

Iowa Capacity Coaching

Increasing Reach and Impact Through Coaching

November 2015



SPF/SIG Project members stand as Governor Branstad signs the new Iowa Social Host Law

What is Coaching?

Coaching is an ongoing relationship that focuses on the “client” taking action toward the realization of their visions and goals. When working as a coach the work is collaborative with the “client” to ensure that decisions support the “client’s” vision, goals, needs, and values. As a coach your role is to look beyond the problem and seek possibilities with the “client”. A coach will balance reflection with action and toward deeper learning. The tools that a coach uses do not require them to have direct understanding of the responsibilities of the “client” but are used to help guide and direct the “client” to his/her own answer. The coach does not have a predetermined outcome other than success of the “client”. Coaches are not “experts” for the “clients” to use as a

resource. Rather they are available to support developing and sustaining behavior changes related to the uptake and application of new information by helping “clients” deal with potential pitfalls. Coaching helps the “client” take newly learned behaviors and develop their own style that is true to the core components. Coaches have strategies to deal with the frustration and push-back the “client” may feel with change. Coaches can help “clients” process new information and integrate it with their own values and beliefs. Coaches also provide emotional support in times of stress while simultaneously providing support to take action and make change.

Iowa Department of Public Health Coaching Definition

“Coaching is defined as a goal oriented, solutions focused process in which the person receiving the coaching service is guided to identify and construct possible solutions, address possible road blocks, delineate a range of goals and options then facilitate the development and implementation of action plans to achieve those goals.”

Capacity Coaching: It's History in Iowa

In March 2011, the Iowa Department of Public Health identified a team of Capacity Coaches through a Request for Proposal process in order to expand training and technical assistance efforts through Iowa's Strategic Prevention Framework State Incentive Grant (SPF SIG). These eight coaches were responsible for providing training on the SPF process and other issues to be identified through regional training opportunities. Coaches also provided ongoing technical assistance to assigned SPF SIG funded counties.

Capacity Coaches supported the SPF SIG Coordinators on the Strategic Prevention Framework (SPF) which included:

- ensuring progress through the SPF steps
- brainstorming ideas
- identifying project successes, barriers and needs

Initially coaches and coordinators meet monthly. These sessions occurred face to face, via conference call or by webcam, depending on the preference of the coordinator and the technology capacity of the agency. Face to face meetings were a requirement of the relationship and happened at a minimum of quarterly.

The intent of the coaching relationship in Iowa was to help SPF SIG coordinators be successful in their role. Their time was limited to work with the coordinators, not with coalitions, community members, or additional agency staff.



Julie Hibben and the Capacity coach Team taking a photo with their coach Deirdre Danahar

Coaching was a new strategy borrowed by other States to help grow the prevention system and changed into something uniquely Iowan.

Iowa Department of Public Health, Division of Behavioral Health's Path to Funding Coaching

The Iowa Department of Public Health, Division of Behavioral Health, established a Capacity Coach system through the Strategic Prevention Framework State Incentive Grant (SPF SIG) received in 2009. Discussions began occurring during the grant application process about how the state could best support funded sub-recipients. The SPF SIG Project Director connected with several other SPF SIG funded states that supported a coaching or training structure including Florida, Kentucky and South Carolina. Based on the information compiled, Iowa created a coaching system that best met the structure and expectations of the SPF SIG project which included expanding the reach of a small state-level substance abuse prevention team as well as providing monthly coaching support for each county sub-recipient throughout the SPF process.



Deirdre Danahar, MSW, MPH,
LICSW, ACC
Social + Emotional Intelligence
Certified Coach®

A Coach for the Capacity Coaches

An unique aspect to the coaching process in Iowa was the opportunity for Capacity Coaches to receive extensive training on coaching concepts and tools by a nationally recognized professional, Deirdre Danahar.

