



# Adoption Coaching Curriculum Details: Structure, Time, Topics, Coaching Competencies

## Key Metric:

- Student Proficiency: All students must achieve 80% proficiency or higher in quizzes and on the final to receive a Certificate of Adoption Attuned Coaching. Quizzes occur after each lesson with a final test at the completion of course.

## Timelines:

- Lessons are delivered asynchronously, which allows students to learn at their own pace while ensuring they meet the required proficiency levels.
- 30 hours is the estimated time for completion of the course. (ICF Eligible CEs: 18 Core Competency, 12 Resource)
  - Participation in twice-monthly live, one-hour Zoom discussions constitutes 10 hours of the 30-hour course.

**Delivery:** The course involves delivering a series of lessons that are available online within a Learning Management System.

## Lesson Content:

- Video instruction and downloadable Lesson Coursebook, Adoption Attuned Dictionary, Adoption Coaching Toolkit which includes: Exercises; Templates for Coaching Questionnaires, Agreements, and Plans; Adoption Biases Checklist
- Assigned supplemental work consisting of blogs, podcasts, vlogs, and videos
- Two mock coaching sessions with real-life adoption constellation members who also are certified coaches that demonstrate the Adoption Attuned TriSpective Coaching Process in action, applied coaching skills and exercises
- Accompanying debriefs of mock coaching sessions where strategies are identified, challenges noted, and improvements suggested
- 10, 60-minute live Zoom classes that include:
  - 5 Core Competency and TriSpective model practice exercises
  - 2 practice coaching sessions with structured debrief during the live Zoom classes
- Journaling prompts for personal use

Lesson #	Lesson Title	Hours	Instructor(s)	Description	Coaching Competencies
1	Coaching the Discerning Process	2.65	Susan David, Gayle Swift	Introduction to discernment process, adoption attunement, language in adoption, trispective view, and adoption attuned coaching	Coaching Mindset
2	Coaching the Adoption Process	2.32	Susan David, Gayle Swift	Adoption myths, principles, ethics, and legalities, along with <i>Growing's</i> adoption philosophy and TriSpective Coaching Process	Facilitates Growth, Ethics
3	Coaching After Adopting	3.37	Susan David, Gayle Swift Adoptive Parents and Coaches	Explore post-adoption parenting, including distinctions, attachment, trauma, transracial families, and navigating challenges specific to adoptive families	Facilitates Growth, Active Listening, Cultivates Trust and Safety
4	Coaching the Adoptee	3.25	Sharon Butler-Obazee Adoptee and Coach	Unique characteristics of coaching adoptees, including Positive Adoption Language, trauma responses, racial and cultural awareness and creating a sense of belonging	Facilitates Growth, Active Listening, Cultivates Trust and Safety
				Understanding grief, fostering	

5	Coaching the Birth Parent	2.80	Kim Noeth Birth Mom and Coach	relationships in open vs. closed adoptions, and supporting birth parents through reunions and beyond	Facilitates Growth, Active Listening, Cultivates Trust and Safety, Coaching Mindset
6	The Tri-spective Coaching Model	1.40	Sally Ankerfelt, Sharon Butler-Obazee	Practical application of coaching techniques, strategies for introducing perspectives, and grounding practices for coaches	Addresses All ICF Core Competencies
7	Special Considerations in Adoption Coaching	3.62	Sally Ankerfelt, Sharon Butler-Obazee and International Contributor Jo Nketiah who is part of an adoptive family	Trust, transparency, client-centered practices, active listening, barriers to creating coaching plans, facilitating growth and creating trust and safety; and personal awareness in adoption coaching sessions	Addresses All Core Competencies
Final Exam		0.50		Comprehensive assessment covering all lessons	Facilitates Client Growth, Invites Action
LIVE ZOOM CLASSES TWICE A MONTH- dates & times determined by cohort					
Classes 1-5	Practice Exercises of coaching with the TriSpective Model and ICF Core Competencies	5	Sharon Butler-Obazee, Sally Ankerfelt and other faculty	Listens Actively, Evokes Awareness, Facilitates Client Growth	
	Coaching Practice with Other				

Classes 6-10	Students, including feedback assessment	5	Sharon Butler- Obazee, Sally Ankerfelt and other faculty		
	Total	30 hours			