

Managing Coaching When Work Feels Unmanageable

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National Center for
**Pyramid Model
INNOVATIONS**
ChallengingBehavior.org

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Webinar Host



Mary Louise Hemmeter
Vanderbilt University



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Meet our Presenters



Ranata Oakley
Metro Nashville
Public School
District



Lori Adams
Winston-Salem
Children's
Developmental
Services Agency

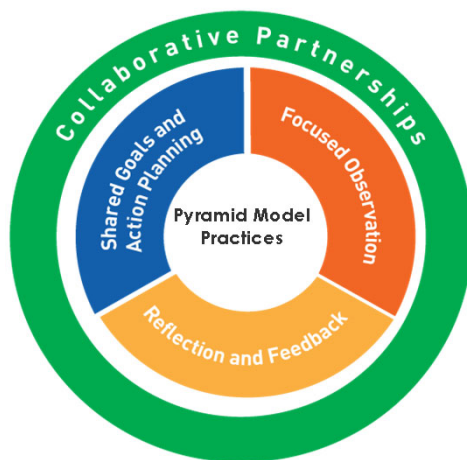


Amanda Ulrich
Blakemore Children's
Center



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Practice Based Coaching



- Focused on effective teaching practices
- Based on collaborative partnerships
- Guided by goals and a plan for refinement and action
- Assessed through focused observation
- Supportive of practitioner growth through reflection and feedback



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Back to Basics with Fidelity

Are we implementing coaching as we planned?

Are practitioners making positive changes in their use of Pyramid Model practices?

Will this decision help me reach my coaching goals?



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What does it mean to do PBC with fidelity?

- Observation
- Reflective Conversation
- Supportive Feedback
- Constructive Feedback
- Provide Resources

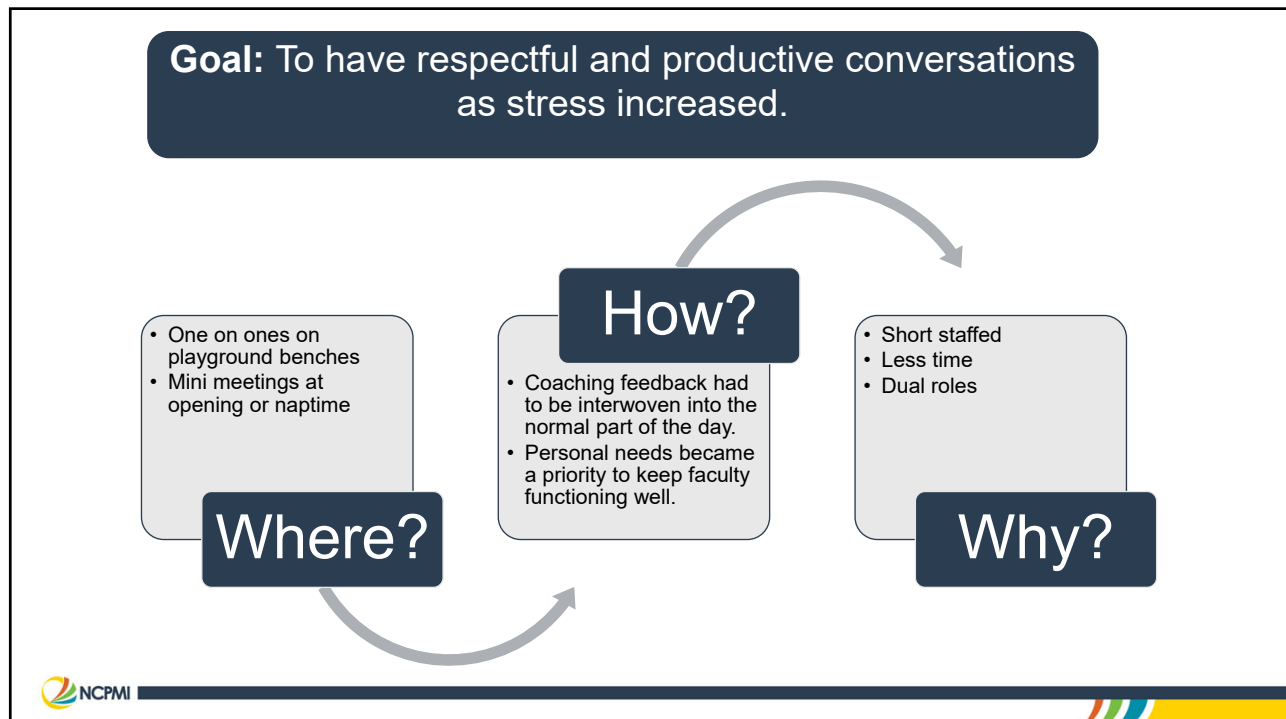


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Adapting to the “New Normal”



