



Wellspring Guild
INTELLIGENCE MAGNIFIED THROUGH
FACILITATED COMMUNICATION TRAINING

THE COACH TRAINING PROGRAM

WHAT IS A COACH?

A Coach is a person who supports new facilitators through the stages of getting started and skill building, providing ongoing coaching to teams as they build their skills with facilitated communication. A coach may also assist a Trainer in assessments and workshops for FC.

ENTRY INTO THE WELLSPRING GUILD COACH TRAINING PROGRAM

To meet the competencies to be a coach through the Wellspring Guild, it is important that a person participate in a coach training program. This program would involve:

- attending workshops,
- taking online courses
- working directly with new facilitators

These activities are done under the supervision of a trainer or master trainer.

The Wellspring Guild recognizes that people may have different reasons for wanting to become a coach, as well as different personal experiences. Therefore, we see two different “levels” of coaching available.

Coach Level 1: This person intends to coach only one communicator and that person's team. This person wants to receive support and training from the trainer but does not intend to provide services as a coach beyond the one team for which they have been trained.

Coach Level 2: This person intends to coach various teams in their community who work with individuals who use FC as their support to communicate. This level of coach requires that the person demonstrate the Coach competencies outlined by the Wellspring Guild.

In order to start a coach training program, this person must first demonstrate the basic competencies of a skilled facilitator and demonstrate the use of best practices when they are in the role of a facilitator. The process of demonstration will be established by your "trainer" or mentor.

Basic facilitator competencies:

1. Demonstrates the Presumption of Competence.
1. Has supported a person regularly through facilitation for at least one year.
2. Has facilitated two others besides the person they work with regularly (not necessary for Coach Level 1)
3. Able to demonstrate effective skills in areas of emotional, physical, and communicative supports.
4. Can describe the communicator's movement issues, and the support strategies needed to accommodate these issues and help the learning of movement patterns that will allow for successful communication.
5. Can demonstrate how to assist a person in improving their eye/hand coordination so that they are able to have a consistent looking strategy.
6. Has successfully gone through the stages of getting started and skill building with one communicator.

7. Can describe and demonstrate the use of minimal support for communicators that they work with using the principles of “Least to most”.
8. Has a general knowledge of device, equipment and positioning options for people who use FC.
9. Demonstrates understanding of the Language Ladder and is able to use it to structure communication when needed.

PARTICIPATION IN THE COACH TRAINING PROGRAM:

Once you are in the program, the candidate for coach will establish a mentorship with a Master Trainer or Trainer who will supervise and guide your training. The Master Trainer/Trainer will work with you to develop a plan for training that outlines how you will work on your skills within the particular organization, school or family situation. Training experiences can include both the FCT related work that you are currently doing and participation in FCT workshops where there are opportunities to work under the supervision of other trainers. In this phase of developing your skills as a coach, it is critical that you have regular opportunities to work with multiple communicators. The trainer can assist you in organizing these opportunities.

As you progress through the training, you will put together a portfolio that will be periodically reviewed by a group of Wellspring Trainers. The portfolio will include demonstration of your work as a facilitator and coach (this can be done through video), written documentation of their skills and knowledge, and letters of recommendation that focus on your FCT skills and knowledge.

**We have put together two lists of criteria to outline our expectations of a coach.
At the end of your training you will have met each of these criteria.**

CRITERIA FOR ACHIEVING THE LEVEL OF COACH IS:

A. Knowledge

1. Can explain the concept of Presuming Competence.
2. Can give a general overview of what FCT is, how it works, etc.
3. Can describe the assessment process for FC.
4. Can identify common factors that identify a person as benefitting from FCT.
5. Can describe the process for fading support.
6. Can identify commonly used device, equipment and positioning options for individuals who use FC.

B. Skills

1. Has been able to fade support with each communicator with whom they have worked
2. Can start new facilitators with an experienced communicator.
3. Can start new facilitators with a new communicator.
4. Can explain a communicator's movement issues, as well as the support strategies used as accommodations for those movement issues to new facilitators.
5. Can develop a set of structured activities for practice using the ladder of communication for new facilitators.

6. Can develop an action plan with a communicator's team on how the use of FC will be integrated in that person's daily life as they move forward in the process.
7. Can share 3 different examples of problems experienced by new facilitators and their solutions for these problems.

C. The Portfolio for a Coach will document the knowledge and skills outlined above and includes the following:

1. Demonstration of candidate working with at least two different communicators including one where minimal support, e.g. touch at the shoulder or upper arm, is being provided. This can be done through video.
2. Demonstration of candidate coaching a facilitator who is in the getting started process with a communicator. This can be done through video.
3. Examples of two different lesson plans that the coach has prepared for facilitators to follow in developing their facilitation skills with a person.
4. Resume that describes all the professional experiences that the candidate has had that relate to the work of AAC support and communication coaching.
5. Responses to written questions (see attached).
6. Letters of recommendation with at least one being from a professional in the field of AAC, education, such as a teacher, therapist, agency administrator; and at least one from a family member of a communicator.

List of Attachments:

- Wellspring Guild Coach training program design
- Application for Coaching Program