

Practice-Based Coaching (PBC)



for **Early Childhood Coaches**

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Introduction

This NCPMI Practice-Based Coaching (PBC) Resource Collection provides coaches with selected tools to support their knowledge and use of PBC in early care and education settings. The resources, predominantly found on the [NCPMI website](#), provide information about PBC as a coaching framework, delivery of PBC to support coaches, specific tools, resources about the PBC coaching cycle, and coaching data tools. Formats include guides, tip sheets, fact sheets, webinars, and videos.

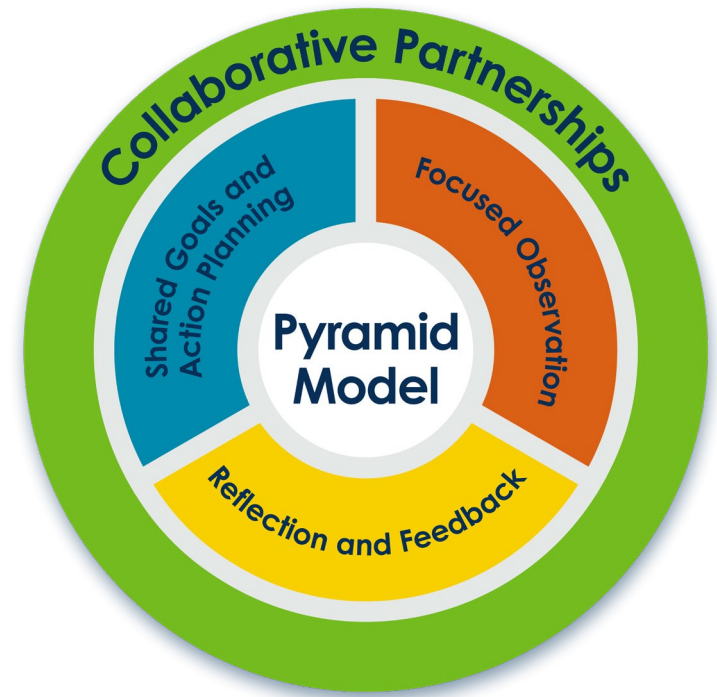
PBC is a cyclical process for guiding practitioners' use of evidence-based practices for promoting equitable and positive child outcomes. PBC involves the following components:

- collaborative partnerships;
- shared goals and action planning;
- focused observation; and
- reflection and feedback.

Find coaching resources on the NCPMI [Practice-Based Coaching \(PBC\) page](#).

How to Use the Resource Collection

The table that follows has all the resource links in one place. The resource details section contains more information about each resource.













Resource Table

Resource Key:

- checklist
- form
- glossary/definitions
- guide
- resource collection
- tip sheet
- tool
- video
- webinar
- webpage

Practice-Based Coaching (PBC) the Basics	Essential PBC Guides	PBC Coaching Cycle	Resources for Coaching	Coaching Data Tools
NCPMI Website: Practice-Based Coaching Page	Classroom Practitioner Coaching Guide	Practice-Based Coaching (PBC) Overview Videos	NCPMI Website: Coaching Tools	NCPMI Website: Data Decision-Making Tools
The Power of Practice-Based Coaching in Supporting Early Educators' Use of the Pyramid Model	Look-Think-Act: Coaching Classroom Teachers	Teacher-Coach Agreement, Sample (PDF Editable)	Pyramid Model Practices Implementation Checklist	Classroom Coaching Log with Definitions of Classroom Coaching Strategies
A Great Coaching Story	Program Leadership Team Guide: Implementing Practice-Based Coaching within the Pyramid Model	Collaborative Partnership	Pyramid Model Practices for Family Child Care Homes	Data Entry Tutorial: Individual (Classroom) Coaching Log
Outcomes for Children	Pyramid Model Equity Coaching Guide	Focused Observation Notes	Pyramid Model Practices Implementation Checklist for Infant and Toddler Classrooms	Data Entry Tutorial: Program Coaching Log
Outcomes for Teachers	Using the Equity Coaching Guide to Address Culturally Responsive Practices	Definitions of Classroom Coaching Strategies	Group Coaching Approach	Data Entry Tutorial: Program Summary of Classroom Coaching
Practice-Based Coaching		Action Plan Template A (PDF Editable)	Classroom Collaboration Workstyle Discussion Guide	Program Summary of Classroom Coaching

