



Coaching with Intention

Making the Most of the PBC Cycle
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National Center for
**Pyramid Model
INNOVATIONS**
ChallengingBehavior.org

Presenters



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Overview of Practice-Based Coaching



Adherence to coaching model (i.e., fidelity)

Dosage

Elements of intentional coaching

Quality of coaching

Effectiveness from the perspective of the coachee

Adherence to the Coaching Model



- There are many ways to do coaching and not all are consistent with PBC
- In order to determine if coaching is working, we must measure if we are doing coaching the way it is supposed to be done

Why is Fidelity Important?

- Fidelity means implementing all the critical components or strategies of PBC
 - Conducting strengths and needs assessment
 - Action planning
 - Conducting a focused observation
 - Reflecting with the coachee
 - Providing feedback
- Ensure coachee receives support that is effective and responsive to coachee's needs



How is Fidelity Measured?

- Audio or video recording of coaching meetings
- Select some meetings for a fidelity check
- Listen to or watch recording and mark which strategies were implemented with the same version of the coaching log that the coach uses
- We want to see fidelity at 80% or better

Dosage

- How often coaching sessions occur
- Duration of coaching sessions
- Can be measured on the coaching log
- Does NOT need to be the same for every coachee



Assessing Quality

- Whether coaching is high quality is not a yes/no choice
- Aspects of quality
 - Coach's tone
 - Clarity
 - Coachee talk time
 - Responsiveness of coach



Effectiveness



Coachee Feedback

- Ask which coaching strategies are/were most supportive
- May share feedback anonymously
- Coachee feedback is embedded into action planning process



Coaching Log Templates

NCPMI Classroom Coaching Log V.0. Rev. 10/2018

Teacher ID: _____ Coach ID: _____ Program ID: _____
 Cycle #: _____

Total # of Action Plan Goals: _____

Activities/Strategies - check all that occurred during session(s)

Observation Strategies		Retained Strategies	
Date:		Date:	
Observed		Problem solving discussion	
Videotaped		Reflective conversation	
Modeled		Helped with environmental arrangement	
Collected data		Role play	
Verbal support		Constructive feedback	
Side by side gestural support		Goal setting/action planning	
Problem solving discussion		Supportive Feedback	
Reflective conversation		Material provision	
Helped with environmental arrangement		Demonstration	
Other help in the classroom		Individual child support	
Other		Other	
Total Observation Time:		Total Debriefing Time:	
Action Plan Goals Completed:		New Action Plan Goals:	

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NCPMI Early Intervention Practitioner Coaching Log V.0. Rev. 02/2019

EI ID: _____ Coach ID: _____ Program ID: _____
 Cycle #: _____

Total # of Action Plan Goals: _____

Activities/Strategies - check all that occurred during session(s)

Observation Strategies		Retained Strategies	
Date:		Date:	
Observed live		Reflective conversation	
Viewed video recording		Video review	
Modeled		Supportive feedback	
Collected data		Constructive feedback	
Verbal support		Role play	
Side by side gestural support		Problem solving discussion	
Supportive Feedback		Child intervention strategies	
Helped with environmental arrangement		Goal setting/action planning	
Other help during the home visit		Demonstration	
Other		Resource sharing	
Other		Other	
Total Observation Time:		Total Debriefing Time:	
Action Plan Goals Completed:		New Action Plan Goals:	

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Digging Deeper into the Coaching Log

Activities/Strategies - check all that occurred during session(s)									
Observation Strategies					Debrief Strategies				
Dates:					Dates:				
★ Observed					Problem solving discussion				
Videotaped					★ Reflective conversation				
Modeled					Helped with environmental arrangements				
★ Collected data					Role play				
Verbal support					★ Constructive feedback				
Side by side gestural support					★ Goal setting/action planning				
Problem solving discussion					★ Supportive Feedback				
Reflective conversation					Material provision				
Helped with environmental arrangements					Demonstration				
Other help in the classroom					Individual child support				
Other					Other				



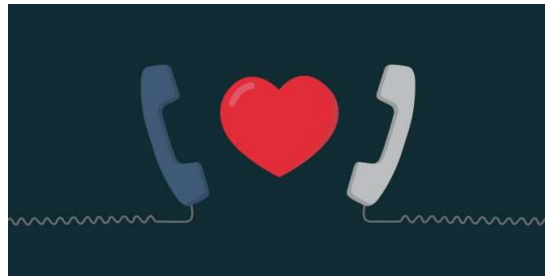
Sample Coaching Log

	Debrief Strategies				
	Dates:	1/22/2020	2/26/2020	3/25/2020	4/22/2020
Problem solving discussion	X	X	X	X	X
Reflective conversation		X			X
Helped with environmental arrangements	X				
Role play					
Constructive feedback	X	X	X	X	X
Goal setting/action planning	X		X		X
Supportive Feedback	X			X	
Material provision	X		X	X	
Demonstration	X				
Individual child support	X		X	X	
Other					
Total Debriefing Time:	30	15	20	30	15



Fidelity from a Distance

- Which essential strategies can be implemented from a distance?
 - Hint: all of them
- How can you be creative to implement additional strategies from a distance?



“I thought I was coaching with intention, but something was off...”

Questions



Contact Information



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Survey and Certificate

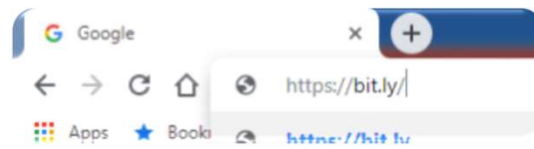
Live Viewers

- Email with survey link (in 1 hour)

Recording Viewers

- Type URL below into a web browser window
- *URL is case sensitive*

<http://bit.ly/upc091620>



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