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Establishing Virtual Relationships and Routines

Provide teachers with a photo, email, or text that gives them an idea of who you, the coach, are as a person

Tangible affirmation (e.g., note, token, photo)

Provide teachers with positive descriptive feedback about classroom arrangement, demeanor, perseverance

Assist teachers with organizing, labeling, and posting resources



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Virtual Home Visits

- Less distraction
- Provide feedback in private chat
- Recorded observations



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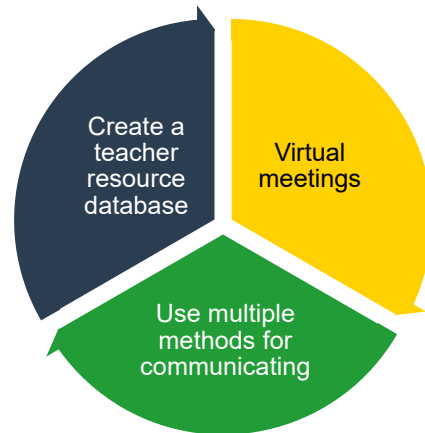


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Shifts in Communication



Maximizing Technology Resources

Text	Collect data from our childcare app 'Brightwheel'	Google sheets
<ul style="list-style-type: none"> • Informal relationship building 	<ul style="list-style-type: none"> • Staff only option • Behavior incidents 	<ul style="list-style-type: none"> • Prevention strategies • Teaching strategies



Response to Practitioner Stress

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Keep it Simple

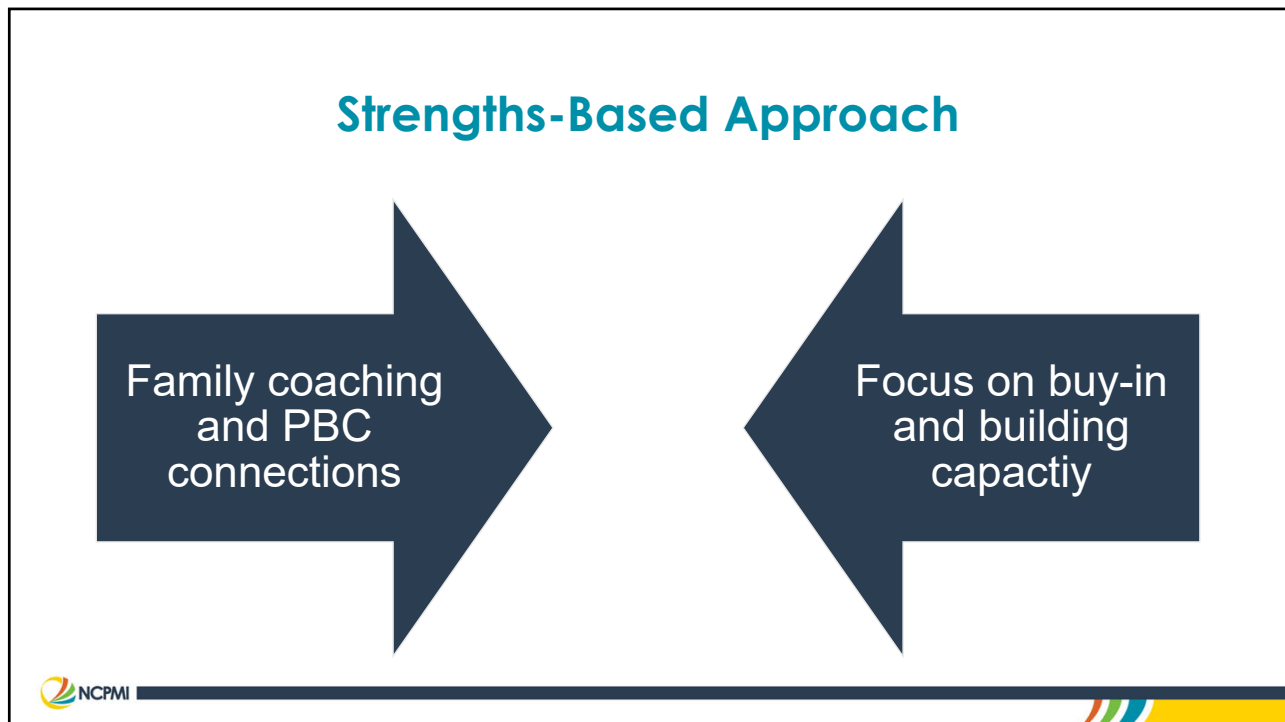
Link social-emotional competencies to the curriculum/initiatives

What is already in place?