Deirdre, Owner InMotion Consulting & Coaching, helps community-minded organizations, entrepreneurs and individuals integrate socially conscious principles and responsible business practices, enhancing performance and improving their bottom line – by making themselves and their communities better. Her clients respond successfully and proactively

to challenges as their organization changes and as the needs of the people in their workforce become more complex. For more than a decade she's been a trusted thinking partner for leaders in business, government and non-profit organizations, including the Iowa Dept. of Public Health, University of Mississippi Medical Center Information Systems, and the Mississippi Dept. Of Health Perinatal High Risk Management program. Deirdre began coaching in 2002 and is accredited through the International Coach Federation and a Certified Social + Emotional Intelligence Coach®. She has a B.A. from the University of Massachusetts at Amherst, and an M.S.W. and M.P.H. from Tulane University. She holds clinical social work licensures in Mississippi and Massachusetts.

In addition to providing on-going training and technical support to the Iowa Capacity coaching team, Deirdre's role expanded to include providing individual career training to each of the coaches. This has allowed the coaches to process any stumbling blocks they experienced while simultaneously observing the coaching process. from the perspective of client. This has proven to be key element of the continued growth coaching has seen in Iowa.

Technical Assistance Versus Coaching

In technical assistance the "expert" is interested in providing the "client" with the information, tools, and resources they need to make change. The "expert" has information to share that can help the "client" move smoothly to the expected outcome.

Coaches have strategies that they use to help the "client" realize his/her own vision and plan. The coach does not have a predetermined outcome other than success of the "client".

Our Iowa model of coaching has a focus on support. Although the individuals selected to coach in Iowa are experts in the prevention field, the role of Coach is not to be an "expert." Rather they are available to support developing and sustaining behavior changes related to the acceptance and application of new information. Time spent together is used to explore opportunities, process pitfalls, celebrate success, and guide the "client" through the process of stretching the communities they work with.

Did Coaching Make A Difference?

Interviews were conducted with fifteen SPF- SIG County Project Coordinators who have been with the SPF-SIG project since their respective counties were awarded this grant. Interviews were conducted by telephone and lasted between 30 and 75 minutes. Participation was voluntary with no anticipated risks associated with interview completion. Responses were kept confidential using the following methods: 1) data collected from the interviews was reported in aggregate form, without any identifying information; 2) notes were kept in a locked file cabinet in a locked office until this report was finalized, then all written notes were destroyed; and 3) electronic reports were maintained on a secure database and all individual responses were destroyed once this report was finalized. Respondents were allowed to provide multiple responses to questions, so the numbers referenced will not always add up to the total number of respondents.

Positive results from Capacity Coach/ Coordinator Relationship based on Key Informant Interviews:

- *Additional skills used to navigate difficult discussions*
- *A better understanding of the SPF process and substance abuse prevention in general*
- *Enhances ability to work effectively with their local coalition*



Stories of Success: Coaching Works!

It helps to overcome self-defeat

Imagine a county where one person unilaterally controls the largest revenue-generating event for a county. Not only does this person have unchallenged power, but he developed a reputation as unapproachable and unconcerned about the impact of alcohol consumption during his three day event, despite previous fatalities. Now, imagine you are the new coordinator with the responsibility of implementing environmental strategies to reduce underage drinking and overconsumption of alcohol at community events. You know that the largest

community event, by far, is the county fair. It can draw crowds more than 5 times the county population and has a huge economic impact on the area. The immediate response was one of defeat, with a self-story that echoed the historical perspective from others around the table. A story of gloom and doom. The coalition was nervous and created a story of defeat before the coordinator could even begin to explore the options. As the coach, we started with exploring the negative self-talk which resulted from the historical experience of the coalition. After deconstructing the messages and when these

messages were present, we were able to craft a series of options that would allow for exploration of various natural pathways that could lead to success. Within four years, we didn't alleviate underage drinking at the event, but the local coalition was able to take baby steps. The first year, they made no progress. The second year, they were allowed to do an overview of how to check identification and invite fair volunteers to training. In the third year, the coordinator was able to develop a solid relationship with the security company who was in favor of responsible beverage server training for all volunteer servers and signage throughout the venue.

