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## **Practice Model Expectations: Peer Coaches** **2011**

Peer Coaches were created as part of the DCS Practice Reform Pilot Process when it became clear that staff wanted additional support beyond classroom training related to the new practice skills they would bring to their work with DCS children and families. Peer Coaches have received training in the Practice Model skills, coaching in Child and Family Team Meeting (CFTM) facilitation, and most importantly, coaching on how to teach others how to facilitate CFTMs. **The purpose of this document is to identify the expectation for Peer Coaches as they continue to support the Indiana DCS Practice Model.**

### *Goals*

1. Coach, along with fellow Peer Coaches in the region, all FCMs and supervisors on how to facilitate a CFTM.
2. Provide ongoing support and expertise to those who have been trained to facilitate CFTMs
3. Support Continuous Quality Improvement (CQI) and Quality Assurance processes in home region and elsewhere as needed
4. Collaborate with Practice Consultants and Regional Peer Coach Consultants on how to enhance, refine and maintain the Indiana Practice Model

### *Monthly Expectations*

1. Coach all new hired FCMs within 90 days after being released to the region
2. Attend all scheduled Peer Coach meetings for the region
3. Apprise Regional Manager, Local Office Director and other regional leaders of any needs and/or strengths of the peer coaching process so they can support and problem-solve as needed. This feedback should coincide with the region's management meetings and be addressed as a standing agenda item.
4. Provide feedback by using the Observation Tool on new Facilitator's needs and strengths to the new Facilitator, and their Supervisor (when applicable, their Local Office Director) to aid their Supervisor in professional development



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5. Participate in regular and on-going opportunities for guidance and coaching to aid in on-going skill development.
6. Perform other responsibilities as deemed appropriate by the Regional Manager to assist the region with practice needs (i.e. monitoring practice from different perspectives, in-service training resource)

### *Supports*

In order for Peer Coaches to achieve these expectations, they will need the following supports:

1. Clear expectations with Potential Facilitators and their supervisors regarding the coaching process
2. Administrative support to help with the supplies and other logistical needs
3. Ongoing support and feedback from a Peer Coach's supervisor, Director, Regional Manager, Peer Coach Consultant and Practice Consultant
4. Possible temporary reduction in caseload based on number of FCM's working with as well as Local Office needs