

IP-JIT ON SITE COACHING PROTOCOL

Identify support site/s that will benefit most from the coaching session (e.g. individuals with medical or behavioral challenges, inexperienced staff).

Obtain the permission (informed consent) of the individuals who receive supports at the site where the coaching will occur.

The On Site Coaching component is usually two hours in duration. While a shorter session may be scheduled, anything longer than two hours in duration is discouraged.

The IP-JIT Training Coach will Model, Prompt, Support and Celebrate staff performance during their scheduled activities with support recipients.

The IP-JIT Training Coach will focus the coaching on the quality of staff – support recipient interaction and the effectiveness of supported routines.

The Support staff's immediate supervisor must be present and their respective supervisor is strongly encouraged to be present. *

The supervisors are to carefully observe the IP-JIT Training Coach during the session to enhance their effectiveness in utilizing the four coaching strategies. It is imperative that the designated staff have a close physical presence to the IP-JIT Training Coach.

The IP-JIT Training Coach will identify aspects of the support site that would benefit from modification or enhancement (e.g. individualization, privacy, accessibility, age appropriateness).

In addition to their observation activities, the designated supervisors are to make written notation of the observation comments made by the IP-JIT Training Coach.

It is important that the normal routines, staffing patterns and assignments be maintained for the scheduled IP-JIT On Site Coaching Session.

** Depending on the number of people being supported at the location and nature of the scheduled activities, additional or alternative managerial or clinical staff may be present. The IP-JIT On Site Coaching Session is a staff training activity and therefore not recommended for parent/guardian attendance. The session is not intended to replace the individualized personal planning function of the staff, although observations and subsequent recommendations resulting from the IP-JIT On Site Coaching Session may be brought to the team for discussion and consideration.*



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