Amy Croll: "Problem free isn't fully prepared"

Amy Ostrander Croll LMSW, CPS is the co-founder and Executive Director of Community Youth Concepts (CYC) in Des Moines, Iowa. She has five years experience working directly with dual diagnosed, court-involved youth and nine years experience in state government implementing youth development policies and best practices across ten state agency systems. Ms. Croll has over fifteen years experience training and providing coaching services to youth development staff and programs. She has served as a national trainer for the Forum for Youth Investment and the David P. Weikart Center for Youth Program Quality as well as for several local entities throughout Iowa. Currently, in her role at CYC, she oversees service-learning programming operating throughout Iowa. Ms. Croll thoroughly enjoys cycling throughout Iowa, volunteering, and cheering on her two tweens from the soccer sidelines. Her favorite motto, stolen from Karen Pittman of the Forum for Youth Investment, is "Problem-free isn't fully prepared."



Stories of Success: Coaching Works!

It provides facilitation tools

Angie Asa-Lovstad brings her passion for the ToP methods to the coaching team. As she found her own coalition at a standstill with looking at sustainability, she decided to dust off the books from a training she took in 2008. The Technology of Participation (ToP) Facilitation Methods consist of three main components: Focused Conversation, Consensus Workshop, and Action Planning.

The Focus Conversation is a tool that provides structure to a conversation with one or more participants in a way that one's brain naturally works. Interesting enough you will see how the steps align with the SPF model. The first level is **Objective** – Fact and information (Assessment) with questions that keep people thinking about what they have observed, read, or stood out for them. The next level, **Reflective** brings in personal reactions, feelings and associations. This would be similar to gathering qualitative data. Once this has been explored, the mind begins to make some sense of it all and we have reached the **Interpretive** level. Here is where a person is asked to provide what they feel is really emerging and offers up what is missing (Capacity). The final line of questions is after each of these other areas of questions have been engaged because

now the mind is ready to take action and **Decisional** questions can be asked with success. (Planning and Implementation). Angie uses the ORID with her coach calls as a way to structure the call that quickly deepens the call with her coordinators. It is a great tool to open and close a training session.

The Consensus Workshop is a method to get everyone's voices in the room heard and brought together in a short period of time. During our sessions with the coordinators we were able to use this method several times. It was used at the final training with the coordinators of the SPF project to pull together the key successes of their time with SPF.

Angie has used Accelerated

Action Planning with her coordinators for them to make personal action plans which assist in organizing the work that needs to be done to get through the SPF Steps and engage the community while doing it.

During our Capacity step a ToP Tool called "Circles of Involvement" was brought to the coordinators to use. This tool allowed the team at the training looks at the sectors that needed to be involved, identify who they had involved, discuss what level the sector was engaged at, and make decisions on how to further engage those involved or reach out to sectors that seemed to be missing. The tool provides a great visual that has proven to be effective for several of the counties in building their local capacity.

Angie Asa-Lovstad: Visualize Your Why

Angie Asa-Lovstad has served as the director of the local Kossuth County Coalition (Kossuth Connections) since 2000. She also is one of the founders and director of the state-wide anti-drug coalition, AC4C (Alliance of Coalitions for Change). Through that role she coordinates the efforts of anti-drug



coalitions across the state with state-level partners. Ms Asa-Lovstad's work with the coalitions has focused on alcohol as its primary substance with marijuana and prescription drug use also getting attention. She also brings her skills as a Certified ToP Facilitator. Ms. Asa-Lovstad has a Masters in Adult Education Training and Development from Drake University. She is a Certified Prevention Specialist and trainer for Intervention Procedures (TIPs) - responsible beverage server training. She serves on Iowa's State Epidemiology Workgroup, State Prevention Advisory Board, and State Prevention Workforce Workgroup.

