

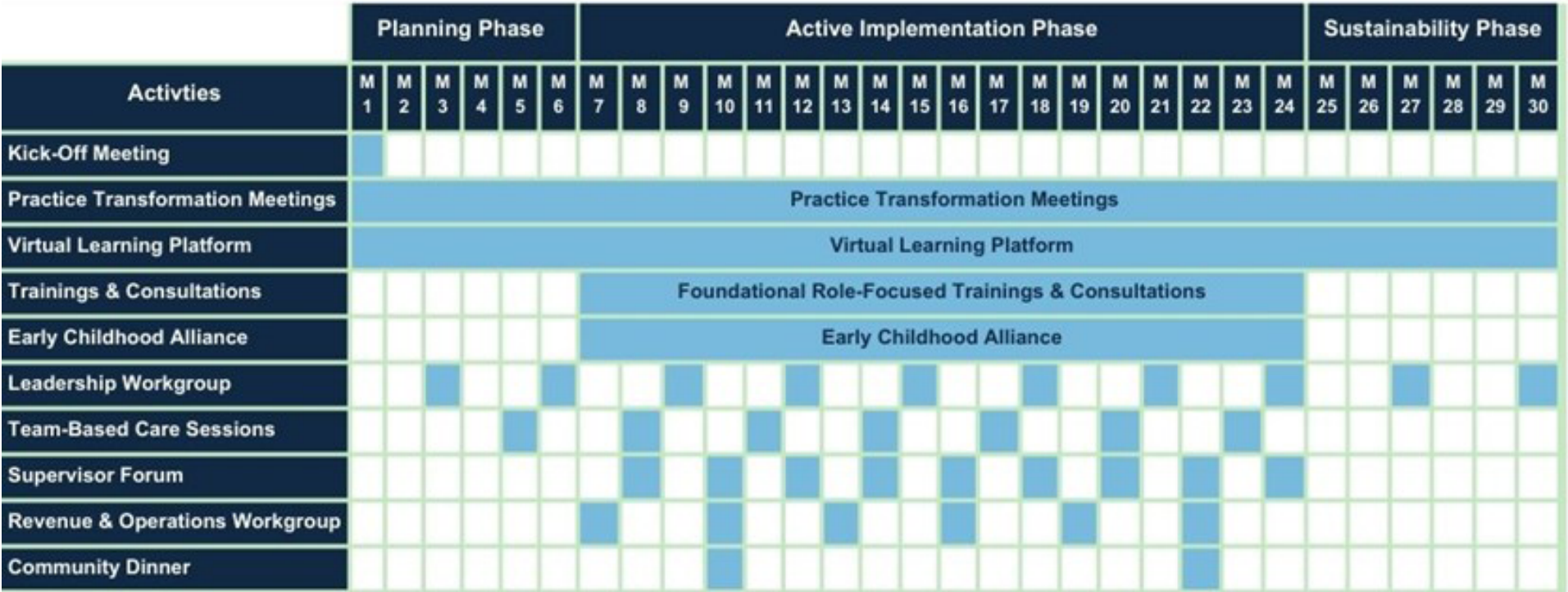
The TEAM UP Learning Community (LC) is the primary vehicle within which practices receive training and technical assistance to support TEAM UP Model™ implementation. As such, there are set events that are required for participating practices; Table 1 of this appendix outlines these core events. Figure 1 provides an overview of the events as they are sequenced across the 30-month timeline of the initiative.

Table 2 of this appendix outlines the key administrative leadership and multidisciplinary clinical care team roles that practices will need to identify and/or recruit as part of the initiative. In addition to providing an overview of the roles and responsibilities, Table 2 introduces the LC events that each role is expected to participate in and our best estimate for time required to participate in said events over the 30-month timeline. Additional time will be necessary for teams to plan, implement, evaluate, and adapt components of the TEAM UP model within their practice. Practices will also be asked to submit narrative reporting semi-annually in alignment with the payment milestone and invoicing schedule.

