

# NEW COACH GUIDANCE

Congratulations on hiring a new Rooted in Relationships coach for your community! We know there is a lot to consider and plan for when orienting a new coach. This document is meant to serve as guidance as you onboard a new coach in your community.

## Onboarding a new coach:

- Has the new coach attended the Early Childhood Coach and the Pyramid Coach Trainings?
  - If they are not sure, please contact Christen Million.
  - If the new coach has not attended the trainings, attended the trainings a long time ago and would like to go through them again, or has attended one training but not the other, let your Rooted TA and Christen Million know. They will work with you to get the coach sent through the training as soon as possible.
- Contact your Rooted TA and Christen Million to let them know who has been hired, when they start, if they have or have not attended coach trainings, and their contact information
- Ensure the new coach sets up and attends a Rooted Coaches Orientation meeting with Christen Million and a Rooted Evaluation Overview meeting with Rosie Zweiback
  - Christen will work with your new coach to schedule both meetings

## Additional guidance:

- If the coach has little or no coaching experience, consider a mentorship opportunity, as outlined below:

Mentoring Opportunities for Brand New Coaches	
New Rooted Communities	Established Rooted Communities
<ul style="list-style-type: none"> <li>• Experienced Pyramid coach shadows the new coach during their first visits</li> <li>• This could be a few visits or several months depending on the comfort and skill level of the new coach</li> <li>• If your community does not have an experienced Pyramid coach, consider contracting with a mentor from another community</li> <li>• Coaching team could consider attending their established regional coach collaboration group. See below for more information about Early Learning Connection Coach Consultant regions.</li> </ul>	<ul style="list-style-type: none"> <li>• New coach shadows a current coach before taking on their own providers</li> <li>• A current coach shadows the new coach during their first visits               <ul style="list-style-type: none"> <li>• This could be a few visits or several months depending on the comfort and skill level of the new coach</li> </ul> </li> <li>• If a new coach is taking on providers previously coached by someone else on the coaching team, allow the new coach to attend coaching sessions together with the old coach if transition is possible</li> <li>• New coach should be strongly encouraged to join community-based coach collaboration meetings</li> </ul>

New Coach Trainings	
Required Training:	Recommended Training:
<ul style="list-style-type: none"> <li>• Must be completed before Rooted coaching begins:               <ul style="list-style-type: none"> <li>• NE Early Childhood Coach Training</li> <li>• Pyramid Coach Training</li> </ul> </li> <li>• Nebraska Early Childhood Coach Guidebook Intro-overview</li> <li>• Must be completed within first 3 years of coaching               <ul style="list-style-type: none"> <li>• Reflective Consultation training</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Nebraska Early Childhood Coach Guidebook - A Closer Look</li> <li>• Coach Boosters</li> <li>• TPOT and TPITOS training</li> <li>• Pyramid Training of Trainers</li> <li>• Coach Collaboration/Collective Impact training (in development)</li> </ul>

Optional Regional Training / Support
<ul style="list-style-type: none"> <li>• Coaching to Success (previously offered as Strengths-Based Coaching)</li> <li>• Initiative Coach Meetings</li> <li>• Regional Early Learning Connection – Coach Consultant (ELC-CC) Cadres               <ul style="list-style-type: none"> <li>• Including the new coach cadre</li> </ul> </li> <li>• Varied small group opportunities consisting of coaches with similar coaching experience</li> <li>• 1-on-1 meetings with your regional ELC-CC</li> </ul>

For more information about training or coaching support opportunities in your area, contact your ELC - Coach Consultant:

### Early Learning Connection Coach Consultants

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*Plan Adapted from Nebraska Early Childhood Regional System of Coach Training and Support Guidance document*