

Southern Minnesota Regional Capacity Building for Positive Supports

February 13th, 10:00am-11:00am

Purpose:

- Discuss the implementation and expansion of person-centered practices through training programs, including the Coaches Cohort and Person-Centered Thinking (PCT) Trainer pathway
- Identify challenges, potential funding sources, and strategies to enhance regional training efforts.

Attendees: Cortney Kressin, Britany Wood, Kerri Leucuta, Linda Driessen, Buff Hennessey, Scott Schifsky, Kevin Ly Tran, Jackie Caya, Cindy Ostrowski, Anjana Narayanan, Randall

Agenda

- Introductions/Welcome
- Presentation: Person-Centered Practices and Coaches Training
- Pathway to Becoming a Person-Centered Thinking Trainer
- Discussion: Setting Goals for Training Implementation
- Action Items & Follow-Up

Meeting notes:

1. Welcome and Introduction

- **Facilitator:** Cortney
- Cortney introduced Brittany Wood, who presented on upcoming coaches training. The discussion included details on person-centered practices and the structure of training programs.

2. Presentation: Person-Centered Practices and Coaches Training

Presenter: Brittany Wood

- **Overview of Person-Centered Practices**
 - The training follows a phased approach:
 1. **Person-Centered Thinking** – An exposure training covering fundamental skills.
 2. **Person-Centered Planning** – Applying learned skills informally or formally in facilitation roles.
 3. **Person-Centered Thinking Coaches Cohort** – A structured program for deeper skill development and implementation.
- **Purpose of the Coaches Cohort**
 - Helps participants integrate person-centered thinking skills into daily work.
 - Encourages shared learning and collaboration.
 - Provides a structured environment for skill-building and accountability.
 - Promotes culture change within organizations through applied practice.
 - Participants are paired with a partner for support and reflection.

- Creates a larger "Community of Practice" where past and current participants share experiences.
- **Key Components of the Coaches Cohort**
 - Training is structured over six full-day in-person sessions (one per month) or 12 virtual sessions (split into shorter blocks).
 - Participants must actively practice skills between sessions.
 - Organizations are encouraged to send 4-5 participants to ensure successful implementation.
 - The goal is to foster change at all levels of an organization.

3. Pathway to Becoming a Person-Centered Thinking Trainer

Discussion led by Brittany Wood

- **Requirements:**
 - Must have prior experience practicing person-centered thinking skills.
 - Strong understanding of the skills is necessary before training others.
 - Aimed at individuals seeking to train others and expand PCT implementation.
- **Time Commitment & Costs:**
 - Training and credentialing span **4-6 months**.
 - Requires ~60-75 total hours, including self-study and mentor sessions.
 - Includes orientation, content review, practice leading sessions, and two observed demonstrations.
 - Estimated cost: **~\$11,000 for two trainers**, with options to reduce costs through group training.
 - Credentialing process involves mentorship, documentation, and assessment.
- **Additional Notes:**
 - After one year of training, PCT trainers can train coaches within their organizations.
 - This model strengthens sustainability and ensures ongoing access to training resources

4. Discussion: Setting Goals for Training Implementation

Facilitator: Cortney

- The team discussed the initial goal of having a **PCT trainer in every county**.
- Considerations raised:
 - Do we need more **coaches or trainers**?
 - Should we refine our goals based on available resources?
 - Do we need more education on the different levels of training before making a decision?

Feedback from Team Members:

- **Linda:** Emphasized the value of **coaches** due to organizational turnover.
 - Consistent access to trainers within the region is crucial.
 - If organizations buy into the process, this could significantly transform service delivery.
 - Bear Creek faced challenges maintaining trained coaches due to turnover.

- Without in-house trainers, it was difficult to sustain person-centered practices long-term.

Additional Discussion Points:

- **Buff:** Noted that funding sources are a challenge for involving a cross-section of participants beyond just providers and county staff.
- **Brittany:** Mentioned potential grants in California that may help with training costs. Also highlighted the College of Direct Support program, which offers free online self-directed training for families and individuals, including a section on person-centered counseling.
- **Cortney:** Shared information on the "People Planning Together" training, a program where individuals with disabilities lead the training with a co-trainer for support. Participants are paid to go through the training, with an expectation to facilitate future sessions. A Q&A session is scheduled for the 25th to provide more details.

Next Steps:

- Review the credentialing handbook for trainer certification.
 - Assess organizational needs to determine focus (coaches vs. trainers).
 - Evaluate the feasibility of implementing a regional trainer model.
 - Identify funding opportunities to support training costs.
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