Practice-Based Coaching (PBC) the Basics	Essential PBC Guides	PBC Coaching Cycle	Resources for Coaching	Coaching Data Tools
 Early Childhood Technical Assistance Center (ECTA) Website: Learning Lab: Coaching for Practice Change		 Coach Action Plan Goals Planning	 Self-Care for Teachers	 Providing Supports to Classrooms and Children Using the Behavior Incident Report System (BIRS)
		 Coach Goal Planning Form	 NCPMI General Coaching Resources	 TPOT Scoring Spreadsheet v3.0
		 Teacher Goal Planning Form (PDF Editable)	 Preparing for the Pyramid: Classroom Essentials	 Using Data: A Coaching Perspective

Resource Details

Practice-Based Coaching (PBC): The Basics

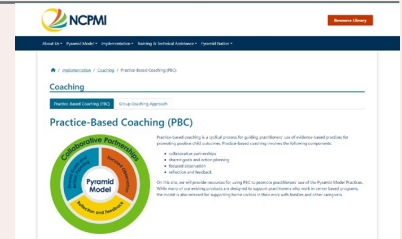
The following resources provide introductory information about PBC.

NCPMI Website: Practice-Based Coaching Page



Source: NCPMI

Description:
This NCPMI PBC webpage provides resources for using PBC to promote practitioners' use of the Pyramid Model practices.

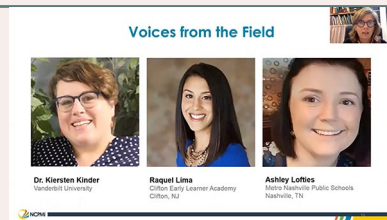


The Power of Practice-Based Coaching in Supporting Early Educators' Use of the Pyramid Model



Source: NCPMI

Description:
This webinar provides an overview of PBC and how it can support the implementation of the Pyramid Model practices. PBC is briefly introduced, and three panelists who have been involved in coaching related to the Pyramid Model share their experiences.



A Great Coaching Story | Outcomes for Children | Outcomes for Teachers | Practice-Based Coaching



Source: NCPMI

Description:
This is a collection of video clips of a Pyramid Model classroom coach sharing coaching experiences, including a coaching success story, positive outcomes for children, teachers' outcomes from Pyramid Model implementation, and how she uses PBC to support Pyramid Model implementation.



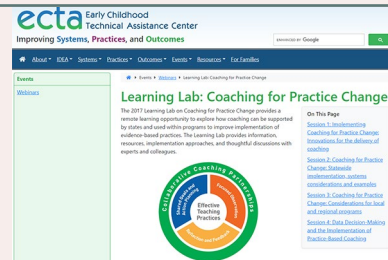
Early Childhood Technical Assistance Center (ECTA) Website: Learning Lab: Coaching for Practice Change



Source: NCPMI

Description:

The Learning Lab on Coaching for Practice Change, hosted by ECTA, provides information on how states can support coaching and use within programs to improve the implementation of evidence-based practices. The four sessions provide presentations, tools, and resources on the following topics: 1) innovations for the delivery of coaching; 2) statewide implementation, systems considerations, and examples; 3) considerations for local and regional programs; and 4) data decision-making and the implementation of PBC.



Essential PBC Guides

This section's links include resources that guide program leadership teams and coaches on using PBC to support equity and implementation of the Pyramid Model.

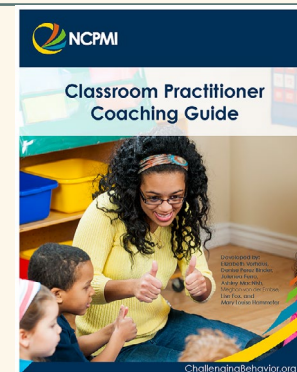
Classroom Practitioner Coaching Guide



Source: NCPMI

Description:

This manual provides valuable resources, tips, and guidance for coaches implementing practitioner coaching with classroom teachers.



