

Coach Responsibilities:

As I coach you to implement Pyramid Model practices with fidelity, I commit to:

- Maintain confidentiality.
- Be approachable, transparent, and trustworthy.
- Observe you at the agreed-upon time.
- Assist you in describing the PBC process to families on your caseload.
- Watch, listen, and learn from you about your beliefs and values related to your role as an early intervention provider.
- Focus on your strengths, emerging skills, and individual professional goals for implementing effective practices.
- Offer guidance and support that will address emerging skills.
- Adapt my coaching to your individual needs.
- Support you in creating your professional development plans in areas that you prioritize.
- Follow through on what I say I will do.
- Be organized and prepared for our reflection and feedback meetings to review progress and revise goals.
- Understand that change can be uncomfortable and attempt to provide the support needed to engage in new or different practices.
- Ask you to share your preferences for receiving feedback, coaching strategies, and our interactions during focused observations when families are present and during reflection and feedback meetings.
- Be respectful, non-judgmental, and supportive in all our coaching interactions to contribute to a positive collaborative relationship.
- Prioritize creating a partnership that is a safe space for open and mutual communication.
- Prompt reflection and asking questions about equity, inclusion, bias, belonging, and diversity, including reflection of my own culture and perspectives as a coach.

Coachee Responsibilities:

As I work with you to implement Pyramid Model practices with fidelity, I commit to:

- Collaborate with you to assess my strengths and needs and identify shared goals.
- Communicate my professional development priorities, including ideas for how you can best support my growth.
- Actively engage in reflecting and problem-solving with you.
- Be open to discussions about equity, inclusion, and bias as they arise in my interactions with children, families, and colleagues.
- Follow through on my responsibilities.
- Share concerns when your coaching practices, strategies, or supports do not align with my cultural values or those of the children, families, and other caregivers I support.
- Work to successfully implement enhancements in my use of effective practices.
- Be organized and prepared for our coaching meetings.
- Be approachable, transparent, and trustworthy.
- Communicate which families and caregivers on my caseload are comfortable with you being present during focused observations.
- Provide a backup plan to complete focused observations if a family or caregiver cancels an early intervention session.
- Understand that change can be uncomfortable, but know you are available to support me.
- Be open to suggestions, ready to ask for what I need, and willing to adjust my use of effective practices when skills have been identified to contribute to a positive collaborative partnership.
- Be respectful, non-judgmental, and supportive in all our coaching interactions to contribute to a positive collaborative relationship.

Signature of Early Interventionist

Signature of Coach