



Steps for Becoming Incredible Years Coach or Mentor

Step #1: Accredited IY mentors and trainers identify accredited IY group leaders (who have had extensive experience – 6 or more groups) and have shown the qualities for coaching others, and nominate them to the peer coaching training and/or the mentor training process.

Step #2: IY determines educational background and eligibility for becoming IY coach and mentor.

Step #3: Attend peer coach training.

Step #4: Candidate completes coach accreditation (checklist given to participants at the peer coach training or available on the IY website) and may be considered by IY for mentor training based on interest, educational qualifications and skill as coach.

Step #5: Candidate is asked if interested in mentor role and if there is agency commitment for this role and if so, to submit current group DVD for review by IY (post accreditation and from a session within the previous 9 months).

Step #6: After satisfactory video review, group leader is invited to participate in mentor training.

Step #7: If candidate is invited to the process, they begin training in workshop delivery by observing and co-leading with other mentors and trainers. These opportunities are arranged for by IY office in Seattle in order to assure those in training get a variety of experiences with different mentors or trainers.

Step #8: When candidate is declared ready for independent solo workshop delivery by virtue of strong positive feedback from mentors and trainers, he or she conducts a workshop and submits video for review by IY trainer or by Carolyn Webster-Stratton.

NOTE: Many coach candidates do not proceed to mentor status, either because they are not interested in workshop delivery, don't have the necessary educational background or clinical skills, agency does not support this role, or need for a mentor in established area is not determined. Mentors work closely with IY office and accredited trainers, and are committed to attend the mentor peer-support meetings at a minimum every two years.

Agencies invest in coach and mentor training to build a supportive infrastructure for new group leaders. IY administrative office invests in development of mentors by setting up training workshops and providing consultations according to their individual learning needs, the populations being served, and the specific IY programs being delivered. The length of time this takes can vary depending on availability of workshops and needs of mentor candidates for additional experiences. The goal for IY is to develop mentors who are competent at delivering the training workshops and mentoring with high fidelity. Please see the document on the Incredible Years website called "Role and Responsibilities of the Incredible Years Mentor."