

NEW COACH GUIDANCE

We know there is a lot to consider and plan for when hiring a new coach. This document is meant to serve as guidance as you hire and onboard a new coach in your community.

Before hiring a new coach:

- Refer to the [Pyramid Coach Job Description](#) for more information on minimum requirements
- A [Nebraska Early Childhood Coach Application](#) needs to be completed by all applicants
- If the applicant has not completed the Nebraska Early Childhood Coach Training, Nebraska Pyramid Coach Training, or Reflective Practice FAN Training, make sure they know they will be required to complete those trainings after being hired.

Onboarding a new coach after hire:

- 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 the required trainings, and their contact information
- If you are unsure if they need additional training, please contact Christen Million.
- Munroe-Meyer Institute (MMI) staff will also need to be informed of providers assigned to the coach
- RiR staff will coordinate with the new coach to set up a Rooted Coaches Orientation and Evaluation Overview meeting with MMI and RiR staff.

New Coach Trainings	
Required Training:	Recommended Training:
<ul style="list-style-type: none"> • Must be completed before coaching begins, or attend the soonest available training: • NE Early Childhood Coach Training • Pyramid Coach Training • Must be completed prior to year 3 of coaching: • Reflective Consultation FAN training 	<ul style="list-style-type: none"> • Nebraska Coach Competencies Domain Trainings • Coach Boosters • TPOT and TPITOS training • Pyramid Module Training of Trainers

Optional Regional Training / Support
<ul style="list-style-type: none"> • Coaching to Success • Initiative Coach Meetings • Regional Early Learning Connection – Coach Consultant (ELC-CC) Cadres • Regional ELC-CC sponsored trainings • 1-on-1 or group meetings with your regional ELC-CC

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"> • Experienced Pyramid coach shadows the new coach during their first visits • This could be a few visits or several months depending on the comfort and skill level of the new coach • If your community does not have an experienced Pyramid coach, consider contracting with a mentor from another community • Coaching team could consider establishing a community-based coach collaboration meeting across other coaching initiatives (i.e. Step Up to Quality, Sixpence CCP, etc.) to support all coaches in the community 	<ul style="list-style-type: none"> • New coach shadows a current coach before taking on their own providers • A current coach shadows the new coach during their first visits <ul style="list-style-type: none"> • This could be a few visits or several months depending on the comfort and skill level of the new coach • 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 • New coach should be strongly encouraged to join community-based coach collaboration meetings (if available)

For more information about allowable expenses related to training for coaches and coordinators, refer to the Rooted Pay Guidance Document.

For more information about training or coaching support opportunities in your area, [contact your ELC-Coach Consultant](#).



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