

Indiana DCS Practice Process for Developing a Peer Coach

(If already a facilitator, begin with Step 3)

Step 1

Potential Facilitator Attends Practice Model Skills Training

(Completed in cohort training)

Peer Coach develops working agreement. Potential Facilitator selects 2 families for CFTM (plus 1 backup family)



Step 2

Current Peer Coach Coaches Child & Family Team Meeting (CFTM) Potential Facilitator

Week 1

(Peer Coach on site):

Initial preparation for 2 CFTMs by Peer Coach and Potential Facilitator. Peer Coach to lead during the 1st prep and Potential Facilitator to lead during the 2nd Prep.

Week 2

(Off-site support from Peer Coach):

Final Preparation for CFTMs.

Week 3

(Peer Coach on site):

2 CFTMs held. Peer Coach leads 1st; Potential Facilitator leads 2nd.

Upon Completion:

Peer Coach completes a Debrief/Release Form to release Facilitator to complete 2 additional CFTMs with notes monitored by the Peer Coach Consultant, within 30 days.

Individual & Group Debriefings with facilitator/Peer Coach's Local Office Director & Supervisors.

Potential Peer Coach is CFTM Facilitator

Each Facilitator continues to facilitate CFTMs with families to enhance their TEAPI skills



Step 3

Peer Coach Consultant (PCC) Coaches a Facilitator while Potential Peer Coach observes coaching process

1. PCC observes Potential Peer Coach conducting a prep and CFTM.

2. Potential Peer Coach observes PCC coaching a new Facilitator including a prep and CFTM.

Individuals & Group Debriefings with Facilitator's Supervisor/Local Office Director.

1 Facilitator Developed

Potential Peer Coaches facilitate more CFTMs



Step 4

Potential Peer Coach coaches CFTM Potential Facilitator

1. Potential Peer Coach leads coaching of a new Facilitator while PCC observes including a prep and a CFTM.

Individual & Group Debriefings with Facilitator's Supervisor/Local Office Director.

2. PCC gives feedback using Peer Coach Competencies Review.

3. Letter prepared to designate a person as an official Peer Coach.

1 Facilitator Developed
1 Peer Coach Developed



Peer Coaching

Expectation to develop new facilitators within 90 days of their release from new cohort training.

Debriefing of each Facilitator, with Supervisor. Monthly/Quarterly meetings with Practice Consultant.





Peer Coaches

train all Family Case Managers to become facilitators of Child and Family Team Meetings. The number of Peer Coaches per region is dependant upon the volume of Family Case Managers in the region. Peer Coaches are Family Case Managers that are considered to be champions within their current position and receive additional training and support to serve in this role. There are a few regions where supervisors serve as Peer Coaches.

Contact Information for Peer Coach Consultants

Regions 1, 6

Nakia Bouchard

Nakia.Bouchard@dcs.in.gov
219-688-4795

Regions 2, 3, 4, 5

Doug Pence

Scott.Pence@dcs.in.gov
260-564-4093

Regions 8, 10

LeVelle Harris

LeVelle.Harris@dcs.in.gov
317-650-1909

Regions 7, 11, 12, Allen County

Kerri Baker

Kerri.Baker@dcs.in.gov
260-494-8724

Regions 13, 16, 17

Greg Brodfehrer

Greg.Brodfehrer@dcs.in.gov
812-572-1950

Regions 9, 14, 15, 18

Billy Snowden

William.Snowden@dcs.in.gov
812-595-3343

Maria A. Wilson,
Practice Director

Maria.Wilson@dcs.in.gov



State of Indiana

James W. Payne, Director
Department of Child Services
402 W. WASHINGTON STREET, Room E306
INDIANAPOLIS, INDIANA 46204-2739
www.IN.gov/dcs

DCS/Bro: Rev./08-02-11

So, You Want to Be a Peer Coach?

