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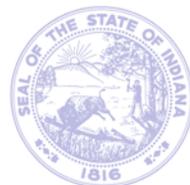
www.in.gov/dcs

Child Support Hotline: 800-840-8757
Child Abuse and Neglect Hotline: 800-800-5556

Practice Model Expectations – Peer Coach Consultant (PCC)
Updated 2011

PCCs will be expected to assist DCS staff with fidelity, sustainability, and refining skills initially learned through the Practice Model and Facilitation training while continuing to develop Peer Coaches as needed.

- Continue to prepare Peer Coaches across the state as needed to coach DCS staff as CFTM Facilitators (see Peer Coach Guidance document). This process will take between 6 to 8 weeks to complete.
- Create a monthly calendar with a timeline of each Peer Coach in training. It will take approximately 9 days of the PCC's time to develop one Peer Coach not to exceed 8 weeks.
- Provide ongoing support and expertise to Peer Coaches within their Region and address any fidelity, sustainability, and skill enhancement issues identified by Regional Managers, Local Office Directors, Regional Practice Consultant, Supervisors and/or Peer Coaches.
- Support Continuous Quality Improvement (CQI) and Quality Assurance processes within their designated Super Region and elsewhere as appropriate. Participate in the QSR process within their assigned Super Regions.
- Assist Practice Consultant with in-services practice support related to the Child and Family Team Meeting Process.
- Apprise Practice Director and other relevant staff of any additional protocols needed to facilitate the Peer Coach Development process.
- Assist with facilitating scheduled Peer Coach Meetings within their Super Regions on a quarterly basis.
- Provide feedback on the Peer Coach's strengths and needs to Peer Coaches and their Supervisor (when applicable, the Local Office Director) to aid in professional development. This will be done in regions by request through the Local Office Director, Regional Manager, and Practice Consultant.
- Work with Peer Coaches on developing strategies to follow approved Child and Family Team Meeting Facilitator Training Guide and Peer Coach Manual.



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- Attend Supervisor and Regional Directors Meetings when requested to answer questions and provide information about the Practice Model or Child and Family Team Meeting process.
- Provide classroom or other training assigned by the Practice Director as related to the Indiana Practice Model.
- Observe facilitators during Child and Family Team Meetings when requested to do so by a Supervisor, Peer Coach, Local Office Director, Regional Manager or Practice Consultant and provide written feedback on the facilitators' strengths and needs.
- Assist with QSR Grand Rounds within their Super Region.
- Complete assigned special projects to help with the development of field staff based on individual goals identified in PCC's work profiles.
- Work with curriculum writers and other subject matter experts to develop specialized training involving domestic violence, substance abuse, mental health issues, and any other identified training needs based on the Training Needs Assessment Tool associated with the Practice Model.
- Complete special assignments as requested by the Executive Staff, Field Staff, Practice Director or Staff Development.
- Create technology, visuals, in-services etc., to ensure that field staff has the most current resources and support available.
- PCCs will advise regions of potential Peer Coaches based on their observations during facilitation training and other work opportunities with field staff.