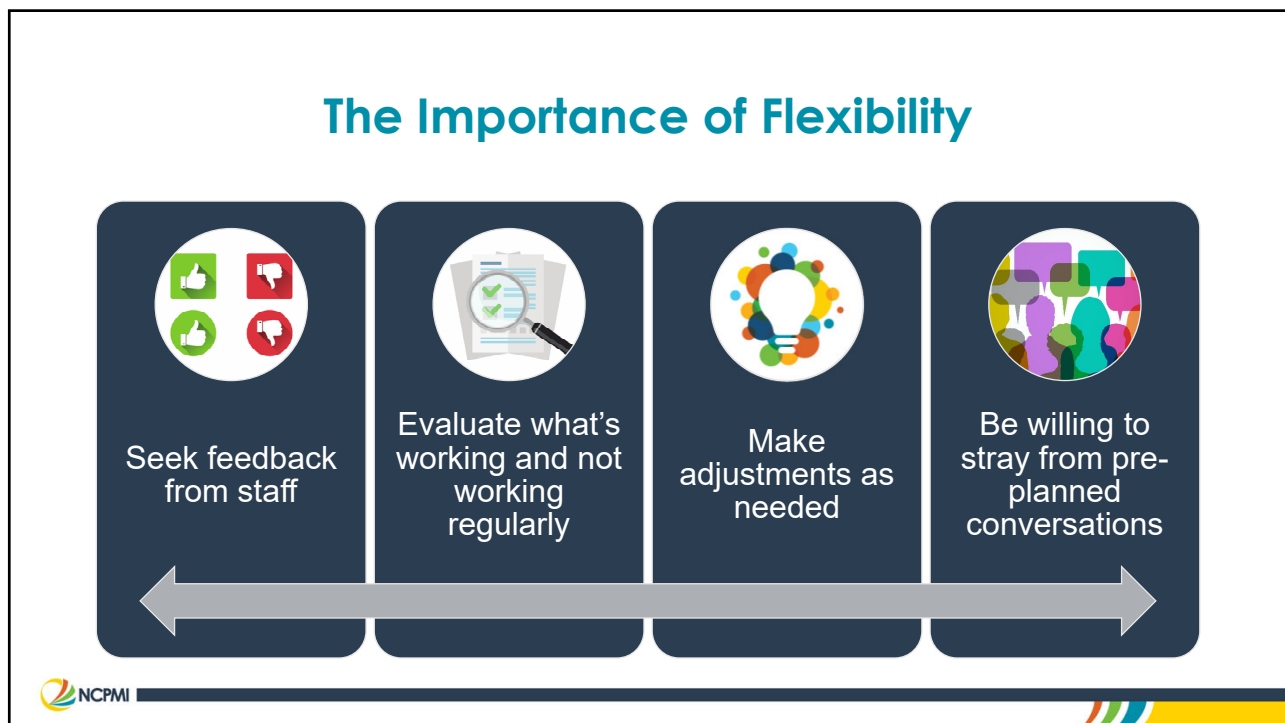
NCPMI

The slide features a white background with a black border. At the top center, the text "Keep it Simple" is written in a bold, teal font. Below this, on the left, is a large orange circular arrow pointing clockwise, with the text "Link social-emotional competencies to the curriculum/initiatives" centered inside it. To the right of the arrow is a blue thought bubble containing the text "What is already in place?". In the bottom left corner, there is a small logo for NCPMI consisting of a stylized 'N' and 'C' in blue and green, followed by the text "NCPMI". A decorative horizontal bar with yellow, green, and blue segments is located at the bottom right of the slide.

