PCWTA has rolled out coaching to workers, supervisors and leaders across the Southern region

Coaching at the leadership level supports the development of a learning culture and practice improvement at all levels of the organization. It assists leaders in taking action to reach goals and strengthens peer support.

Leadership coaching allows managers and executive leadership to work with a coach on anything from specific child welfare skills to broad leadership skills. It may focus on business processes, supervision and management of staff, implementation planning, use of data in child welfare management, continuous quality improvement strategies, co-management of teams, strengths-based leadership skills and any other topic that will enhance leadership capacity.

**Leadership Coaches:**

- Have high level child welfare experience
- Are trained in implementation planning
- Possess strong political acumen
- Are skilled in strengths based leadership
- Provide confidential support and expertise
- Remain up to date on current trends and research
- Can support changes in behavior
- Strengthen peer support

*"Coaching has given me a place to talk about the difficult aspects of being a manager in a way that is confidential and supportive of finding solutions."

- Child Welfare Manager, San Diego County

**Child Welfare Coaching is:**

- The teaming of a coach and learner for the purpose of enhancing skills in child welfare practice
- Learner led in that the identified skill or goal to be explored during the coaching session is determined by the learner
- A positive, structured environment with agreed upon outcomes that are designed to allow the coach and learner to focus on the learner’s goals
- A safe place to explore and practice strength-based critical thinking skills and it does not replace supervision

**Contact Us**

If you are interested in being a leadership coach, please contact Dawn Schoonhoven Scott at DSchoonhoven@mail.sdsu.edu.

If you are interested in implementing leadership coaching in your organization, please contact your County Consultant.

theacademy.sdsu.edu/programs/pcwta