**Table 1. Learning Community Events**

| Event                                               | Description and Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kick-Off Meeting                                    | Virtual forum to welcome and orient leadership at new participating practices to the initiative and the TEAM UP Learning Community. Session will map out timeline and milestones, introduce TEAM UP staff, and allow for Q&A.                                                                                                                                                                                                                                                                                                                       |
| Practice Transformation Meetings                    | Virtual forum for site-specific technical assistance and implementation support that runs throughout the length of the initiative. Sessions are focused on monitoring implementation progress and supporting development of sustainable infrastructure and clinical workflows adapted to each practice.                                                                                                                                                                                                                                             |
| Leadership Workgroup                                | Virtual forum for leadership from across practices to review data, discuss implementation facilitators and barriers, and set collective goals for continuous quality improvement.                                                                                                                                                                                                                                                                                                                                                                   |
| Virtual Learning Platform                           | Asynchronous courses designed to enhance foundational behavioral health knowledge around assessing, screening, and caring for children and families. Continuing education credits are available.                                                                                                                                                                                                                                                                                                                                                    |
| Foundational Role-Focused Trainings & Consultations | Training series designed to prepare Behavioral Health Clinicians (BHCs), Community Health Workers (CHWs), and Primary Care Providers (PCPs) to provide effective integrated behavioral healthcare for pediatric populations and their families. Trainings are uniquely tailored to each role on the care team and are followed by 12 monthly consultation calls to enhance and consolidate learning, discuss application of skills, and explore current cases and clinical questions. Continuing education credits are available for training time. |
| Early Childhood Alliance                            | Virtual monthly forum for practitioners to increase comfort and confidence in caring for families with young children. The first six months are focused on didactic material, followed by 12 months of reflective consultation, a best practice in early childhood care.                                                                                                                                                                                                                                                                            |
| Team-Based Care Sessions                            | Virtual forums convening direct care providers and practice leadership to enhance team collaboration and clinical processes. Sessions explore aspects of clinical approaches (e.g., trauma-informed care and organizational structure) as well as workflows for diagnosis-specific care (e.g., treating ADHD as a whole team).                                                                                                                                                                                                                      |
| Supervisor Forum                                    | Virtual forum for clinical supervisors to meet with peers across practices to explore challenges, questions, and best practices around supervision, clinical and workflow innovations and issues, workforce support and sustainability, and other emerging concerns.                                                                                                                                                                                                                                                                                |
| Revenue & Operations Workgroup                      | Virtual forum focused on introducing tools and strategies for setting up the infrastructure and systems necessary to adopt and sustain integrated behavioral healthcare.                                                                                                                                                                                                                                                                                                                                                                            |
| Community Dinners                                   | Annual in-person celebrations to convene across participating practice and acknowledge and learn from each other's work.                                                                                                                                                                                                                                                                                                                                                                                                                            |

