_\_ Objective 3- Demonstrates Skills in the Facilitation of Individual and Group Sessions
  - ☐ Incorporates goals and objectives from the individualized treatment plan
  - ☐ Addresses client's static and dynamic risk factors that are driving target behaviors
  - ☐ Takes opportunity, if available and appropriate, to observe sessions
  - ☐ Engages in co-facilitation with DVOMB Full Operating Level approved treatment provider or Domestic Violence Clinical Supervisor as needed
  - ☐ Can articulate rationale and strengths and weakness of these modalities to best serve client needs
  - ☐ Can articulate rationale for how and whether to address offense specific topics in each modality
  - ☐ Can articulate issues unique to offense specific individual and group, therapy

**Competency 4- Professional Communication Skills**

- \_\_\_\_\_ Objective 1- Effective communication with MTT

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- ☐ Communicates with members of the MTT in a timely and appropriate manner
- ☐ Seeks input from and includes in decision making members of the MTT
- ☐ Shares important information with members of the MTT in a timely manner
- ☐ Addresses victim safety concerns with MTT in a timely manner
- ☐ Informs MTT of offender absence within 24 hours of absence
- ☐ Develops positive working relationships with members
- ☐ Prepares written reports on client progress and treatment status in a timely manner
- ☐ Provides client termination/completion reports

\_\_\_\_\_ Objective 2- Prepare and Communicate Effectively with the Court

- ☐ Understands applicable legal and ethical parameters for information sharing as it relates to psychotherapy
- ☐ Verbal and written communication to the court is consistent with legal and professional standards
- ☐ Able to articulate salient issues in a way that is beneficial to court

**Competency 5- Knowledge of Domestic Violence Dynamics**

\_\_\_\_\_ Objective 1- Knowledge of Domestic Violence Dynamics

- ☐ Has general understanding of cycle of domestic violence
- ☐ Has general understanding of types/categories of domestic violence
- ☐ Has general understanding of time-out technique

\_\_\_\_\_ Objective 2- Application of Domestic Violence Dynamics

- ☐ Is able to assess client offending behavior in the context of domestic violence dynamics
- ☐ Incorporates understanding of client's stage of change into treatment planning
- ☐ Is able to synthesize information related to domestic violence abusive behaviors into case conceptualization and interventions

**Competency 6- Knowledge and Integration of DVOMB Standards and Guidelines**

\_\_\_\_\_ Objective 1- Has Solid Working Knowledge of DVOMB: Standards, Appendices, Guiding Principles and Administrative Policies

- ☐ Has detailed understanding of DVOMB Standards and Guiding Principles and supporting research
- ☐ Has a detailed understanding of the Appendices to the Standards
- ☐ Familiar with DVOMB Administrative Policies, including application process

\_\_\_\_\_ Objective 2- Application of DVOMB Standards and Guidelines to Practice

- ☐ Can apply Standards to specific client issues
- ☐ Can incorporate Standards into treatment planning
- ☐ Is able to identify the applicability of the Guiding Principles to the work with

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clients

- ☐ Can identify rationale for the Guiding Principles and practices therapy consistent with the Guiding Principles

**Competency 7- Knowledge of Victimization & Utilization of  
Treatment Victim Advocate**

- \_\_\_\_\_ Objective 1 – Understands dynamics and impact of abusive behaviors
  - ☐ Obtains training in the area of victimization
  - ☐ Understands the trauma, and physical and psychological harm that victims can experience
  - ☐ Understands the harm and impact to secondary victims and the community
  - ☐ Understands victim needs (e.g., safety, protection, being believed and supported)
- \_\_\_\_\_ Objective 2 – Applies a victim-centered approach to practice and case management
  - ☐ Keeps victim and community safety as a number one priority
  - ☐ Advocates for victim protection and community safety
  - ☐ Incorporates a victim-centered approach to treatment planning
  - ☐ Considers victim impact and needs when making clinical decisions
  - ☐ Collaborates with victim representatives (information sharing)
  - ☐ Applies a victim-centered approach to contact, clarification, and reunification
- \_\_\_\_\_ Objective 3 – Utilizes Treatment Victim Advocate Appropriately
  - ☐ Keeps Treatment Victim Advocate informed of offender progress and concerns
  - ☐ Reports absence of offender to Treatment Victim Advocate within 24 hours of absence
  - ☐ Includes Treatment Victim Advocate in MTT meetings/discussions
  - ☐ Receives Treatment Victim Advocate input to offender treatment level, treatment plan development, ongoing care and discharge