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New Staff

Class matrix

New onboarding process

Fun team building activities linked to training



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Staff-Centered Approach

Self-care discussions

Increase personal check-ins

Free events email

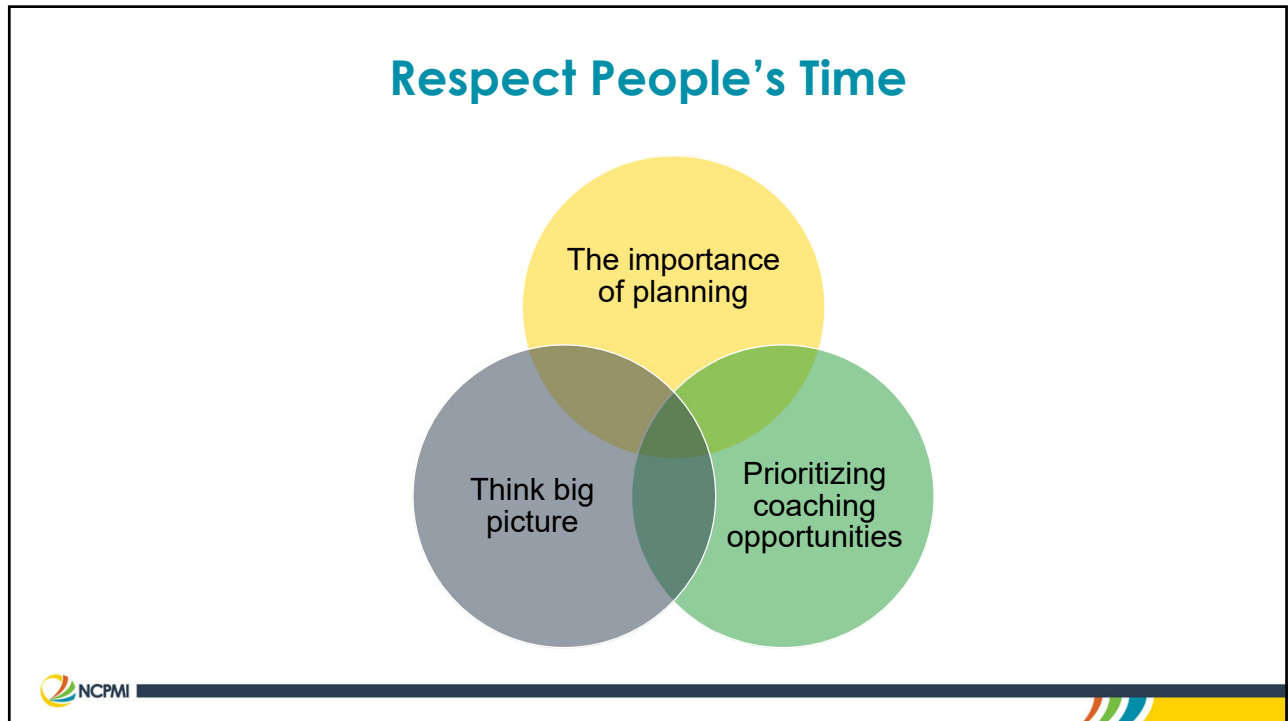
Maximize resources



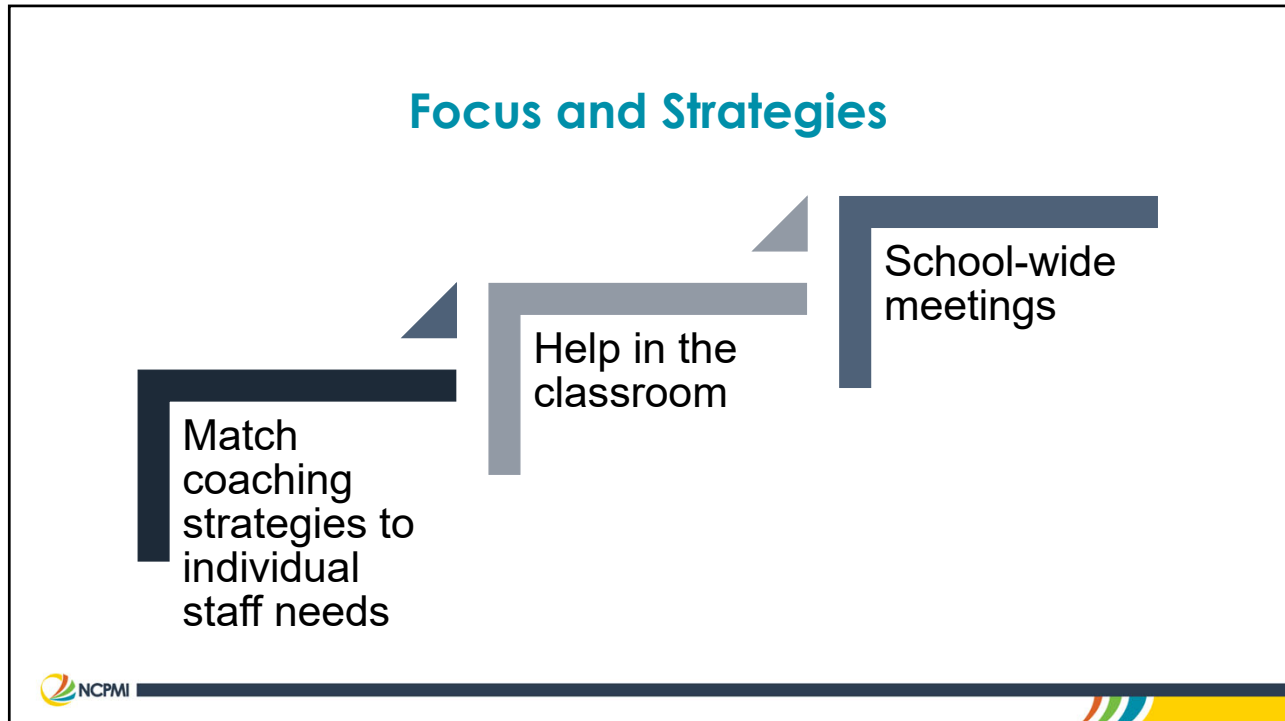
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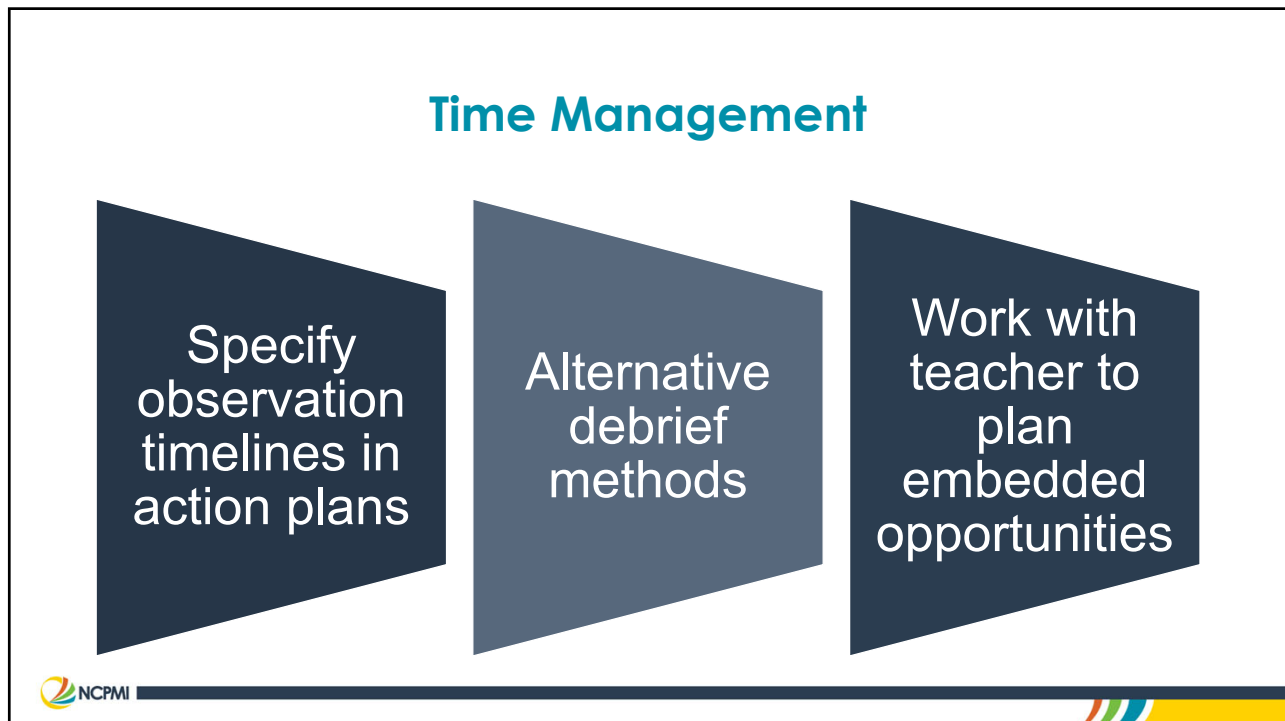
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Questions?

Use the Q&A panel to submit your questions.



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Survey and Certificate

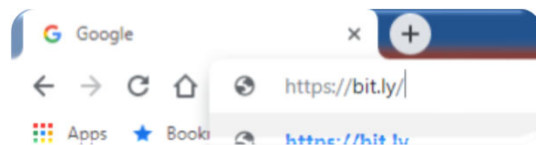
Live Viewers

- Email with survey link (in 1 hour)

Recording Viewers

- Type URL or scan the QR code below into a web browser window
- *URL is case sensitive*

<https://bit.ly/upcw082323>



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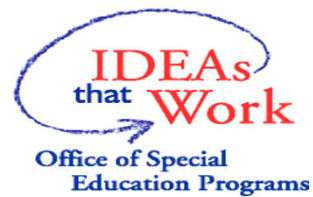
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