

Onboarding In SoonerStart

The goal of professional development is to provide a learning environment where staff feel supported and not overwhelmed.

OSDE Connect Courses

9 Courses:

- Orientation: Overview, Referral, and Intake
- Orientation: Screening and Evaluation
- Orientation: Oklahoma Family Interview
- Early Childhood Outcomes, Assistive Technology
- Individualized Family Service Plan (IFSP)
- Family Educational Rights (FERPA) and Confidentiality
- SoonerStart Early Intervention Services
- Family-Centered Practices

ASQ/ASQ-SE Training

This training equips Early Interventionists with the knowledge and skills to administer, score, interpret, and discuss the **Ages & Stages Questionnaires (ASQ-3)** and **Ages & Stages Questionnaires: Social-Emotional (ASQ:SE-2)**. Participants learn how to use these evidence-based screening tools to identify developmental and social-emotional concerns, engage families in the screening process, and support timely referrals and intervention planning for infants and toddlers.

Part C Practices Training – Early MTSS District New Hires

Online modules

- **Module 1:**

- Overview
- Building Relationships
- Understanding Culturally Responsive Practices
- Effective Communication with Families.

- **Module 2:**

- Social Emotional Competence
- Responsive Caregiving
- Dyadic Relationships,
- Foundations of Family Coaching

- **Module 3 includes:**

- Family-Centered Coaching Practices
- Positive Parenting Practices
- Social Emotional Assessment.

- **Following each module**

- Professional Learning Community (PLC)

The Early Intervention Series Catalogue

Five online courses that focus on evidence-based early childhood intervention practices at the forefront of early intervention.

The courses include:

- Family-Centered Practice
- Natural Learning Environment Practices
- Capacity-Building Family Centered Practices
- A Primary Service Provider Approach to Teaming
- Coaching

FIP-EI Certification for District Leadership

- The FIP-EI Certification course consists of self-paced lessons that lead to a certification upon successful completion. The certification confirms reliability in using the FIP-EI to observe and evaluate early intervention practices, including natural learning environment, coaching, and resource-based intervention practices.
- The course includes brief introductory lessons on the FIP-EI checklists and guidance documents, followed by multiple opportunities to observe and rate early intervention visits. To earn certification, participants must successfully rate at least four of six observed visits with a minimum accuracy of 80%.

Technical Supports for Onboarding

Discipline Support Specialists (DSS)



Together Mentorship Platform

Together Product & Use Cases

Mentorship Formats



Cohort
1:1, time-bound



Evergreen
1:1, always-on



Group
Many to many

Mentorship Use-Cases



High Potentials Program

Keep your top talent motivated and driven to succeed by pairing them with your top leaders.



Intern Programs

Help interns find their way and build their careers.



Onboarding Employees

Get your new employees up to speed, and on the right path.



Strengthen Diversity

Create resource groups for diverse employees to connect.



Develop New Managers

Give managers an outlet to take action on 360 feedback with guidance from mentors.



Career development

Help all your employees chart a path through your organization

Discipline Support Specialists (DSS)

Team of fifteen(15) providers representing seven (7) disciplines and numerous specialties

Trained in mentorship & networking best practices

Supporting new staff & supervisors

Twenty-four (24) months of support for 1st time staff & twelve (12) months of support for returning staff

Build upon each individual's clinical strengths and provide access to resources for areas of development.

New providers attend an Allied Health Service Orientation within their 1st week



Together Platform

Connects New staff, Supervisors, and Discipline Support Specialists for state wide support throughout onboarding.

One Stop Shop for ALL Onboarding Content



Welcome To The Team

Allied Health Service Onboarding ...