Jane Larkin: “Be The Reason Someone Smiles Today”

Jane Larkin is the Community Prevention Coordinator for Youth and Shelter Services in Story County. She has been with YSS for over 20 years and has experience in both the substance abuse prevention and treatment programs. Ms. Larkin has a Bachelor's of Sciences degree from Iowa State University majoring in Psychology and Sociology. Ms. Larkin is a member of the Governor's Drug Policy Advisory Council, Iowa Substance Abuse Supervisors Association, Alliance of Coalitions 4 Change (AC4C) and Story County Prevention Policy Board. She is also a Certified Prevention Specialist (CPS) and a Certified Drug and Alcohol Counselor (CADAC).



Stories of Success: Coaching Works!

It motivates the client forward

Jane Larkin was matched with a county located in northeast Iowa. Underage alcohol use, for the most part, was socially acceptable in the county. Youth reported they have been allowed to drink at parties and “at the river” with family and friends. Sometimes parents were aware, other times youth were drinking without parents' knowledge. Qualitative data showed alcohol was part of the normal way to socialize in the county. Coalition members felt it was an expectation that alcohol be available at social gatherings. Most community events, reunions, graduations, popular group outings to the Mississippi River, celebrations and family parties involved alcohol.

County stakeholders identified social access as an intervening variable for underage alcohol consumption in the county. Coalition members expressed concerns about the amount of alcohol that is consumed at various social gatherings in and outside of the county. The

coalition believed that setting limits on where alcohol is sold and consumed would eventually lead to changing perceptions regarding responsible use.

As the coordinator began to share data and promote strategies, she experienced strong push back from influential stakeholders in the community. Those stakeholders were very vocal in their opposing views. This opposition became so strong that the coordinator lost the backing of key supporters. Experiencing this loss caused the coordinator to become disheartened and very frustrated. The coordinator shared in coaching calls that she was struggling with the project and the ability to see where progress could be made.

Through Motivational Interviewing, Jane Larkin, Capacity Coach, was able to empathize with the coordinator and help her work through these obstacles to promote change. Jane acknowledged the challenges the coordinator was experiencing and reflected those

Dr. William R. Miller and Dr. Stephen Rollnick's Motivational Interviewing approach exploring how the practitioner's (Coach's) method of communication with a client (Coordinator) will lead to positive behavior change. Miller and Rollnick define Motivational Interviewing as a “*client-centered, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence.*” There are four guiding principles that underlie Motivational Interviewing. They are:

1. Express empathy.
2. Develop discrepancy.
3. Roll with resistance.
4. Support self-efficacy.

Motivational Interviewing is intended to get the person unstuck and to start the change process happening.



comments back to the coordinator. Using open-ended questions, the capacity coach led the coordinator to share her vision of the project. By exploring that vision, the coordinator began to identify foundations she and the coalition had established which naturally moved the project forward. The coordinator identified existing community support and began to believe the end goal was within reach. Ultimately, the coordinator made a plan for moving the project forward and steps she was willing to take to do so.

Stories of Success: Coaching Works!

It helps the client discover their strengths

As a Capacity Coach, Jodee Goche found that the individuals she worked with often did not realize the potential of their inner strengths. The coordinators Ms. Goche worked with participated in the VIA strengths survey and processed the information during their monthly coaching time. The purpose of this process was to help the coordinators realize their strengths and allow them to:

- Continue building on highest strengths
- Identify weaker strengths they wanted to improve
- Develop individual goals related to using the knowledge of their strengths
- Recognize the strengths of individuals they are working with

The three coordinators that were involved with the process each had different reactions to the challenges.

