

## Collaborative Goal Setting

As a Training & Curriculum Specialist, your role is to help direct care staff grow their knowledge and practice using both available resources and relationship-based support. Coaching is the relationship-based set of strategies you use to build the capacity of others through shared decision-making. Coaching is different from evaluating or inspecting because your role is not to critique learners. Rather, you function as part of their support system; but it is still important to help learners set goals and measure growth. Collaborative goal setting happens when you and the learner equally contribute to *assess competency*, *establish goals and action*, and *implement practices*. This is a circular process that continues as one makes gains over time. Strategies to carry out collaborative goal setting steps include: use **data**, **reflect**, **observe**, **model**, and provide **feedback**. See the image below for a visual of the collaborative goal setting steps and strategies.

Use the visual below as a quick reference to remember the steps (assess competency, establish goals and actions, and implement the practice) and strategies (data, reflect, observe, model, and feedback) for collaborative goal setting.

