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| **Coaching plan for new Home Visitor**  | **Tick** | **Date** |
| 1. **Observation Visit:**A New Home Visitor observes an experienced Home Visitor at a routine home visit. After the visit, both home visitors will complete and discuss the Home Visitor Reflection tool and reflect on the session together, using the tool to guide the conversation.
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| 1. **New Home Visitor makes first visits:**New Home Visitor initiates home visits. The coach observes two visits with different families.
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| 1. **Feedback:**The coach and Home Visitor have a one-to-one debriefing session after each session. The Home Visitor will complete the Home Visitor Reflection tool, and the Coach will complete the Fidelity checklist tool. These tools will guide the conversation.
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| 1. **New Home Visitor arranges second visits:**As stated above, the coach observes a second visit and engages in a debriefing session.
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| 1. **Regular coaching sessions:**Every two weeks, for 3-6 months\*, there are 30-minute coaching sessions set up in the form of check-in meetings. These may be done by phone, virtual/face-to-face. It is recommended that Home Visitors utilise both the Home Visitor Reflection Tool and the Fidelity Checklist Tool to assess and reflect upon their practice.
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| 1. **Continuous Support through Coaching & Reflective Supervision Sessions:**Throughout 12 months, participants will engage in monthly coaching and reflective supervision sessions, each lasting at least 60 minutes. Subsequently, this frequency will transition to sessions held every six weeks.
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| 1. **Annual Observation Visit**: Each Home Visitor must participate in an annual observation visit conducted by the Implementation and Fidelity Manager. During this visit, the Home Visitor will utilise the Home Visitor Reflection Tool, while the Coach will employ the Fidelity Checklist Tool. These tools serve as frameworks to facilitate the conversation and quality and fidelity process.
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| 1. **Home visitors are expected to attend quarterly Learning and Development Workshops:**

Quarterly Learning and Development Workshops, with a 45/60 minute for case reviews using the Action learning framework. | 🞏 |  |

Notes …………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………….……………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………….

Note: The duration of the coaching sessions is determined by the Team Leader, considering the Home Visitor's prior experience and proficiency.