

Early Interventionist Pyramid Practice Fidelity Instrument



Data Considerations for All:

- ▶ Was the instrument used by a trained observer?
- ▶ Are practitioners receiving coaching?
- ▶ Were there differences in the caregiver contexts where observations occurred from time 1 to time 2?

Look	Think	Act
What do we see?	What are the data showing? What influences these data?	Consider these actions
<p>On the summary across practitioner tab, look at average scores for indicators across practitioners. Identify the areas that are the lowest in implementation.</p>	<p>What might contribute to common low scores?</p> <ul style="list-style-type: none"> ▶ Are action plans aligned to the practices that need improvement? ▶ Has the program established the expectation that practices should be implemented? ▶ Do practitioners lack training or coaching in the practice? ▶ Does the guidance for delivery of early intervention services support the practice? ▶ Is the culture of the program to not implement the practice? 	<p>Initiate programmatic efforts to communicate importance and expectations that early interventionists will implement Pyramid practices.</p> <p>Establish targeted professional development activities to strengthen common areas of need.</p> <p>Program guidance changes to align policy and procedures with Pyramid Model implementation.</p> <p>Develop an implementation plan for strategies to shift the culture and practices of early interventionists in the program.</p>

Look	Think	Act
What do we see?	What are the data showing? What influences these data?	Consider these actions

Look at average scores for indicator categories over administrations.

Is there evidence of growth across all practitioners in the implementation of Pyramid Model practices?

Is the growth expected or in proportion to program efforts in providing practitioners with professional development support (e.g., training and coaching)?

Are action plans aligned to key practice areas that need improvement?

Provide higher quality training events on selected key practices (e.g., with implementation materials, using adult learning strategies).

Increase access to professional development training (e.g., on-line, after hours, Saturdays).

Provide more coaching cycles.

Improve the delivery of complete coaching cycles.

Improve the alignment of action plans to targeted indicators.

Identify any competing initiatives that might be affecting implementation and determine how to reduce the demands on practitioners.

Using the individual summary tab, look at practitioner individual scores for practice indicator categories. Identify the areas that are the lowest in implementation.

What might be factors related to a practitioner's implementation scores?

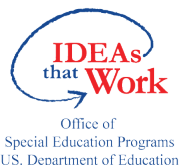
- ▶ Training, experience, or background
- ▶ Quality or intensity of coaching
- ▶ Caregiver caseload
- ▶ Practitioner beliefs or biases
- ▶ Alignment of action plans to key practice items that need strengthening
- ▶ Delivery of complete coaching cycles

Provide professional development training opportunity that are focused on areas of need.

Increase coaching with a focus on areas of need.

Align action plans to practice indicators in greatest need.

Address beliefs or biases through the coaching relationship.



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The contents of this document were developed by the National Center for Pyramid Model Innovations under a grant from the Department of Education, grant # H326B170003. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government. **This document is public domain and may be reproduced without permission.**

Pub. 09/12/19