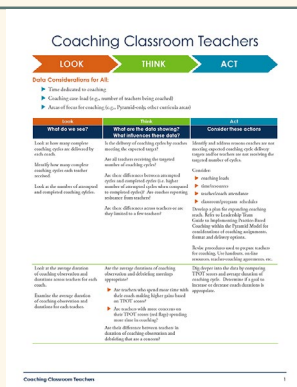
Look-Think-Act: Coaching Classroom Teachers



Source: NCPMI

Description:

The Leadership Team can use this document to guide the three steps of data review and decision-making (Look-Think-Act). The guide provides information on the data to review, questions to consider, and potential actions. This guide is used to examine data from the individual classroom coaching log and program coaching data summary. (See [Coaching Data Tools](#) for these resources)



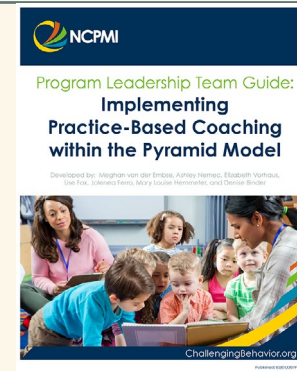
Program Leadership Team Guide: Implementing Practice-Based Coaching within the Pyramid Model



Source: NCPMI

Description:

This resource provides Pyramid Model leadership teams with guidance for implementing PBC within their programs and developing plans for three essential elements of coaching: 1) getting ready for coaching; 2) enacting coaching; and 3) evaluating coaching.



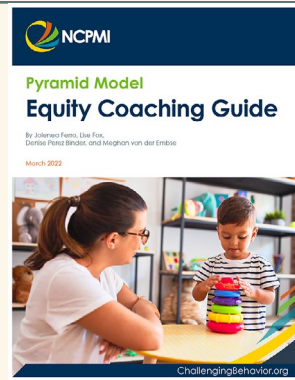
Pyramid Model Equity Coaching Guide



Source: NCPMI

Description:

The Pyramid Model Equity Coaching Guide provides the classroom coach with a reflection tool to examine the implementation of Pyramid Model practices through the lens of culturally responsive practices and the identification of implicit bias. The Equity Coaching Guide is used within the collaborative coaching partnership and ongoing coaching activities to identify when there are equity concerns related to practice implementation.



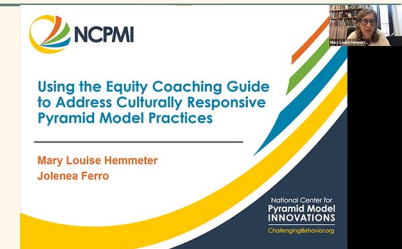
Using the Equity Coaching Guide to Address Culturally Responsive Practices



Source: NCPMI

Description:

This webinar provides an overview of the Pyramid Model Equity Coaching Guide and how it can be used as a coaching tool to support culturally responsive practices in the classroom and with families. Presenters define culturally responsive practices, identify equity issues in the context of coaching, and share examples of ideas for when and how to use the guide to support coaching work. A short Q&A session follows this discussion.



PBC Coaching Cycle

PBC is a cyclical process for guiding the use of evidence-based practices to promote positive child outcomes. This section's links are templates and other resources that support coaches using the PBC Coaching Cycle.

Practice-Based Coaching (PBC) Overview videos



Source: Head Start Early Childhood Learning & Knowledge Center



Description:

PBC supports the use of effective teaching practices in a variety of early childhood settings. View these videos from the National Center for Early Childhood Development, Teaching, and Learning (NCECDTL) to learn about the basics of PBC and its research basis as a professional development strategy.

