

Telling isn't teaching and told isn't taught. Learning a new skill requires intentional teaching with practice. Using an evidence-based protocol like Behavioral Skills Training (BST) is a way to increase the likelihood that a practice will be implemented with fidelity.

INSTRUCTIONS

Explain the skill using verbal and written descriptions and provide a rationale for using the skill. A fidelity checklist is a good way to provide the written steps of the skill.

MODELING

Demonstrate or role-play what the skill looks like in a way that is authentic and complete, either in-person or using video, and provide multiple examples.

REHEARSAL

Practice the skill and use a fidelity checklist as a guide. Repeated practice leads to fluency and confidence with the skill.

FEEDBACK

Give clear, behavior specific feedback that is both *acknowledgement of correct performance and correction for errors*. A fidelity checklist is used to identify steps completed accurately and steps that need further practice.

Repeat the steps until the skill is mastered.

TIPS:

- Before using a new skill, practice the skill in the context where it will be implemented.
- Use a fidelity checklist to stay on track and monitor progress.
- Provide follow up coaching to ensure that the skill continues to be used accurately and consistently.

