



# Paying it Forward: Getting NBCT's Involved

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# Simple Facts

- ✧ NBCCT's need to be "trained" in support!
- ✧ If you ask them, most of the time, they will come!
- ✧ They need low-stress environments first!
  - ✧ Give them resources for their support sessions!

# Ethical Guidelines

- ✧ Be clear and consistent with the expectations.
  - ✧ Be firm with guidelines.
  - ✧ When in doubt, report it out!

# Ideas from the Group

- Send out Ethical Guidelines to all NBCT's
- Volunteer 4 hours after training
- Shadowing an "expert" CSP
- Offer CEU's
- Comp Time or Stipend
- Invest them in Renewal Process
- Have them come in and be a part of the discussion- Focus Group- Panel Discussion
- Specific Group Emails