

RENEW Coaches Integrity Tool (RCIT)
(Malloy, Francoeur, Drake, Cloutier, O'Rourke, Flammini, & Hearn, 2017)

This document outlines the key skills and knowledge that RENEW Coaches should possess to effectively support implementation of RENEW and provides a rating so that coaches can identify areas of strength and achieve competency and certification.

This competency document can be used in several ways:

Implementation teams and supervisors can use this checklist to choose appropriate candidates to be trained as RENEW Coaches.

Individuals can use this checklist to assess the skills and knowledge before and after becoming a RENEW Coach.

The checklist can be used to craft a professional development plan for a RENEW Coach.

Ratings:

Area of Need: This rating indicates that the individual does not possess this knowledge or skill sufficiently to apply it effectively in practice.

Proficient: The individual demonstrates the knowledge or skill in practice.

Advanced: The individual demonstrates the knowledge and skill and is able to teach others or has demonstrated novel application of the competency in practice.

Domains:

Modeling, teaching, providing feedback to Facilitators

Data- collect all types of data (process; outcomes, fidelity) and analyze results.

Problem solving around implementation issues (administrative support).

Education, outreach, and relationship building with internal and external stakeholders.

Domain # 1: Modeling, Teaching, Giving Feedback to Facilitators				
Co-rating	Measure and Timing	Area of Need (0)	Proficient (1)	Advanced (2)
Skills:				
1. Uses active listening and reflective communication strategies-	RENEW Coach's Feedback Tool			
2. genuine, respectful, and professional-	Observation of a Coach's/Facilitator meeting -1X Facilitator			
3. Uses RENEW Facilitator Reflection Tool to help guide coaching process	RENEW Facilitator Reflection Tool-			

4. Models effective practice for RENEW Facilitators-	Coach achieved 80% + each RIT Domain/ per youth			
5. Uses Mapping techniques to help facilitator problem-solve, when indicated	MAPs with facilitators			
6. Facilitates group facilitator booster sessions that are focused on process and skill-development (not youth and family issues)-	Observation of a booster at least 1 X			
7. Evidence that Coach is using MAPS to problem-solve with Facilitator when youth is not engaged-	Meeting notes, youth attendance at RENEW meetings, or/and MAPS			
8. Helps the Facilitator to explore the underlying needs driving the youth's and family's behavior –	Reflection Tool and youth's data (youth's response)			
9. Delivers effective RENEW overviews for multiple stakeholders -	Trainings schedule &/or Observation			
10. Accurately identifies and reinforces each facilitator's strengths	RIT and Reflection Tool			
11. Accurately identifies and supports each facilitator's development needs	Facilitator Development Plan Evaluation Plan in the RIT and Reflection Tool			
Sub-Domain: Crisis Management				
12. Coach knows and advises facilitator to use school or agency protocol to assist youth in crisis -	Ask the coach to explain to protocol			

Domain # 2: Collects and analyzes data (process; outcomes, fidelity) to achieve positive outcomes and effective implementation.				
	Measure	Area of Need	Proficient	Advanced
Knowledge of:				
RENEW process, outcome and fidelity data and why they are important	Ask to see data-			
The RENEW Theory of Change and how it is measured.	Ask to see data (grades, attendance, behavior)			
Skills:				
13. Collects quarterly youth-specific outcome and process data in a timely manner-	Youth/Team Action Plans			
14. Fully administers RENEW Integrity Tool in a timely manner-	RITs and schedule			
15. Conducts observations of team meetings-	Share their Observation Tools from the RITS			
16. Compiles, analyzes, presents, and problem-solves data for regularly scheduled reviews with RENEW Implementation Team and Facilitators-	View Data reports			
17. Collects and compiles additional data as directed by Implementation Team (such as the CANS)- (dot not count if not applicable)	Meeting notes or reports			

Domain # 3: Problem solving around implementation issues including administrative support.				
	Measure	Area of Need	Proficient	Advanced
Knowledge of:				
Basics of implementation science, (such as Implementation drivers, Stages, and Improvement Cycles)-	Completion of the basic RENEW Coach's training			

Models for data-based decisionmaking	Completion of the basic RENEW Coach's training			
Understands how RENEW is funded and supported	Ask the Coach (context specific)			
Skills:				
18. Fully administers RENEW Implementation Checklist at least 2X/year and reviews with the Implementation Team	RIC			
19. Facilitates effective and efficient Implementation Team meetings	- meeting notes- or observation, RIC scores			
20. Facilitates the development of a current action plan for the school/agency implementation of RENEW	- Plan from RIC			
21. Skilled at building positive and reciprocal relationships with facilitators	-survey facilitators (multiple options)			
22. Analyzes problems using a systematic process	- TIPS or similar format			
23. Communicates effectively with facilitators, supervisors, Implementation Team, and directors	-meeting notes or observations, agendas, supervisory notes, coaching notes			
24. Advocates for facilitators (ie. Resources, FTE, scheduling support, etc.)	meeting notes -see advocating in implementation team/meeting notes. -may need to ask facilitators			

Domain # 4: Education, outreach, and relationship building with internal and external stakeholders.				
	Measure	Area of Need	Proficient	Advanced
Knowledge of:				
RENEW overview presentation materials	Created an accounted and			

	uses UNH RENEW Coach's Portal			
Internal agency/school programs, services, and relationships	Resource MAP and school handbook			
Key external programs and services such as behavioral health, primary care, school, vocational rehabilitation, among others	Resource MAP, interview coach			
Skills:				
25. Provides engaging and effective RENEW presentations-	Observation Tool for RENEW presentations			
26. Establishes positive working relationships with <u>internal</u> agency/school stakeholders-	Observation Survey for teachers, administrators, team members, (RIC?)			
27. Encourages the completion of community and agency/school resource mapping and updates annually with implementation team	Resource Map RENEW Implementation Checklist			
28. Establishes positive working relationships with key <u>external</u> community stakeholders-	Observation, survey (RIC)			

Requirements to become a Certified RENEW Coach:

1. Meets the requirements of a RENEW Facilitator or has completed the 3 full days of RENEW Facilitator training and has facilitated at least 1 RENEW mapping session and 1 RENEW Team meeting with at least 2 youth.
2. Has capacity to coach others (time).

3. Has attended at least one RENEW Coach's training or equivalent (such as a PBIS coach's training).
4. Conducted an informational overview about RENEW with an agency or group.
5. Received at least 6 hours of coaching within the last 12 months from a certified RENEW coach or trainer.
6. Participated in and achieved a fidelity score of 80% or more on the RENEW Coach's Fidelity Checklist.
7. Participated in the RENEW Community of Practice calls at least twice in the previous 12 months.
8. Recommended for coaching certification by a certified RENEW coach or trainer.
9. Paid or waiver of the processing fee (\$30).