**Competency 8- Knowledge & Skill of Domestic Violence Offender Evaluations**

It is important to note that this competency applies to treatment providers as consumers of evaluations, as compared to a competency to become listed as an evaluator.

\_\_\_\_\_ NA – Applicant applying for treatment only approval

- \_\_\_\_\_ Objective 1- Knowledge and understanding of domestic violence evaluations
  - ☐ Has a general understanding of the areas to be evaluated in a domestic violence offender evaluation

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- ☐ Has a general understanding of the evaluation procedures and specific testing instruments utilized in a domestic violence evaluation
- ☐ Understands the purpose, use, and possible outcome of domestic violence evaluations
- ☐ Understands the purpose and limitations of the testing instruments
- ☐ Understands that psychological testing cannot be used to prove or disprove that an individual has engaged or will re-engage in abuse or offending behavior
- ☐ Understands that a specific length of treatment cannot be used to prove or disprove that an individual has engaged or will re-engage in abuse or offending behavior

\_\_\_\_\_ Objective 2- Demonstrated ability to conduct professional and effective domestic violence evaluations

- ☐ Synthesize information from the evaluation to inform case conceptualization, treatment planning, and practice
- ☐ Consult with the Domestic Violence Clinical Supervisor for feedback and instruction
- ☐ Appropriately utilizes assessment tools to incorporate in the evaluation
- ☐ Appropriately scores the DVRNA and explains details in the evaluation
- ☐ Can make appropriate referrals for additional testing and intervention needs
- ☐ Has knowledge and understanding of a broad and holistic view of the client, in which to fully understand or interpret the client's behavior, an understanding of the ecological environment in which the client was raised and currently lives.
- ☐ Demonstrates an awareness of the individual's cognitive functioning
- ☐ Understands the importance of broad and supporting collateral information in the evaluation process

\_\_\_\_\_ Objective 3- Knowledge and understanding of Victim Safety in the Evaluation document

- ☐ Has a clear understanding of the risk a victim can be placed in when mentioned in an evaluation document, and that the *Standards* prohibit this
- ☐ Understands the purpose and limitations of the testing procedures
- ☐ Synthesize information from the evaluation to inform case conceptualization, treatment planning, and practice with usable victim input
- ☐ Can consult with the Domestic Violence Clinical Supervisor regarding victim safety in the evaluation document

\_\_\_\_\_ Objective 4- Demonstrates skills in conducting domestic violence evaluations and report writing

- ☐ Demonstrates the skills, experience, or supervision required to professionally and ethically utilize evaluation instruments
- ☐ Conducts domestic violence evaluations utilizing knowledge and understanding of a broad and holistic view of the client, in which to fully understand or interpret

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- the client's behavior, an understanding of the ecological environment in which the client was raised and currently lives
- ☐ Provides alternative means for gathering information directly from the client if cognitive, intellectual, and/or language skills are poor
  - ☐ Prepares for the evaluation and ensures a thorough review of existing documentation prior to the evaluation
  - ☐ Evaluation reflects awareness that collateral information, including information available in prior reports, may be incomplete, incorrect, or not fully understood and should be interpreted with caution. Such caution should be noted in the written evaluation report.
  - ☐ An assessment of risk should be qualified in the event that adequate information is not available from which to draw such estimates. Evaluation reports identify what additional information is necessary in order to more accurately assess risk.
  - ☐ Assures that placement/supervision and/or treatment recommendations must be based on the assessment of the risk and treatment needs of the client, and should not be made on the basis of available treatment services and resource
  - ☐ Demonstrates appropriate clinical interviewing skills that may include timing, sensitivity, awareness of cues and nuances, flexibility, directing, clarifying, tracking and a non-judgmental approach
  - ☐ Demonstrates the ability to write evaluation reports that are well organized and understandable to consumers