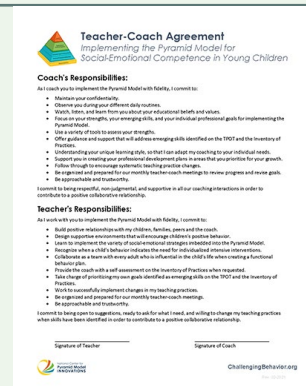
Teacher-Coach Agreement, Sample: PDF | Editable



Source: NCPMI

Description:

This sample teacher-coach agreement provides a context for discussing the coaching relationship.



Collaborative Partnership



Source: NCPMI



Description:

A Pyramid Model classroom coach discusses establishing a trusting, collaborative coaching relationship with a classroom teacher.

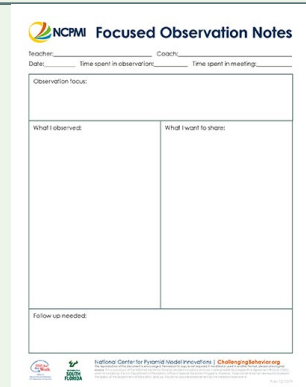
Focused Observation Notes



Source: NCPMI

Description:

This form is a sample template for recording notes during a focused observation.



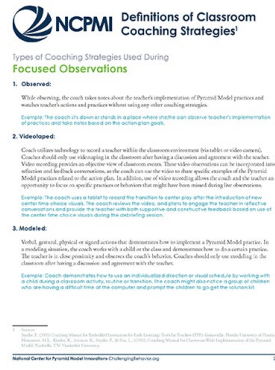
Definitions of Classroom Coaching Strategies



Source: NCPMI

Description:

This handout provides a list and operational definitions of the strategies used during observations and debriefing sessions.



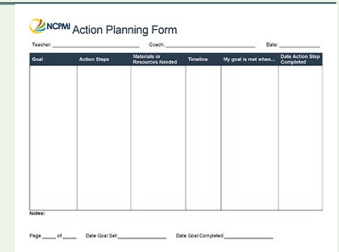
Action Plan Template A: PDF | Editable



Source: NCPMI

Description:

Coaches can use this Action Plan Template with a teacher for action planning.



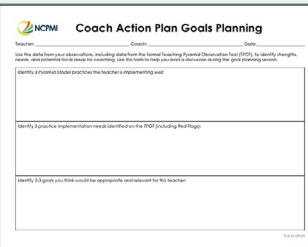
Coach Goal Planning Form



Source: NCPMI

Description:

A coach can use this form to reflect on a Teaching Pyramid Observation Tool (TPOT™) observation and think about what goals they might suggest to the teacher when developing an action plan.



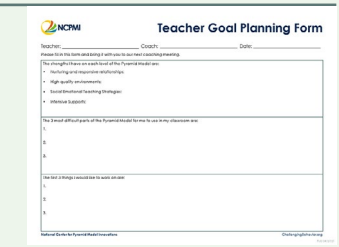
Teacher Goal Planning Form: PDF | Editable



Source: NCPMI

Description:

The teacher can use this form prior to action planning to prepare their thoughts after Pyramid Model training.



Resources for Coaching

This section's links provide resources to use during coaching. The links include Pyramid Model implementation checklists for different settings, information about group coaching, and a link to general coaching resources.

NCPMI Website: Coaching Tools

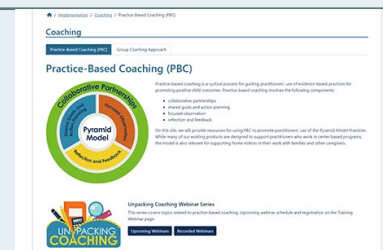


Source: NCPMI

Description:

This link is to the Coaching Tools resource accordion on the PBC page.

The accordion contains a variety of tools and other materials to support the use of PBC.



