

COACH IN TRAINING (CIT) TRACK

NM High-Fidelity Wraparound provides an intensive Wraparound Coaching Endorsement Program. The purpose of this program is to provide Wraparound Provider agencies with the necessary support and training to sustain a High-Fidelity Wraparound (HFW) practice. The program is designed to provide training and support to Certified Wraparound Facilitators (CWF) who are identified to become Endorsed Wraparound Coaches. CIT's are expected to follow the NM High-Fidelity Wraparound HFW Model. *The Coach in Training Track must last a minimum of 6 months, but not exceed 9 months. The Coach in Training must coach at a minimum one facilitator and complete the all of the phases detailed below. Please refer to NM High-Fidelity Wraparound Program Manual and Implementation Guide for additional information and guidelines.*

Phases in the Coach in Training Track are intended to be fluid and organic and not a check list. CITs may move back and forth between phases as they build competency and identify areas for continued growth. CITs and their Master Coach will check in on a regular basis to make sure all activities are completed. Once the Coach in Training is ready they will submit to CYFD-BHS for Endorsement approval. A Master Coach (MC) must be approved by CYFD-BHS as having the adequate skill and experience to provide training and support to new Coaches in Training.

INITIAL ORIENTATION AND PREPARATION

- **Certified Wraparound Facilitator** is identified as a potential candidate to become an **Endorsed Coach**.
- **Apply** to become a **Coach in Training (CIT)**
- A **Master Coach (MC)** is assigned to the CIT
- Application is reviewed by CYFD-BHS. Letter is sent acknowledging acceptance into CIT program.
- Master Coach and CIT review the **phases of coach development**: • Engagement, Shadowing, Implementation, Practice, Transition
- MC and CIT create a schedule for the activities listed in Phase 1.

PHASE 1 – ENGAGEMENT

Spirit of ENGAGEMENT phase:

Sharing the ability to build rapport and a trusting relationship with the facilitator to promote learning. To provide support in order to promote confidence and skill development in the Wraparound process.

- CIT meets with Master Coach (**MC**). Together **review all NM High-Fidelity Wraparound documents** including *Gathering of Family Story, Team Meeting Prep Forms, Action Plans and Safety Plan.*

- CIT meets with assigned facilitators, **listens for strengths** and **areas for development**. Reviews youth/family assignments.
- CIT **observes** the Master Coach facilitate 1:1 and/or group coaching sessions. Debrief immediately following each observation, focusing on the **engagement process**.
Discuss: What the CIT learned from the engagement meetings.

PHASE 2 – SHADOWING (“DOING FOR”)

Spirit of SHADOWING phase: To promote learning through observing, but also allowing coaches to identify their own strengths and how they can implement them into the Wraparound process.

- **CIT observes** Master Coach co-facilitate a team meeting with facilitators and then **Debrief with Facilitators** using the *Coach Observation and Support Tool*.
- **CIT observes** the MC complete a TOM and **debrief with facilitators**.
- **CIT** continues to **observe** MC facilitate 1:1 and/or group coaching sessions. Debrief immediately following. **Discuss:** What skills/techniques does the CIT see the MC using to coach the Facilitators?
- **CIT observes** MC train on the **Fidelity Tools** to facilitators. Fidelity is managed via the University of Washington’s Wraparound Evaluation and Research Team- most often referred to as WERT. Their database is called Wrap-Stat. Coaches should be comfortable training and supporting facilitators in these tools.

The three tools used in New Mexico are:

- **WFI-EZ** Wraparound Fidelity Index-Short Version
 - **TOM** Team Observation Measure
 - **DART** Document Assessment and Review Tool
- CIT and MC **meet regularly** to review **competency development**.

PHASE 3 – IMPLEMENTATION 1 (“DOING WITH”)

Spirit of IMPLEMENTATION 1 phase: Providing support learning and encouragement through a team approach. Promoting coaching with individualized strengths while encouraging self-efficacy.

- CIT and MC **co-facilitate** 1:1 and/or Group **coaching sessions** with facilitators. **Debrief** following each session.
 - Log Hours in **Coaching Observation Log**.

- CIT and MC **co-facilitate** a complete **TOM** process, including debriefing.
- CIT and MC **co-facilitate** a **DART** process, including debriefing.
- CIT and MC **co-facilitate/train** one or more Wraparound 101 trainings or Wraparound Follow-up trainings. **Debrief** following each training.
- CIT and MC **meet regularly** to review competency development. Specifically identify **areas needing growth** and **develop plans for improvement**.

PHASE 4 – IMPLEMENTATION 2 (“CHEER- ON - PRACTICE AND OBSERVATION”)

Spirit of IMPLEMENTATION 2 phase: Continued support as the coach takes on their new responsibilities. Promote their individualized understanding of NM High-Fidelity Wraparound Values and Elements and encourage their ability to articulate them.

- CIT performs most activities **on their own**.
- **CIT co-facilitates** meetings as appropriate with Facilitators (**MC observes** some of the time).
- **CIT conducts a TOM** with Facilitators, including debrief. **MC observes and debriefs**.
 - It is expected that a CIT conduct **a minimum of 3 TOMs and receive and average score of 75% of higher** before they apply for Endorsement, more may be necessary.
- **CIT facilitates** 1:1 and group coaching with facilitators. **MC observes and debriefs**.
 - Log Hours in **Coaching Log**. 20 observed hours minimum is needed before Endorsement.
- **CIT completes** a **WFI-EZ** on their own. **Debriefs with MC**.
- CIT and MC **meet regularly** to review competency development. Specifically identify **areas needing growth** and **develop plans for improvement**, with a focus on finalizing the **Competency Assessment** and **passing the Competency Panel Assessment**.

PHASE 5 – ENDORSEMENT

Spirit of ENDORSEMENT phase: You are now endorsed. Continue to support and promote the NM High-Fidelity Wraparound Values and elements as you coach and lead your facilitators.

- MC completes **CIT Coach Competency Assessment** and **CIT Endorsement Verification Checklist**.
- **CIT, Master Coach, and Agency Supervisor sign Coaching Agreement**
- CIT completes **online endorsement request**, uploads necessary documents and acknowledges commitment to maintaining coach requirements.
- CYFD-BHS reviews packet for completion and **makes approval decision**.
- If approved, CYFD- BHS will sign **Coaching Endorsement Letter**. If not approved, the CIT will send letter with outcome and recommendations.