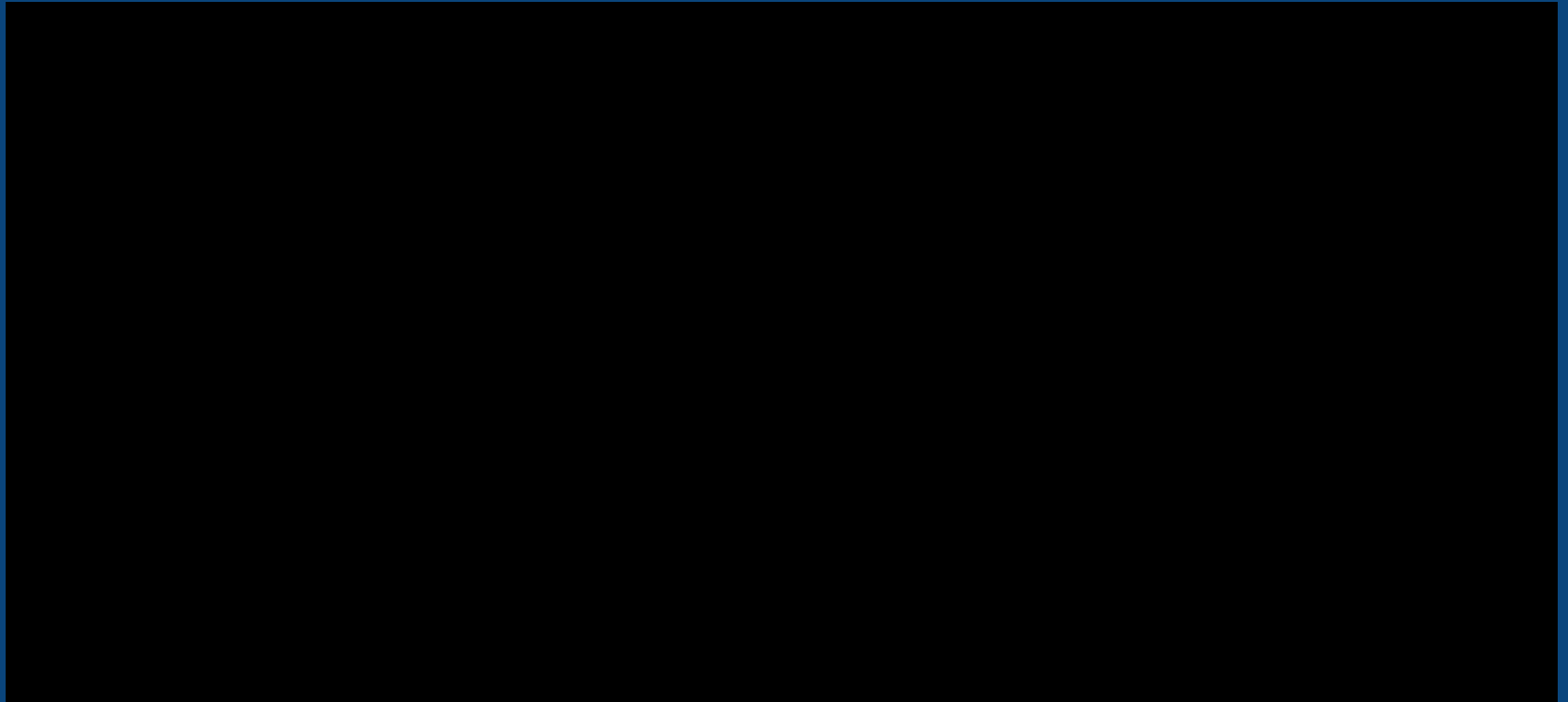




# PEER COORDINATOR MODEL INTRODUCTION

# MICHAEL PIRANO



**I** am for the child.



# CURRENT REALITIES

Funding needs

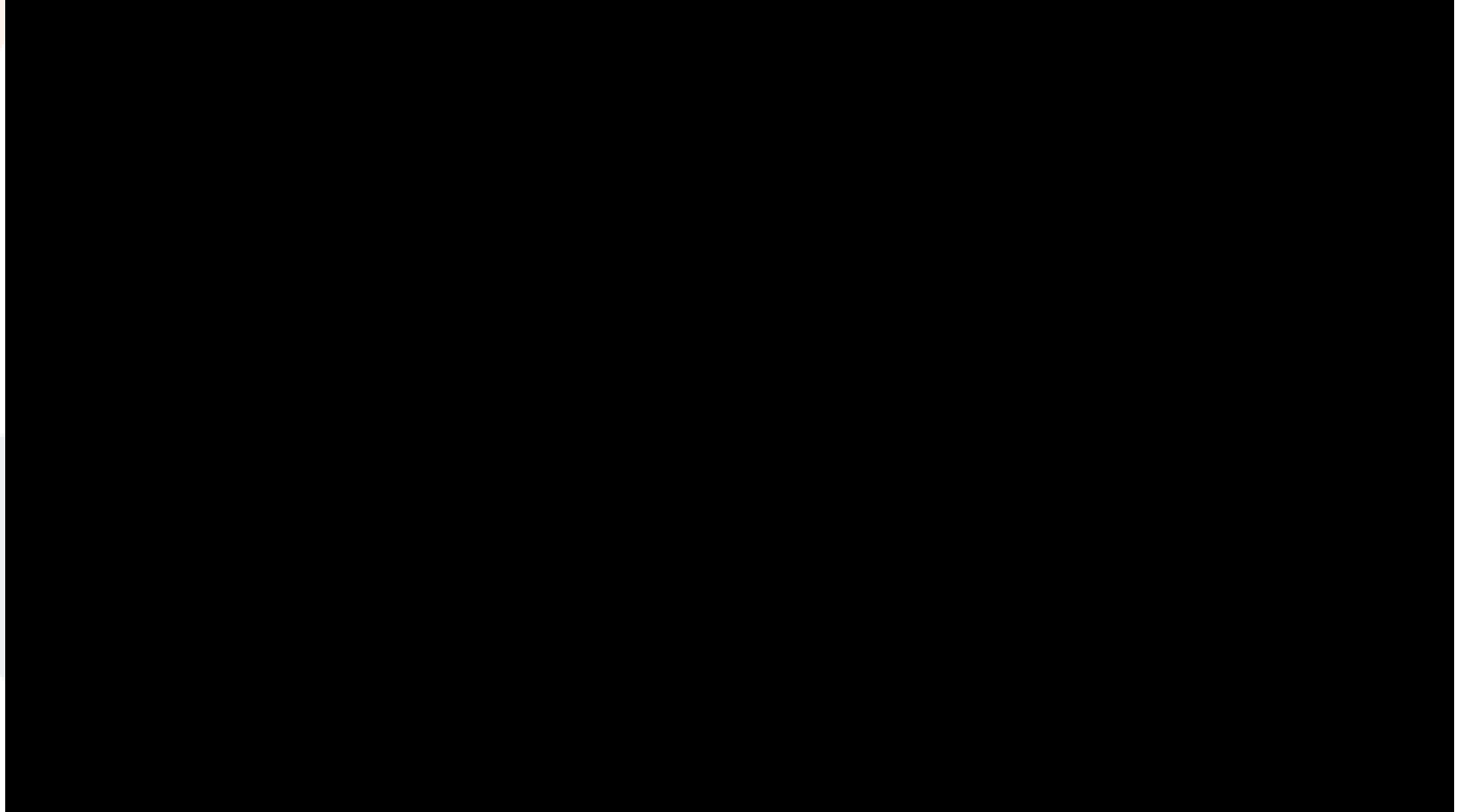
Directive supervision

CPS casework vs CASA casework

Recruitment and retention

Organization silos

# IDEAS ARE SCARY



# GOAL

The primary goal of the peer coordinator model is to serve exponentially more children without having to equally increase staff and budget.







# OBJECTIVES

Create a fluid system of coaching and support for advocates

Strengthen everyone's connections to the program, not it's people

Expand the shared knowledge base  
Build solid relationships between all staff, paid and unpaid

Provide a CASA advocate for every child in care



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# **The Peer Coordinator Model**

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## **A Guide to Transition**

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**CASA of Lane County, Oregon and  
National CASA Association**