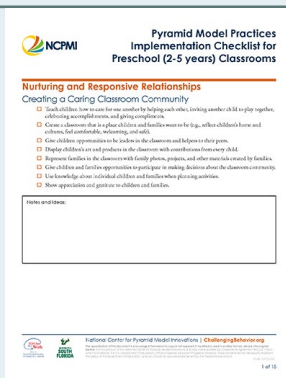
Pyramid Model Practices Implementation Checklist



Source: NCPMI

Description:

The Pyramid Model Implementation Checklist is a tool designed to be used by practitioners to identify training or classroom implementation needs in seven areas: 1) responsive relationships; 2) predictable daily schedules; 3) creating effective classroom routines; 4) teaching behavior expectations across classroom routines; 5) teaching social and emotional skills; 6) systematic instructional strategies; and 7) function-based assessment and intervention planning. The checklist encourages individual self-reflection and discussion between classroom teachers and practitioner coaches.



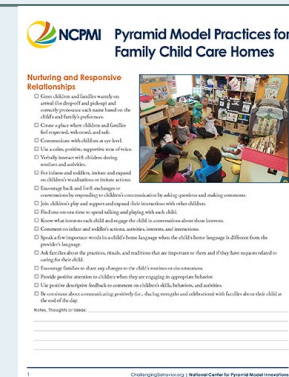
Pyramid Model Practices for Family Child Care Homes



Source: NCPMI

Description:

The Pyramid Model Practices for Family Child Care Homes checklist provides family child care home providers with best practices for supporting children through nurturing and responsive relationships, high-quality supportive environments, targeted social-emotional skills, and individualized interventions.



NCPMI General Coaching Resources

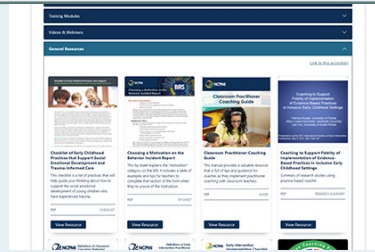


Source: NCPMI

Description:

This link is to the General Resources accordion on the PBC page.

The accordion contains a variety of resources and templates to support the use of PBC.



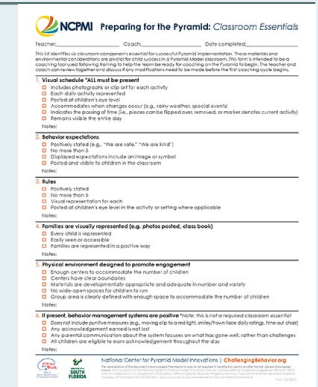
Preparing for the Pyramid: Classroom Essentials



Source: NCPMI

Description:

This tool identifies five classroom components essential for successful Pyramid implementation. These materials and environmental considerations are pivotal for child success in a Pyramid Model classroom. This form is a coaching tool, used following training, to help the team prepare for coaching on the Pyramid Model. The teacher and coach can review together and discuss if any modifications need to be made before the first coaching cycle begins.



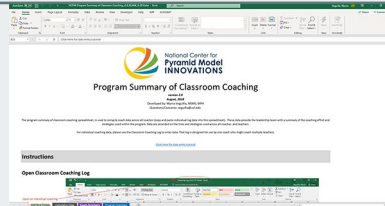
Data Entry Tutorial: Program Summary of Classroom Coaching



Source: NCPMI

Description:

This tutorial guides users through the NCPMI Program Summary of Classroom Coaching Log Workbook. Viewers will learn how to use each tab within the workbook.



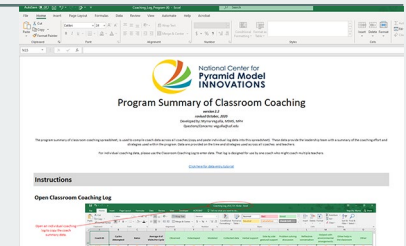
Program Summary of Classroom Coaching



Source: NCPMI

Description:

The Program Log is used to compile individual coach data across all coaches. These data provide the leadership team with a summary of the coaching effort and strategies used within the program.



Providing Support to Classrooms and Children Using the Behavior Incident Report System (BIRS)



Source: NCPMI

Description:

This webinar reviews the Behavior Incident Report System (BIRS) and how it can be used as a coaching tool to support classroom practitioners and children. Case studies are presented that help coaches understand and reflect on how the BIRS can be a powerful tool to improve child outcomes.