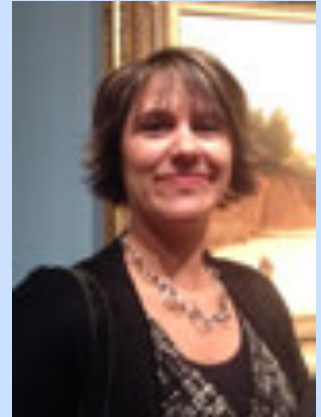
One of the coordinators embraced building her strengths and shared how insightful the process was. She identified that caring for others was important and identified it as a strength. Through this she was

able to consider how this helped her build relationships with others.

Another coordinator was having issues connecting with the religious sectors in her community. It was discovered through the VIA survey that spirituality was near the bottom of her list. Ms. Goche and the coordinator had an “aha” moment and since she was more aware of this it became easier for her to be mindful of the level of effort she needed to make those connections.

For another coordinator, creativity was low on her list. This discovery made sense to her as she was having a hard time with ideas of how to share the success for her coalition. The coordinator and Ms. Goche discussed multiple ways for her to do this and she decided to use a celebration tree as an illustration of her successes adding a branch / leaves for each building block. Each coordinator was able to take what they learned from the strengths survey to build their relationships and be mindful of the needs of others.

Jodee Goche: “Stay Calm: Be A Hero”



Jodee Goche, MPS, CADC, is employed with Compass Pointe as a Capacity Coach for the Strategic Prevention Framework State Incentive Grant (SPFSIG) Project and currently with the Iowa Partnership For Success (IPFS) Project. This work has included providing SPF trainings across the State of Iowa and one on one coaching for assigned counties. She is also employed as the Project Coordinator for Kossuth Connections and the Alliance of Coalitions for Change (AC4C). As a Project Coordinator and graduate of the CADCA National Coalition Academy, she has been trained in the SPF model and applies it to her work with youth and adults.

Jodee has a Master of Prevention Science degree from the University of Oklahoma and a Bachelor of Arts degree in Psychology and Human Services. Jodee is a Certified Drug and Alcohol Counselor and certified as a Youth Worker Methods Trainer with the David P. Weikart Center for Youth Program Quality.





Leslie Mussmann: “Trust The Process “

Leslie has been an active benefactor of prevention for 13 years. She has worked in the field as a Certified Prevention Specialist, Project Coordinator and Prevention Agency Director. Currently, Leslie is focused on using her prevention experience to increase the number of prepared professionals entering and staying in the field. She is a Capacity Coach with IDPH Iowa Partnerships for Success project. She was also a Capacity Coach under the Iowa Strategic Prevention Framework State Incentive Grant. These projects provide Leslie with the opportunity to work one-on-one with prevention coordinators to increase knowledge and skills. She also has had the opportunity to train prevention professionals across the state on the Strategic Prevention Framework and related topics. In addition to the, SPF Leslie has worked on a number of prevention related projects over her career.

Before starting in prevention, Leslie was a Secondary Educator where she worked with At-Risk youth in Alternative settings. Currently, she is the Director of Prevention for the Area Substance Abuse Council in Clinton and Jackson Counties.

Stories of Success: Coaching Works!

It determines our purpose

The Iowa Strategic Prevention Framework State Incentive Grant was Iowa’s first real push to promote a unified message of the Strategic Prevention Framework across the entire state. Typically, Iowa is thought of as farmland and butter cows. The truth is Iowa is made up of a variety of eco-systems, many of which are rural, but whose cultures and structures vary greatly. It was because of this diversity that the need for Capacity Coaches was evident. The Capacity Coach system allowed the Iowa Department of Public Health to share thoughts about the SPF to coordinators across 23 counties. Working with an assigned capacity coach, the coordinators gained skills and knowledge needed to share and implement the SPF in their own counties and communities.

The success of the SPF/SIG strategies was the primary benefit of the process, secondary was the highly trained and qualified coordinators. After four years of intense training and direct guidance, the SPF SIG coordinators had advanced prevention skills. In addition, the coordinators had access to coaches who they were able to help brainstorm and bounce ideas off of. Giving them the confidence needed to succeed in the role of prevention specialist.

