

Results of Self-Assessment

Santa Clara

CAP and Child & Family Practice and have implemented coaching but only have two coaches
We are working on our Coaching Service Delivery Plan and filling in the holes
Timeline-meet beginning of the year and not sure when staff expansion will happen
Build coaching from top to bottom and best practices

Butte

Michele Hinkle

Been doing SOP for six years

Started as grass roots but didn't really work

Wasn't organic like we had hoped

We will start with the supervisors

Planning a retreat (AKA Planning Session)

Do a Coaching Institute in county and have another follow-up within a month

San Bernardino

Bill James

Rolled out four years ago as voluntary

Now executive team wants it as a core practice

With Katie A., we came up with new positions that are thoroughly SOP

San Diego

Javier Perez

Haven't finalized policy on SOP

Hopefully coming soon

Policy will be instrumental to implementation

Implemented bottom up but should have done top down

Supervisors supportive of coaching for staff but they don't do it themselves

Sonoma

A year into SOP – mandatory

Third cohort through the modules

We have external coaches

Before BAA, did Art of Coaching

We want to do a Part 2 of Art of Coaching to integrate SOP

Build capacity of Coaching internally by using external coaching to coach supervisors to coach

Develop concrete field observation support

Santa Clara

Fidelity Assessment – outside eyes to observe and assess

Sacramento

Started with SOS and it was voluntary

Now moving to SOP

Supervisors wanted to make it mandatory

We have three external coaches

Just finished our SOP case reviews
Next to inventory staff skills and come up with a training plan

Supporting SOP through Supervision

Sonoma County invited their county counsel to the SOP training to educate the court so the translation can occur so they can all speak the same language.

How did you get them in the room?

Tribal came too. Beg, pleaded – they didn't stay at all of the training but we follow-up with quarterly brownbag SOP sessions. Fed them!

To create buy in, maybe go back to CSFR and look at the yes answers and work with SOP on those.

Doing site visits to a county to see what they are doing.

Designating coaching just for supervisors made a difference in participation.

There's something to be said for making it mandatory.

San Diego had to close a courtroom because there were fewer cases – no real evidence but the dates correlate.

Next steps:

Sacramento meeting next Friday

- Developing work plan for implementation

San Diego is going to define coaching better

- Confusing coaching with mentoring and training

- Need to come up with a plan to define

- Coach going to act as field advisor

Alameda

- Have a great holiday

- What is our coaching position – a supervisor, field advisor,

- We are going to have a dedicated coaching position

Butte

- Planning the retreat (aka planning meeting)

Lake

Write out our plan of what we are doing. We have so much going on – we need to make it more concrete – start in January

San Francisco

How are counties changing the evaluation of social workers once the sups start coaching?

SF recommended that the coaching and evaluation be separate but it's hard to completely separate them. You need to be transparent about when it will be a part of the evaluation.

San Diego – they are changing the criteria of who will be promoted to supervisor. Senior supervisors are those who will be participating in coaching.

How is coaching done in supervision?

Plus/Delta