**Competency 9 – Young Adult**

- \_\_\_\_\_ Objective 1- Has comprehensive understanding Appendix K and utilizes it in conceptualizing evaluations
- ☐ Has a solid understanding of the differences between adults and young adults
  - ☐ Is able to individualize the treatment approach based upon whether the client is an adult or young adult
  - ☐ Only utilizes assessment approaches appropriate for the client's developmental stage and age
  - ☐ Designs treatment interventions that are reflective of client's development and age
  - ☐ Utilizes the standards and guidelines that are appropriate for the client's developmental stage and age

**Competency 11- Specific Offender Population Competency – Female Offenders**

**NA this applicant is not applying to be approved to work with female offenders at this time**

- \_\_\_\_\_ Objective 1- Has Understanding of the unique aspects of Evaluating, Referring and Treating female Offenders
- ☐ Has knowledge of screening and evaluating for possible self-defending victims

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- ☐ Has understanding of the limitations of specialized physiological and psychological measures and testing with females
- ☐ Has knowledge of the Standards related to female offenders, system, resources, and services
- ☐ Has knowledge of current research, literature, and best practice with this population
- ☐ Has knowledge of risk assessments normed for this population
- ☐ Has knowledge of and understands how to treat female offender issues, while recognizing possible victimization issues
- ☐ Has knowledge of appropriate and evidenced based interventions with this population
- ☐ Has knowledge of appropriate treatment setting recommendation with this population
- ☐ Is able to identify and recognize own limitations and biases in working with this population

\_\_\_\_\_ Objective 2- Application of Information and Techniques Specific to Female Offenders

- ☐ Utilizes language, concepts, and methods that are individualized for this population
- ☐ Appropriately applies current research, literature, best practice, and accepted models in the field to the development of the treatment plan
- ☐ Synthesizes information from the results of testing to inform case conceptualization, treatment planning, and practice
- ☐ Synthesizes the results of specialized risk assessment to inform case conceptualization, treatment planning, and practice
- ☐ Is able to assist client, when appropriate, in accessing appropriate resources and services

**Competency 12- Specific Offender Population Competency – LGBT+ Offenders**

**NA this applicant is not applying to be approved to work with LGBT+ offenders**

\_\_\_\_\_ Objective 1- Has Understanding of the Differences in Evaluating, Referring and Treating LGBT+ Offenders

- ☐ Has knowledge of screening and evaluating for possible issues around internalized homophobia
- ☐ Has understanding of the limitations of specialized testing with this population
- ☐ Has knowledge of the Standards related to LGBT+ offenders, system, resources, and services
- ☐ Has knowledge of current research, literature, and best practice with this population
- ☐ Has knowledge of risk assessments normed for this population



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- ☐ Has knowledge of and understands how to treat LGBT+ offender issues, while recognizing possible victimization issues
- ☐ Has knowledge of appropriate and evidenced based interventions with this population
- ☐ Has knowledge of appropriate treatment setting recommendation with this population
- ☐ Is able to identify and recognize own limitations and biases in working with this population

\_\_\_\_\_ Objective 2- Application of Information and Techniques Specific to LGBT+ Offenders

- ☐ Utilizes language, concepts, and methods that are individualized for this population
- ☐ Appropriately applies current research, literature, best practice, and accepted models in the field to the development of the treatment plan
- ☐ Synthesizes information from the results of testing to inform case conceptualization, treatment planning, and practice
- ☐ Synthesizes the results of specialized risk assessment to inform case conceptualization, treatment planning, and practice
- ☐ Is able to assist client, when appropriate, in accessing appropriate resources and services

**Supervisor's Name (Please Print Clearly)** \_\_\_\_\_

**Supervisor's signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Applicant's Name (Please Print Clearly)** \_\_\_\_\_

**Applicant's signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_