Three years into the project, Leslie Mussmann, began to see a shift in two of the coordinators that she worked with. They both were located in rural counties in central Iowa. Neither felt secure that they would have an agency role at the end of the SPFSIG project. They both felt confident that the strategies and outcomes of the SPFSIG project were being met but started to focus more conversations on personal goals and how to ensure those would be met.

Ms. Mussmann turned to the tools she was given in her coaching training. Specifically useful were the tools on fulfillment. Over the last year of the project, Ms. Mussmann used a portion of her time to discuss visioning, determining priorities, and finding balance. In the end, the most rewarding part of the mentoring experience for Ms. Mussmann was knowing that the coordinator’s felt good with their next steps and confident in their role in the overall prevention structure.



Co-Active Coaching is a powerful alliance designed to enhance the process of learning, effectiveness, and fulfillment. This resource was invaluable to the coaching process, especially just getting started. It highlights many of the most effective coaching tools and gives a strong narrative on when to use them. Nothing can replace the training process involved with becoming an effective coach, but this was a fantastic “security blanket” to have on hand!



Lesson's Learned and Moving Forward

Once key informant interviews were completed with the coordinators and it was determined the coaching had been a success under the SPFSIG project, the capacity coaches and leadership from Iowa Department of Public Health Behavioral Health Prevention department met to determine the future direction of the Capacity Coach System. Some themes emerged from these discussions that highlight what should continue:

1. The Capacity Coach team improves the overall prevention workforce in Iowa. All eight coaches were involved for the entire SPFSIG project. At the end of the four years they had gained a number of support skills that will be valuable to agencies across the State.
2. The Capacity Coach System increased the communication flow between IDPH and the agencies they provide funding to.
3. The Capacity coach team gathered stories of success and obstacles from the diverse Iowa counties. The coaches acted as connectors, bringing county coordinators together and connecting agencies to resources across Iowa.
4. The Capacity Coaching System modeled a level of professionalism in Iowa's Prevention workforce. Coordinators were able to observe the level of skill expected by their funders. They were also able to use their local coach as a sounding board and ask questions and process concerns to grow in their profession.



Angie Asa-Lovestad and her coordinators

A New Addition to The Team: Training Coordinator, Clare Jones

Under the SPF SIG project the Capacity Coach job description was still being determined. Coaches spent much of the first two year's of the project providing technical assistance to the coordinators on the expectations of the project and training on the Strategic Prevention Framework. By year three of the SPF SIG project, the coaches had identified a need for more direct coaching with the coordinators. By the end of the SPF SIG project, the Capacity Coaches had determined that their role in future projects needed to be focused on providing direct coaching support to the counties they served. While training remains an aspect of the Capacity Coach role, it became clear that there needed to be someone whose responsibility it would be to guide IDPH's vision of project goals and ensure that learning objectives were planned for and met. In 2015 IDPH decided to include a training consultant position into the Iowa Partnership for Success grant. Clare Jones, a Capacity coach under the SPFSIG project, was selected to fill the new role. As the Training Consultant for the Iowa Partnerships for Success grant, Clare coordinates project trainings and assists with creation of project materials. She brings her previous experience as a Capacity Coach, prevention director and instructional designer to her new role. As she assists in the creation of in-person trainings, webinars, documents and deliverables, her goal is to ground them in research and best practice for implementing the Strategic Prevention Framework, while also making them user friendly and accessible for project coordinators and coalition members to complete and utilize. Clare brings her philosophy that "Good prevention doesn't happen from behind a desk" to all of her work.