Figure 1. Learning Community Timeline and Events



**Table 2. Practice Staffing Requirements and Participation Expectations**

| Role                             | Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Required TEAM UP Events                                                                                                                                                                                                                                            | Time Estimates per Individual |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| <b>Administrative Leadership</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                    |                               |
| Executive Sponsor                | Member of the organization's executive leadership who will champion the TEAM UP model within the organization, participate in select events, and attest to the completion of initiative activities and milestones.                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Kick-Off Meeting</li> <li>• Team-based Care Sessions (select)</li> <li>• Community Dinners</li> </ul>                                                                                                                     | 10-15 hours                   |
| Clinical Champions               | Pediatric leads who will champion the TEAM UP model within the practice, participate regularly in events, and lead initiative activities and implementation. Practices are asked to identify two clinical champions with distinct expertise and leadership authority – one in primary care and one in behavioral health.                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Kick-Off Meeting</li> <li>• Practice Transformation Meetings</li> <li>• Leadership Workgroup</li> <li>• Revenue &amp; Operations Workgroup</li> <li>• Team-based Care Sessions</li> <li>• Community Dinners</li> </ul>    | 70-75 hours                   |
| Project Manager                  | <p>Individual identified to provide administrative oversight and coordination for the practice to ensure full participation and compliance with all deliverables and expectations.</p> <p>The project manager role can be combined with another role, e.g., clinical champion, clinical supervisor, clinical care team member, so long as the individual can dedicate appropriate time to managing administrative components of the initiative in addition to other responsibilities.</p> | <ul style="list-style-type: none"> <li>• Kick-Off Meeting</li> <li>• Practice Transformation Meetings</li> <li>• Leadership Workgroup</li> <li>• Community Dinners</li> </ul>                                                                                      | 70-75 hours                   |
| IT/Data/EHR Representative(s)    | Member(s) of the organization who will support EHR development, data reporting, and integration of Relevant Healthcare's platform where applicable.                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• Practice Transformation Meetings</li> <li>• Meetings with Relevant Healthcare, where applicable</li> </ul>                                                                                                                | 10-15 hours^                  |
| Billing Representative           | Member of the organization's billing and revenue team who will support identification of relevant billing codes available for use, support reporting on revenue capture for IBH services, and collaborate on the development of IBH billing workflows.                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Practice Transformation Meetings</li> <li>• Revenue &amp; Operations Workgroup</li> </ul>                                                                                                                                 | 10-12 hours                   |
| Clinical Supervisor              | <p>Leader within the practice identified to provide clinical and administrative supervision to BHCs and CHWs.</p> <p>The clinical supervisor may also serve in another role, e.g., clinical champion, project manager, clinical care team member.</p>                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Revenue &amp; Operations Workgroup</li> <li>• Supervisor Forum</li> <li>• Virtual Learning Platform</li> <li>• Foundational Training (select)</li> <li>• Team-Based Care Sessions</li> <li>• Community Dinners</li> </ul> | 35-40 hours                   |

| Role                                        | Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Required TEAM UP Events                                                                                                                                                                                                                                       | Time Estimates per Individual |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| <b>Multidisciplinary Clinical Care Team</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                               |                               |
| Primary Care Providers (PCPs)               | Members of the care team responsible for providing primary care that is inclusive of the following IBH care: screening, patient engagement/guided self-management, evidence-based medication management, warm handoff to BHC and CHW, reassessment and follow-up.                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Virtual Learning Platform</li> <li>• Foundational Training for PCPs</li> <li>• Consultation for PCPs</li> <li>• Team-Based Care Sessions</li> <li>• Community Dinners</li> </ul>                                     | 40-45 hours                   |
| Behavioral Health Clinicians (BHCs)         | <p>Members of the care team responsible for providing IBH services within the primary care setting, inclusive of the following: comprehensive assessment of child behavioral health needs, development of child and family plan of care, consultation with child's early care provider and school, collaboration with CHW and PCP to address developmental and behavioral health needs.</p> <p>BHCs within the TEAM UP model serve children across the age range from birth through young adulthood with a staffing ratio of 1 FTE BHC to every 3,000 pediatric patients.</p>                                                                                                                                               | <ul style="list-style-type: none"> <li>• Virtual Learning Platform</li> <li>• Foundational Training for BHCs</li> <li>• Consultation for BHCs</li> <li>• Early Childhood Alliance</li> <li>• Team-Based Care Sessions</li> <li>• Community Dinners</li> </ul> | 80-85 hours                   |
| Community Health Workers (CHWs)             | <p>Members of the care team responsible for facilitating coordination of services and access to resources in response to identified developmental and behavioral health needs, inclusive of the following: comprehensive assessment of family social needs, engagement of parents and caregivers to address barriers to care and provide parenting support, support navigating community resources and specialty services, collaboration with BHC and PCP to address developmental and behavioral health needs.</p> <p>CHWs within the TEAM UP model specialize in navigation and care coordination for developmental and behavioral health needs with a staffing ratio of 1 FTE CHW to every 3,000 pediatric patients.</p> | <ul style="list-style-type: none"> <li>• Virtual Learning Platform</li> <li>• Foundational Training for CHWs</li> <li>• Consultation for CHWs</li> <li>• Early Childhood Alliance</li> <li>• Team-Based Care Sessions</li> <li>• Community Dinners</li> </ul> | 95-100 hours                  |

^Time estimates for the IT/DATA/EHR representative may not capture all of the time needed for meetings with Relevant Healthcare; additional time may be required to coordinate data sharing with them.