

MNCWTA Training of Trainers Opportunity

Coaching in Child Welfare Supervision

Are you a current county or tribal child welfare supervisor who is interested in working with other child welfare supervisors as a Community Trainer with the [Minnesota Child Welfare Training Academy](http://www.mnchildwelfaretraining.com) (MNCWTA) to help supervisors learn coaching skills and enhance their on-the-job skills?

Are you interested in receiving a recognized coaching certificate (at no cost to you) through the [Butler Institute for Families Academy of Professional Coaching](http://www.butlerinstitute.org)?

If so, please consider applying for one of five spots in the **Coaching in Child Welfare Supervision - Training of Trainers (TOT)** program through the MNCWTA and the Butler Institute for Families! Through this program, you will earn a coaching certificate and learn how to train child welfare supervisors in how to use coaching throughout their work.

How do I apply for the TOT program and express my interest in becoming a Community Trainer for the Coaching in Child Welfare Supervisor training?

1. Read through the information provided below, including the dates you'll need to be available for the training sessions and the commitment to become a Community Trainer.
2. Apply for the TOT program by June 23, 2021:
 - a. Fill out the [application](#).
 - b. Applicants chosen to participate will be notified by July 1, 2021 and will be given further details regarding the TOT.
3. Earn your coaching certificate by attending trainings on the following dates (attendance at all sessions is mandatory):
 - a. Module 1 - Coaching Essentials - 3 days: July 27-29, 2021
 - b. Module 2 - Designing the Coaching Relationship - 4 days: August 10-13, 2021
 - c. Module 3 - Diving Deeper into Coaching Practice - 3 days: December 14-16, 2021
4. Upon completion of the TOT coaching certificate program (in December 2021), submit an application to become a Community Trainer with the MNCWTA. If hired as a Community Trainer, you will be training child welfare supervisors on how to incorporate coaching into their roles as supervisors.

Please read the additional information provided on the following page. If you have questions, please contact info@mnchildwelfaretraining.com.

Additional Information

What is the 'Coaching in Child Welfare Supervision training'?

Upon completion of the TOT program, the MNCWTA will partner with the Butler Institute for Families to develop and deliver a MNCWTA-led Coaching in Child Welfare Supervision training. The curriculum is based on the [Butler Institute Academy of Professional Coaching](http://www.butlerinstitute.org), which is accredited through the [International Coaching Federation](http://www.coachingfederation.org).

The MNCWTA has a value and commitment to reducing disparities in the child welfare system, specifically the disproportionate overrepresentation of American Indian and African American children and their families in the public child welfare system. Minnesota's practice model is informed by the knowledge that child welfare is most successful when:

- Child safety is paramount,
- Family and community strengths are built upon,
- Fair and equitable access to services is assured, and
- Community and cultural connections for children are preserved.

Through ongoing implementation of the Minnesota Child Welfare Practice Framework, the curriculum for the Coaching in Child Welfare Supervision training will be informed by a cultural lens and adult learning models, with an emphasis on learner engagement and neuroscience principles.

What is the Coaching in Child Welfare Supervision - Training of Trainers (TOT) program?

The MNCWTA is recruiting and selecting participants to take part in a coaching TOT series, with the intention that those trained will join our team as a Community Trainer. The training is divided into three modules- see the sample agenda below for an idea of what each day might look like.

Sample Agenda:

Training days will be 8 hours in length, which includes 1 hour for lunch. The final day of each module will provide participants with an opportunity to explore the "how to" of delivering the training content themselves.

Training Modules:

Module 1 - Coaching Essentials: July 27-29, 2021

Module 2 - Designing the Coaching Relationship: August 10-13, 2021

Module 3 - Diving Deeper into Coaching Practice: December 14-16, 2021

- Welcome and Centering Activity. (20-30 minutes)
- Agenda Clarification: participants identify questions/topics they want clarification on, so we can make meaningful use of our time together. (15 minutes)
- Overview of Training Module: rationale and purpose of the module content. (20 minutes)
 - Note: the first session will include a high-level overview of the flow of each module and the elements of the training (e.g. training days, Try It exercises, coaching practice, certification).
- Exploration of training day activities: walk through each section of training to discuss purpose and revisit activities presented during the training. (2.5-3 hours)
- Small Group Practice: participants gather in small groups to practice activities/content.
 - Participants select small groups based on topics/activities they are interested in practicing. (2-2.5 hours)
- Wrap Up and Next Steps (30 minutes)

By participating in the TOT program, you will:

- Attend a series of modules, designed to enhance your own coaching skills, delivered by coaches who are certified by the International Coaching Federation.
- Develop the knowledge and skills to deliver coaching elements within a peer-to-peer learning environment.

- Earn a recognized coaching certification from the Butler Institute for Families Academy of Professional Coaching and be eligible for additional certification through the International Coaching Federation.
- Gain confidence to serve as a Community Trainer for the Coaching in Child Welfare Supervision training offered by the MNCWTA.

The MNCWTA is seeking professionals in the child welfare field with:

- A commitment to coaching in child welfare supervision;
- A commitment to learning and applying coaching skills within trainer and facilitator roles;
- A commitment to integrating the Child Welfare Practice Framework into the work of child welfare supervisors; and
- A commitment to serve as a Community Trainer with the MNCWTA for the Coaching in Child Welfare Supervision training, upon completion of the TOT series (in December 2021).

What is the time investment for participating in the TOT?

Selected individuals will need to participate in 3, multi-day modules between July and December 2021 (see specific dates below). The first two modules will be delivered in an online format; the format for the third module has yet to be determined but may be offered in person.

- Module 1 - Coaching Essentials - 3 days: July 27-29, 2021
- Module 2 - Designing the Coaching Relationship - 4 days: August 10-13, 2021
- Module 3 - Diving Deeper into Coaching Practice - 3 days: December 14-16, 2021

Between modules participants will be asked to complete several “Try-It” exercises, which will take about 30-60 minutes per exercise. These are intended to help coaches apply key learning to their practice.

In addition to the TOT program commitment, we ask that you apply to be a Community Trainer for the Coaching in Child Welfare Supervision class upon completion of the TOT program (in December 2021).

We hope you see this as an investment to enhance your own skills, and as an opportunity to provide supervisors across Minnesota the shared knowledge of effective supervision, by continuing this work long term.

What is the Community Trainer position?

A Community Trainer position (Temp/Casual, 0001) is a University of Minnesota employee positioned in the Center for Advanced Studies in Child Welfare (CASCW) at the School of Social Work. CASCW has joined the Minnesota Department of Human Services (DHS) in a joint project to co-create and operate the MNCWTA, under the umbrella of the Minnesota Child Welfare Workforce Collaborative. The Community Trainer serves as a critical member of the integrated teams of DHS and the University.

This **non-benefits eligible position** will work a variety of hours over the course of a year and will fill out timesheets for the hours worked. Currently all classes are being held over Zoom, using your personal technology. Once COVID restrictions are lifted, travel throughout Minnesota will resume.