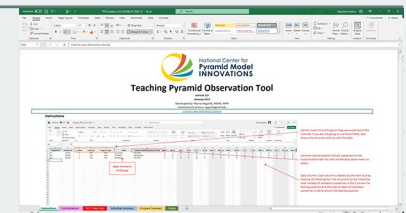
TPOT Scoring Spreadsheet v3.0



Source: NCPMI

Description:

The TPOT™ Excel Scoring Excel workbook version 3.0 is a tool for summarizing and graphing TPOT data.



Using Data: A Coaching Perspective



Source: NCPMI

Description:

A Pyramid Model classroom coach discusses using data in the coaching process.





Unpacking Coaching Webinar Series

This series covers topics related to PBC.

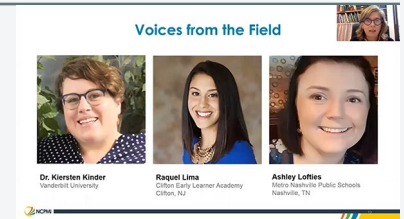
The Power of Practice Based-Coaching in Supporting Early Educators' Use of the Pyramid Model

Coaching Topic:

Overview of PBC

Description:

This webinar provides an overview of PBC and how it can be used to support the implementation of the Pyramid Model practices.



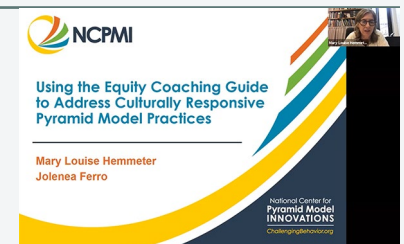
Using the Equity Coaching Guide to Address Culturally Responsive Practices

Coaching Topic:

Pyramid Model Equity Coaching Guide

Description:

This webinar provides an overview of the Pyramid Model Equity Coaching Guide and how it can be used as a coaching tool to support culturally responsive practice in the classroom and with families.



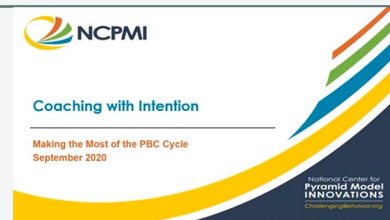
Coaching with Intention: Making the Most of the PBC Cycle

Coaching Topic:

Using PBC with fidelity

Description:

In this webinar, panelists discuss the tools you can use to ensure you are using PBC with fidelity.



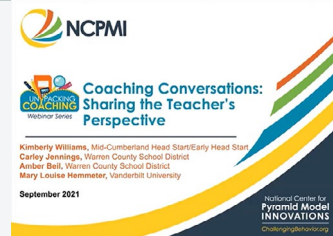
Coaching Conversations: Sharing the Teacher's perspective

Coaching Topic:

Teachers' Perspective on PBC

Description:

In this webinar, Mary Louise Hemmeter leads a discussion with a panel of teachers who have been coached using the PBC framework. They share their perspectives on implementing the Pyramid Model in early childhood settings and insights on how coaching supported their teaching practice.



Coaching Conversations: Supporting Teachers to Implement Pyramid Model Practices Equitably

Coaching Topic:

Implementing Pyramid Model practices equitably

Description:

In this webinar, panelists discuss ways coaches can support teachers to implement Pyramid Model practices equitably and ensure they are using Pyramid Model practices to address the individual needs of each and every child in their classroom.



Making Coaching Come Alive: Creating Action Plans to Promote Practitioner Buy-In

Coaching Topic:

Shared goals and action planning

Description:

This webinar unpacks the action planning component of the PBC cycle. Presenters discuss identifying an action plan goal, the components of an effective action plan, and the coach-practitioner collaborative relationship during the action planning process.



