Michigan WIC CCS: NEXT STEPS

2016 Two-Day Coordinator Meeting
October 26, 2016
Looking Back…

Phase I (2013) – Altarum conducted an assessment and provided CCS recommendations

Phase II (2014) – CCS skills and mentor training for approximately 20 State and LA staff

Phase III (2015) – CCS kick-off and skills trainings statewide (approximately 450 LA staff)

Phase IV (2016) – CCS Mentor Skills (approximately 100 LA staff)
A Definition of Mentoring

Mentoring is a developmental partnership through which one person shares knowledge, skills, information, and perspective to foster the personal and professional growth of someone else. Mentoring creates an opportunity for collaboration, goal achievement and problem solving.
What Mentoring Session Is and Isn’t

- **What mentoring is NOT:**
  - An evaluation of performance
  - Identification of areas to fix

- **What mentoring is:**
  - A safe and supportive partnership
  - Encouraging self-reflection
  - A process of evoking
How important are Client Centered Services in your LA?

How important is CCS Mentoring in your LA?
**State & Local Next Steps**

**STATE**
- Materials
  - Handbook
  - Tip Sheets
- Communication
  - Workgroup, listserv, teleconference
- Trainings
  - In-person
  - Webinars
- Policy, Management Evaluation
  - Incorporate CCS/Mentoring into policy, ME
  - Define competencies/expectations
  - Provide consistent evaluation tool

**LOCAL**
- WIC Coordinator Expectation
  - Select Mentor(s)
  - Support Mentor(s)
    - Time
    - Training
- Mentor(s) Expectation
  - Conduct Mentoring sessions
  - Identify training needs and opportunities
  - Facilitate discussions
  - Recognize and celebrate staff achievement
Group Discussion: State Supports

• Support (Resources including handbook, tip sheets, etc.)
• Communications (Workgroup, listserv, etc)
• Define Competencies, create Framework
• Evaluation (Policy, ME)
Sharing Local Agency Mentor Experiences
State & Local Next Steps

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What can your local agency do?

- Select Mentor(s)
- Allow Mentor time to work with other staff during clinic operations
- Send Mentor to Continued Training
- Provide Time at Staff Meeting for Mentor to Lead/Present
Questions?

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