● REGISTRATION OPEN

119 REGISTERED PARTICIPANTS

● MATCHING OPEN ● MATCHING OPEN

84 ACTIVE MATCHES

 Attend ASQSE-2 Training These trainings are offered periodically throughout the year. Your Supervisor and DSS will help you get signed up. ✓ Mark as Complete	 SEAM Training for OK County Only Only for Oklahoma County SoonerStart Staff ✓ Mark as Complete	 Battelle Developmental Inventory-3 Training Sign up for BDI-3 Training Please use the link below to sign up for your account. After clicking on the link, you will be prompted to... ✓ Mark as Complete	 SoonerStart Early Intervention Operations Manual SoonerStart Operations Manual - PDFs Folder to PDFs of individual Manual Sections ✓ Mark as Complete
 Early MTSS For Staff in districts where Early MTSS is active. Districts 1-10 & OKC.	 Orientation: Overview, Referral, and Intake SoonerStart OKSS100 REQUIRED Due: May 30, 6:02 PM Orientation: Overview, Referral, and Intake	 Orientation: Screening and Evaluation SoonerStart OKSS101 REQUIRED Due: May 30, 6:02 PM Orientation: Screening and Evaluation	 Orientation: Oklahoma Family Interview SoonerStart OKSS102 REQUIRED Due: May 30, 6:02 PM Orientation: Oklahoma Family Interview

Seamless Onboarding Experience

Assigned Tasks

These tasks will be automatically added to each new match in this program

- ☐ Review the first session instructions Mentee
- ☐ Welcome Email Mentor
- ☐ Schedule 1st DSS session. Mentor
- ☐ Day 1 Tasks Completed Both
- ☐ 2 Week Tasks Completed Both
- ☐ 30-Day Tasks Completed Both
- ☐ 60-Day Tasks Completed Both
- ☐ 90-Day Tasks Completed Both
- ☐ Shadowing Same Discipline Both
- ☐ Shadowing Team Mates Both
- ☐ Shadowing the Other AH Program Both
- ☐ Shadowing Another District Both
- ☐ Shadowing Evaluations Both
- ☐ Discipline Specific Shadowing Both

1 Month 1 Alignment Meeting & Onboarding Team Updates and Coordination



Month 1: Onboarding Team Updates & Coordination

Progress on 30 Day Tasks

Planning for Tasks through Month 3 Alignment Meeting

Discipline Support Specialist:

DSS adds their questions, notes, & updates for the team here:

Lead Clinician:

LC adds their questions, notes, & updates for the team here:

New Staff Member:

New Staff Member adds their questions, notes, & updates for the team here:

Allied Health Coordinator (If Applicable):

AHC adds their questions, notes, & updates for the team here:

Other Supporting Staff Members (If Applicable):

Other Supporting Staff Members add their questions, notes, & updates for the team here:

Meeting Minutes/Decisions:

- All team members will continue adding updates and notes for next month's meeting as needed.
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Actions

- Each member should note key action(s) before the next meeting.
- All team members continue adding updates and notes for next month's meeting as needed.
- Don't forget to fill out the feedback form.
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Balancing Independence & Support

Together Builds Individual Capacity

Create Travel Form Template

REQUIRED 4 weeks after first match

1 - Download the travel form from this link:

[Travel - Home](#)

Use this [How To Download & Save Travel Form](#) document to guide you.

2 - Review travel form directions

[Travel Form Directions](#)

3 - Create your individualized travel form & save as a template

4 - Ask your supervisor when travel forms are due in your office & ask who will process/sign your travel claims.

5 - Ask that person if they would review your template & suggest edits

Close

✓ Mark as Complete

Discipline Support Specialists (DSS) Build Clinical Competency

Together Chat

Together Thursday 10:07 AM

👤 together



MENTOR

Reminder: you have an upcoming session with Angelia on February 20th, 2026 at 10:00 AM

If you are unable to meet, make sure to reschedule now to maintain progress and reminders for this program.

View & Edit AgendaReschedule Session

Future Growth Opportunities

- Onboarding Committee for Continuous Improvement
- Identifying Discipline Specific Onboarding Needs
- Trainings for Screening & Evaluation Tools
- Recording Key Trainings
- Onboarding & Supports for Other Groups
 - Contractors
 - Supervisors/Lead Clinicians
 - Clinical Licensure
 - Internships