

Handout #2

New Jersey Family Team Meetings Master Coaching Skills Development Tool

Master Coach Candidate:

Dates of Observation:

As with the facilitator and coaching tools, this tool is meant for both self-reflection and feedback. Below are the anchors for effective Master coaching in the Family Team Meeting process. Column A is for assessment by the Potential coach and Column B is for comments and observations by the Master Coach, or Coach Mentor. Additional summary remarks are to be entered at the end of the document.

Column A1 and A2 for Self Assessment by Potential Coach using the following codes in column A1:

1. Needs immediate attention
2. Moving in the right direction
3. Where I want to be
4. Terrific Work

Column B for comments from Master Coach:

Competency	"A" Rating	A Comments on rating. Areas of strengths and next developmental steps if needed.	"B" Comments on observed behavior, strengths, and suggestions.
1. Builds rapport and mutual understanding of the role of coach and skills to be modeled, assessed and coached. If necessary, reminds Potential Coach of tools for preparation including guidelines for preparation of family and other team members and			

use of agenda			
2. Models, Guides and Supports role of Coach in Preparation including engagement, working agreement and planning for Child and Family Team meeting.			
3. Maintains focus on the Potential Coach's role as the primary coach of the facilitator.			
4. Encourages transparency in Potential Coach's thought process and self-reflection in preparation and facilitation of the meeting led by Coach.			
5 Provides opportunity for self -reflection and feedback to Potential Coach on her/his ability to model the Child and Family Team Process and his/her coaching skills.			

6.Maintains communication and modeling behavior between preparation and meeting focusing on role of Potential Coach			
7 Demonstrates ability to give strengths based and specific feedback to Potential Coach that identifies strengths and next steps in development.			
8.Maintains focus on primary responsibility to utilize the practice model in response to the family throughout the coaching process.			
9 Assesses Coach's grounding in practice model for Child and Family Team process			

Strengths for Coaching demonstrated during observation period.

Developmental Next Steps to Continue Growth in Coaching Role: