

Coaching High Fidelity Wraparound

November 16-19, 2015 in Red Rocks, CO

Jim Rast & Brittany Rastsmith

Coaching your wraparound staff to support best practices wraparound

Over the last 15 years, VVDB has been training and working with coaches across North America, certifying over 300 coaches in our system. During that time, VVDB has learned new strategies for training and new ways for maximizing training transfer. Based on this, VVDB has developed a new coaching manual (2015) that has more than twice as much information as the 2013 version. It presents many new strategies for coaches to use to produce high fidelity wraparound and self-efficient satisfied staff who stay in their jobs much longer.

This workshop teaches the tools you need to be the kind of coach who makes a difference in your agency. This 4-day wraparound coach training teaches a competency-based process for supporting staff to provide high fidelity wraparound.

The curriculum has twelve primary sections—

1. The first chapter is an introduction and background to providing best practices wraparound. This includes pre-reading materials to prepare to do the workshop.
2. The second chapter describes an implementation model for supporting staff to provide best practices wraparound and describes the role of the supervisor and the role functions and styles of coaching. It helps coaches identify their personal strengths and needs for coaching and discusses different coaching styles.
3. Chapter Three discusses strategies for selecting the right people to provide wraparound. It takes time to hire and train staff, and turnover is a major challenge to fidelity. Picking the right staff can be very important.
4. Chapter Four describes the process of initial orientation for new staff. Wraparound is a very complex process with many things to consider at once with each youth and family. Providing an overview to this process before beginning training activities can accelerate and focus training. This chapter introduces the process of scaffolding learning to accelerate learning and build confidence of staff.
5. Chapter Five discusses how the coach can provide one-on-one small group training or support a trainer doing larger group training. After start-up, staff are generally hired one or two at a time, and expected to start working with families soon after hiring. Waiting for periodic training is not a good option. This Chapter introduces the coach to a system to use the VVDB Tier One materials to complete initial training in approximately two weeks, including use of the upcoming on-line training.
6. Chapter Six discusses shadowing. One of the first steps is to have new staff watch experienced staff providing the major activities of wraparound through videos or live observation. This chapter describes the shadowing processes and discusses how coaches can best ensure it produces maximum learning for the new staff.
7. Chapter Seven describes the process of having new staff practice wraparound (behavioral rehearsal) before working with families and how to use this time to best enhance the new staff's understanding and skills for wraparound.
8. Chapter Eight discusses watching wraparound staff work with families (live coaching) and how coaches can use this to teach and motivate staff to do good wraparound.
9. Chapter Nine describes the joint process by coaches and supervisors to do ongoing assessment of staff learning and wraparound style professional development plans.
10. Chapter Ten shows the importance and how to create a learning organization.
11. Chapter Eleven focuses on the learning that staff will receive from other wraparound staff through peer to peer learning. Mentoring with other staff through peer to peer supports can be a very important aspect of creating a strong culture of learning.
12. The final chapter addresses the importance, goals, and best practices of group coaching and supervision.

Coaching Workshop Registration Form

Red Rocks, Colorado

November 16-19, 2015

Please print carefully, as the names and addresses listed below will be the basis for the certificates and participant lists.

Name: _____ Organization: _____ Address: _____ _____ City: _____ State: _____ Zip: _____ Phone: (____) _____ Fax: (____) _____ Email: _____ Amount paid: _____	Name: _____ Organization: _____ Address: _____ _____ City: _____ State: _____ Zip: _____ Phone: (____) _____ Fax: (____) _____ Email: _____ Amount paid: _____
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Registration: \$750 per coach, 15% discount for groups of three or more coaches from the same agency.

Registration Deadline: October 30, 2015

Please make money orders, checks, or PO payable to **Vroon VDB LLC**, 25717 E. Weaver Place, Aurora, CO 80016.

Questions? Contact Dee Rast at **303-790-4099** or dee@vroonvdb.com.