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# Staffing Ratios

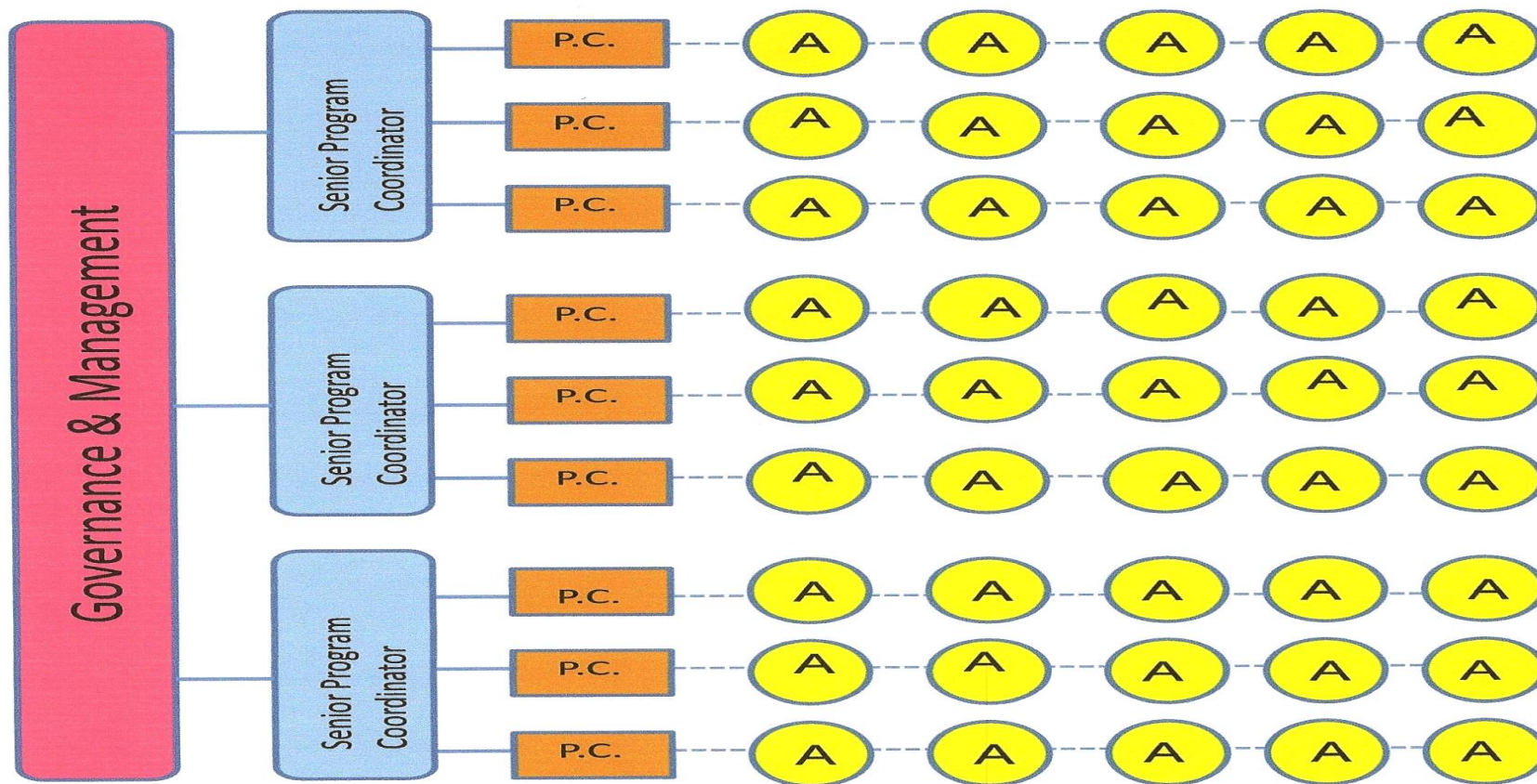
Senior Program Coordinator (SPC)	Peer Coordinator (PC)	Advocate
Paid staff who manage and coach PCs	Unpaid, experienced Advocates coaching new Advocates	<b>CASA or GAL</b> Advocate is used to distinguish the Advocate from the PC since BOTH are volunteers
Each SPC manages and coaches <b>10 to 15</b> PCs	Each PC coaches <b>7 to 10</b> Advocates	Advocates are directly supported by the PC and indirectly by the SPC. Each Advocate is encouraged to take <b>2 cases</b> .



I am for the child.