Where to Find Our Tools

Recommended Tool	Recommended By	What You'll Find Inside	When Should I Use It	Success Story Page #
	Amy	Introduction to your Gremlin How to simply notice Choosing to play with options	When a client is struggling with self-doubt or doubting next moves	4
	Angie	Description of the conversation method Sample conversations Tips for improving organizational communication	When a client is struggling with difficult conversations When the client needs to approach a need for change	5
	Jane	Do's and don'ts of successful motivational interviewing Four step process to how to use the concepts	When you need to reflect what a client is saying to help them reach their own conclusions	6
	Jodee	Ways to focus attention Skills on how to observe and listen without evaluating or judging Role-models on appropriately expressing feelings	When clients are struggling to communicate with others When anger and frustration has entered the project	7
	Leslie	Variety of tools including Wheels and Primary Focus	When a client is struggling to find a purpose or vision	8

Recommended Tool	What You'll Find Inside	When Should I Use It
	Tools on determine what we believe How to work together to create a more desirable future	When a client is trying to change or create a vision for the future for a large group.
	Story format Organizational tools Time Management tools Sharing responsibility	When clients are struggling with getting everything done or when they struggle with giving up control
	Metaphor of the Elephant and the Rider How to find what works and copy it How to increase activism	For clients needing to connect with a larger group and move them toward action
	How to find a way to inspire others Find the WHY The Golden Circle	Help for Clients who are struggling with their personal purpose For clients who are working with a larger group and needs to inspire them to action
	Thousands of on-line videos, most of which are under 20 minutes, that help introduce a new concept through story-telling	Topics vary but originate from Technology, Entertainment, and Design.

Coaching Team Contact Information

Jodee Goche
Kossuth Connections
515-320-1922
2300 River Road
Algona IA 50511
jodeeg@compass-pointe.org



Leslie Mussmann
Director of Prevention
Clinton and Jackson County
lmussmann@asac.us
(563)243-2124
(563)249-0946



Jane Larkin, CADC, CPS
Community Prevention Coordinator
Youth and Shelter Services
420 Kellogg, PO Box 1628
Ames, IA 50010-1628
515-233-3141, ext. 4453
jlarkin@yss.ames.ia.us



Amy Croll LMSW, CPS
Executive Director
Community Youth Concepts
1446 Martin Luther King, Jr
Pkwy
Des Moines, Iowa 50314
515-243-4292 (office)
515-371-9278 (cell)
amy@cyconcepts.org



Angie S Asa-Lovstad
Kossuth Connections and
AC4C Director
515-320-0585 cell
2300 River Road
Algona IA 50511
kossuthconnections@gmail.com



Team Support Contact Information



**Deirdre Danahar, MSW,
MPH, LICSW, ACC**
Certified Social + Emotional
Intelligence Coach®
Lead. Grow. Flow.
Email: deirdre@inmotioncc.com
Phone: 601-362-8288
Website: inmotioncc.com
Linked In: [deirdredanahar](https://www.linkedin.com/in/deirdredanahar)



Clare Jones
Training
Consultant, Iowa Partnerships
for Success
Helping Services for
Northeast Iowa
cjones@helpingservices.org

Patrick McGovern
Suicide Prevention and Iowa Youth
Survey Coordinator
Iowa Department of Public Health |
Division of Behavioral Health
321 E. 12th Street
Des Moines, IA50319
Office: 515-281-5444
pat.mcGovern@idph.iowa.gov



For Additional Information or Resource Information or to Inquire
About the Coaching Guidelines in Iowa Contact

Julie Hibben, LMSW, CPS
Iowa Partnerships for Success Project Director
Bureau of Substance Abuse, Division of Behavioral Health
Iowa Department of Public Health
321 E. 12th Street
Des Moines, IA 50319
Office: 515-725-7895
julie.hibben@idph.iowa.gov



Created 2015

by

Leslie Mussmann

Please contact the Iowa Department of Public Health for permissions.

Iowa Department of Public Health

Bureau of Substance Abuse Treatment and Prevention

Lucas State Office Building

321 E. 12th St.

Des Moines, IA 50319-0075

<http://www.idph.state.ia.us>