A Day in the Life of a Practitioner Coach: Planning for Coaching Caseloads

Coaching Topic:

Planning and managing coaching caseloads

Description:

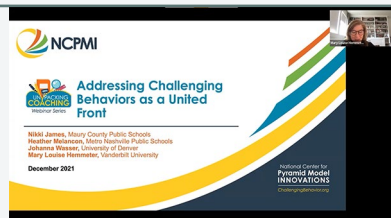
The beginning of the school year is a busy time for programs, practitioners, and coaches alike. Coaches may feel overwhelmed by balancing their time getting to know their coachees, preparing for visits, observing, creating materials, or planning for debriefing meetings. It might be difficult to know where to start. In this webinar, panelists share practical strategies for planning and managing time around coaching caseloads.



Addressing Challenging Behaviors in the Classroom (in person or virtual) as a United Team

Coaching Topic:

Coaching around individualizing Pyramid Model practices



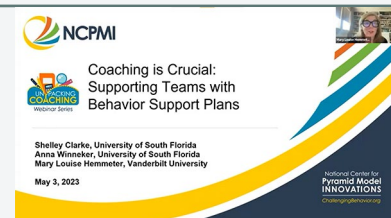
Description:

Coaching teachers to use universal Pyramid Model practices can have a positive impact on both teachers and young children's daily experiences in early childhood classrooms. What if there are children in the classroom who need a little more help to follow routines, understand expectations, regulate their emotions, or connect to their peers? Panelists discuss their experiences and processes for working with teachers to individualize Pyramid Model practices in their classrooms.

Coaching is Crucial: Supporting Teams with Individualized Behavior Support Plans

Coaching Topic:

Individualized behavior support planning



Description:

This webinar focuses on how to support teams to effectively implement an individualized behavior support plan. Coaches, teachers, and families share their experiences with the Tier 3 process. Strategies and ideas are shared.

One Size Doesn't Fit All: Using the Tiered Coaching Model for Practitioners

Coaching Topic:

Delivery models: peer coaching in early childhood classrooms



Description:

This webinar focuses on strategies and tools for implementing the Tiered Coaching Model (TCM), an innovative, data-driven coaching framework for supporting teachers in implementing evidence-based practices (EBPs) in their early childhood education (ECE) classrooms.

Peer Coaching in Early Childhood Classrooms

Coaching Topic:

Delivery models: peer coaching in early childhood classrooms



Description:

This webinar provides participants with a process for setting up and implementing a reciprocal peer coaching model in early childhood classrooms.

Using Practice-Based Coaching in a Group Coaching Format

Coaching Topic:

Delivery models: group coaching format

Description:

In this webinar, panelists discuss the benefits, structure and process of group coaching. They will also share teacher perspectives on using a group coaching format.



Group Coaching to Support Pyramid Model Implementation: A Virtual Tour of Materials

Coaching Topic:

Delivery models: group coaching format

Description:

This webinar highlights the group coaching materials. Presenters provide a virtual tour of the package. Presenters review the structure and sequence of the group coaching meetings and offer helpful tips for getting organized with the group coaching materials.



Delivering Coaching from a Distance

Coaching Topic:

Delivery models: distance coaching

Description:

Distance coaching has been an option to address challenges in finding time and opportunities to meet. These challenges are especially evident in family childcare and rural settings. We discuss distance coaching as one way to address this issue. We also discuss the successes and challenges of distance coaching through our panelists' experiences, and how program leadership teams and coaches can implement specific supports to make distance coaching successful.



Managing Coaching When Work Feels Unmanageable

Coaching Topic:

Delivery models: planning and managing coaching caseloads

Description:

The pandemic magnified weaknesses in early childhood settings that we are still trying to figure out. Programs report feeling overwhelmed with staff turnover, an uptick in challenging behavior, and an increased need to support staff wellness. With all of this going on, coaching sometimes gets put on the back burner. But what if there was a way to reimagine how to keep coaching to build staff capacity despite these challenges? This webinar includes reflections and solutions from coaches who have coached staff in kindergarten, childcare, and early intervention settings as they share their experiences in navigating coaching when everything else feels unpredictable.