## Horizontal Organization Model



1 Senior Program Coordinator to 10-15 PC  
1 Peer Coordinator to 7-10 Advocates

**I** am for the child.



### Current Staffing Model 2011

9.5 total FTE  
\$630,000 annual budget  
\$2,136 per child

295 Children Served

137 Volunteer Advocates

4 Staff Supervisors

### New Staffing Model - Full Implementation 2016 -

12.5 total FTE  
\$730,000 annual budget  
\$1,040 per child

702 Children Served

325 Volunteer Advocates

65 Volunteer  
Peer Coordinators

5 Staff Program  
Supervisors

# MINIMUM EXPECTATIONS

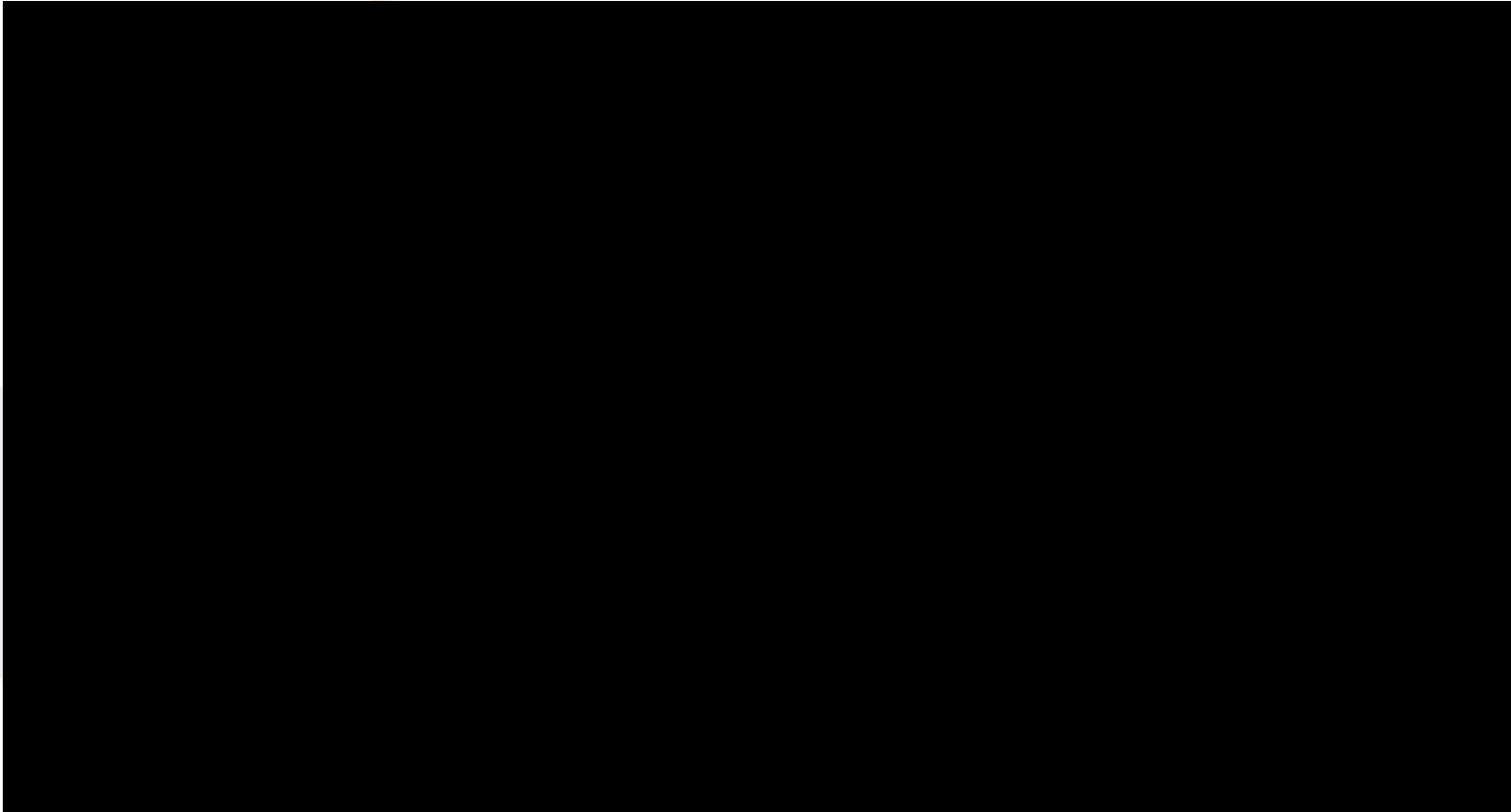
Staff Pledge

Peer Coordinator Pledge

Advocate Pledge



# DARE TO DREAM







# REVIEW

Paradigm Shift

Change Platform

Leadership – CASA Style

Coaching – CASA Style

Motivation – CASA Style

Empower – CASA Style