



Coaching Agreement

Coach:
Learner(s):
Learner's Supervisor:
County:

Purpose

The purpose of this coaching alliance is to support the above learner as he or she further develops skills that will be outlined in a coaching plan. Coaching will include an initial assessment stage to clarify skills and strategies to include in the coaching plan, an agreed upon number of sessions (outlined in coaching plan), and a final session to summarize and evaluate the process.

To facilitate skill development, coaches will frequently need to observe learners interact in the office, in the field, or home. In this capacity, coaches will adhere to any county-specific policies and procedures.

Nature of the Relationship

Coaching is a time limited relationship between a coach and a person in need of coaching. Together, we agree that:

1. Coaching is not therapy, counseling, or advice-giving
2. Coaches will not perform supervisory tasks (e.g., performance evaluations, corrective actions, investigating rule violations).
3. Coaches will not function as caseworkers or caregivers(e.g., manage cases, interview clients, complete client documentations).

Communication

- Coaching plans will be developed collaboratively with input from learners, their supervisor and the coach.
- Coaches will be responsible for maintaining documentation of coaching interactions and activities and sharing documentation with learners and their supervisors.
- Coaches will be responsible for submitting a final document that outlines achievements and recommendations for further skill development.
- Coaching interactions are confidential with the exceptions of:
 - Interactions documented and included in summaries noted above;
 - A breach of agency's Professional Code of Conduct, Ohio's Social Worker Code of Ethical Practice and Professional Conduct and/or any policies or rules;
 - Illegal or unethical actions
 - Information that gives the coach cause to believe there are threats of serious harm to the learner, himself or herself, or others.

Readiness

It is helpful to consider the following prior to engaging in a coaching plan:

- Is the proposed coaching intervention a good investment for your agency and for the training program? (Do you anticipate longevity with the candidate? Does the intervention match a current priority? Will the candidate be able to coach others in the skills that are enhanced?)
- How does your organization support coaching in general and the learners and their supervisors specifically?
- How will reasonable accommodations for learners to participate be made?
- What barriers to coaching might currently exist and how can they be minimized?
- What steps has your organization taken to integrate coaching into your agency (e.g., is coaching included in job descriptions; are supervisors trained and expected to coach, etc.)

SIGNED

OCWTP Representative: Date:
County Representative: Date:

Original was signed and provided to the learner's supervisor on __/__/__ (Date)