



### **Community Guidance for COVID-19**

\*This guidance is around implementation of Rooted in Relationships during the COVID-19 pandemic. Practices will continuously be evaluated based on local, state, and federal guidelines. The following is not an all-inclusive list of solutions for trainings, coaching, and evaluations, but instead acts as guidelines and suggestions. If you have other ideas or suggestions, please connect with your main Rooted contact. \*

#### **Module Trainings**

- Virtual Training Options
  - Conduct the standard Nebraska Pyramid Module Trainings via zoom
    - Can be done as three 2-hour sessions, or two 3-hour sessions – done once a week for 2-3 weeks.
  - Use E-Modules from the Pyramid Consortium website that were originally designed to be used as makeup trainings
    - Can be done as three 2-hour sessions, or two 3-hour sessions – done once a week for 2-3 weeks
    - Can be done collectively as an entire cohort, as small groups divided by each coach, or providers can do sections individually and then come back together with their coach or cohort to discuss
      - If allowing providers to do individually, consider the benefits providers get when collaborating with other providers and the benefits they may get if they can come back together as a larger group. Having a designated date/time to meet to discuss also makes it easier to set up training in NECPRS for training credit.
    - If using the E-Modules, still follow the structure that was designed by Rooted in Relationships for makeup trainings
      - This includes using all the handouts, doing all the quizzes, following the structure for which “lessons” correspond with each Pyramid Module
      - ALL of the handouts and information for accessing, alignment, etc. can be found in BOX. If you have questions regarding the E-Modules, contact Christen Million [cmillion@nebraskachildren.org](mailto:cmillion@nebraskachildren.org)
  - Advice/things to consider:

- Give participants hard copies of handouts and agendas beforehand, only for the session being presented
- Some rural providers might have difficulty with internet connection.
  - Some communities can consider purchasing hot spot devices that providers can “checkout” if needed
  - If you decide to purchase hot spots, ensure you have a system of checking them in and out so that they can always be accounted for and everyone has equal access to them
- With virtual trainings, the original training certificate is still to be used. Please ensure the providers receive their training certificate using the date of when the module trainings were completed (i.e. if you have three 2 hour trainings, the date on the certificate would be the last 2 hour training). You may choose to put all dates on the training certificate, but it is not required. If they are not signed up for the training on NECPRS, it will be their responsibility to enter the training onto their NECPRS account.
- In-person Trainings Options
  - If your community chooses to do in-person trainings, they **must** follow all local and state Directed Health Measures. To make the decision to have in-person trainings, please coordinate with all providers and coaches to gauge their comfort levels.
- Other Considerations
  - Regardless of the training being offered (virtual or in-person) dates still need to be sent to your ELC Coordinator to be entered into NECPRS and to Christen Million.
  - Some providers might need a refresher on past modules if their center has been closed or they were furloughed. This will need to be individualized and might mean that providers move back into Year 1 or 2. This is okay! Providers might not have had time to master skills from previous modules.
  - There might also be a lot of turnover with providers coming back, possibly necessitating the need to start over with year 1
    - Please contact your TA if you think you may need a special exception around training or provider recruitment.

## **Coaching**

- Coaching in Person
  - If programs are open and operating, they may have certain policies for allowing outside visitors inside. Coaches also need to consider the possibility of spreading the virus if they are going in and out of multiple centers/homes.
  - If programs are allowing coaches to enter, it is up to that coach and that provider/center to decide if it is appropriate for them to provide coaching onsite.
    - While in person, all safety guidelines need to be followed (mask, social distancing, hand washing, etc.)
  - Additional things to consider if coaching in person:

- Would parents be notified regarding who is coming in and out? Rooted in Relationships STRONGLY recommends that parents are notified and encourages coaches to have this conversation with center directors and home providers
    - What is the program's plan if you, a staff member, or a child tests positive for COVID-19?
- Coaching Virtually
  - If programs are not allowing coaches to enter, coaches and providers are still required to "meet" via phone, zoom, and/or email.
  - Coaches can drop off materials for providers if allowed and comfortable
  - For new providers, building rapport virtually is difficult. If the coach and provider are comfortable and agree, they can meet in person at a safe distance with masks to get to know each other better and build rapport. Consider meeting at a park or another outdoor venue where distance is easily managed, and conversations can remain private.
  - Providers can record themselves during certain times of the day to help aid in coaching if they feel comfortable and are able. Providers could ask their director or a co-worker to assist with recording as well. (Please ensure that parents have provided consent)
    - Please contact your main Rooted Contact if equipment is needed to create recordings. There may be opportunities to obtain recording equipment.
- Additional considerations:
  - RiR is thinking of offering virtual booster sessions or trainings to support ways to offer coaching virtually
  - Webinar with tips for coaching from a distance:  
<https://challengingbehavior.cbcs.usf.edu/Training/Webinar/archive/2020/06-11/2020-06-11-delivering-coaching.html>
  - All coaching sessions will need to continue to be logged in the Coach Management System
  - Coaching (virtually or in-person) may need to have some focus on the self-care and well-being of the provider. These are unprecedented times and stress levels are high.

## Evaluation

- If you are allowed in the program as a coach, but another coach or outside evaluator **IS NOT** allowed in to observe for TPOT/TPITOS please contact your main Rooted contact to work together with Rosie on observation completion, some options may be:
  - You as the coach can complete the observation yourself
  - You can record it and have another evaluator/coach look over it
- If the program **IS** allowing outsiders to come in to observe for TPOT/TPITOS
  - TPOT/TPITOS evaluations can be conducted as usual. Please contact your main Rooted contact and together you will work with Rosie to help you coordinate these.
- If you are NOT allowed in the center
  - If the provider feels comfortable and confident, they can record themselves for a 2 hour period using a phone, laptop, Zoom, tablet, or recording device, then send to you to score and review

- Communities can purchase recording devices if their budget allows and they verify with their main Rooted contact
  - There is also the possibility that the provider is not able to record themselves. In this case, not getting their TPOT/TPITOS done will be okay, but it will need to be communicated with your main Rooted contact and Rosie.
- Other evaluation pieces should be able to be completed regardless of being in or out of the program (Benchmarks of Quality (BOQ), Demographic Survey, ASQ-SEs, etc.). Please refer to the Rooted [Evaluation Guidebook](#)

### **Additional considerations**

- Programs that closed during the pandemic
  - Some programs may need to revisit past modules
    - Inform your main Rooted contact and Christen of any training changes
  - Some providers may have quit.
    - Depending on where you are in your implementation, you *may* be able to bring on a new provider as a replacement.
  - Coaching will have to be individualized based on each provider's experience with COVID
- Revisiting relationship building basics
  - Coaches should be mindful of providers' stress levels and meet them where they are
  - Challenging behaviors may be apparent for children who haven't been in routines and have had additional stressors due to the pandemic
  - There may be a need to revisit practices from earlier modules even if the center has been open and operating this entire time
  - The Nebraska Association of Infant Mental Health (NAIMH) and National Center for Pyramid Model Innovations (NCPMI) have many resources for educators and coaches regarding post-pandemic operations as well as materials regarding support of the social emotional needs of children, parents and providers.
    - [NAIMH](#)
    - [NCPMI](#)
- Please do not hesitate to contact any Rooted in Relationships staff to brainstorm and problem solve as we continue to work towards finding innovative and flexible solutions to meet the needs of families, providers, and coaches!