Professional Development
Leadership Teams – EI Practices Support

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Agenda

1. Why PD Leadership teams
2. Why Practice-based Coaching?
3. Promoting fidelity in ‘El practices – FGRBI / caregiver coaching’ - expectations
4. Lead Coaches - Communities of Practice
5. Support for EI Practitioners
6. Q & A
Why Practice-based coaching?
## Estimated Coaching Impacts

<table>
<thead>
<tr>
<th>Training Components</th>
<th>Knowledge</th>
<th>Skill Demonstration</th>
<th>Use in the Classroom</th>
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</thead>
<tbody>
<tr>
<td>Theory and Discussion</td>
<td>10%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td>Demonstration in Training</td>
<td>30%</td>
<td>20%</td>
<td>0%</td>
</tr>
<tr>
<td>Practice &amp; Feedback in Training</td>
<td>60%</td>
<td>60%</td>
<td>5%</td>
</tr>
<tr>
<td>Coaching in Classroom</td>
<td>95%</td>
<td>95%</td>
<td>95%</td>
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*Note: Adapted from “Student Achievement Through Staff Development,” by B. Joyce and B. Showers, 2002, p.78. Copyright 2002 by the American Society for Curriculum and Development.*
Supporting Implementation of Evidence-Based Practices Through Practice-Based Coaching

• “A number of studies have reported noteworthy impacts of PD that included training and coaching on early childhood practitioners’ implementation of evidence-based practices”.

• “[coaching] was generally associated with improved fidelity of practice implementation and... positive learning outcomes for young children”

Patricia A. Snyder, PhD, Mary Louise Hemmeter, PhD, Lise Fox, PhD
What Is Practice-Based Coaching?

- PBC is a cyclical process for supporting use of effective teaching / intervention practices that lead to positive outcomes for children.

- Establishing collaborative Coaching Partnerships

- Coaching cycle component:
  - Planning goals and action steps
  - Engaging in focused observation
  - Reflecting on and sharing feedback about the practices
Promoting Fidelity in EI Practices –
FGRBI / caregiver coaching
Promoting fidelity in ‘EI practices – FGRBI / caregiver coaching’

By July 2021:

• All practitioners take prerequisite web-based ‘Foundations of Relationship-Based Early Intervention’ training + reflective activities with supervisor.

• All practitioners take ‘EI Practices – Family Guided Routines-Based Intervention (FGRBI)’ training – delivered by FIT / ECN.
Promoting fidelity in ‘EI practices – FGRBI / caregiver coaching’

By July 2021:

• New practitioners receive practice-based coaching a minimum 3 x in 6 months (every other month) from taking above trainings.

• All practitioners receive practice-based coaching a minimum of 2 x a year to maintain fidelity.
Promoting fidelity in ‘EI practices – FGRBI / caregiver coaching’

By July 2021:

• Video-based observation is required for practice-based coaching (not in-person observation of home visits)

• Use of TORSH (allowance to view of PC / lap top / projector in the implementation period).

• Data entry – TORSH Premium
Support for implementation over the next 6 months or so...

1. Support for lead coaches – in EI practices and practice-based coaching
2. Support for EI practitioners in implementing EI practices
Supporting Lead Coaches
What we heard from the Lead Coaches on Zoom Sessions

“Structure helped to get the work done and know what to focus on next”

“We learned from each other’s videos”

“The coaching sessions and feedback has helped build my confidence”

“It was important to have dedicated time to focus on learning this”

“This needs a longer process and ongoing support”
Communities of Practice for Lead Coaches

Communities of Practice are a shared learning experience!

• **Domain:** A CoP is defined by a common domain of interest and a shared purpose.

• **Community:** A group of people with a shared purpose; engages in collaborative work and cooperation by sharing resources and ideas on a regular, ongoing basis.

• **Practice:** A shared body of knowledge, experiences and techniques.
Communities of Practice for Lead Coaches

• 11 Communities of Practice for Lead Coaches
• December 11, 12, 13, 16, 17 & 18
• Monthly starting in January
• 75-minute monthly sessions to continue to focus on coaching skills as applied to Practice Based Coaching and Caregiver Coaching
• Share best practices, participate in joint activities and discussion, strengthen professional skills
<table>
<thead>
<tr>
<th>Group 1</th>
<th>Group 2</th>
<th>Group 3</th>
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<tbody>
<tr>
<td>Heidi/Cathie 12 participants</td>
<td>Heidi/Cindy 11 participants</td>
<td>Heidi/Michelle 11 participants</td>
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<tr>
<td>Aprendamos</td>
<td>Amplified Tresco Zia</td>
<td>MECA Las Cruces Positive Outcomes La Vida</td>
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<tr>
<td>Group 4</td>
<td>Group 5</td>
<td>Group 6</td>
</tr>
<tr>
<td>Hyacenth/Cindy 10 participants</td>
<td>Lisa/Michelle 12 participants</td>
<td>Karen/Jen 12 participants</td>
</tr>
<tr>
<td>DCCP Las Cumbres Los Angelitos New Vistas Children’s Workshop</td>
<td>Growing in Beauty Roundtree Dungarvin Pinehill</td>
<td>Inspirations Abrazos</td>
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<td>Group 7</td>
<td>Group 8</td>
<td>Group 9</td>
</tr>
<tr>
<td>Cindy/Karen 9-10 participants</td>
<td>Lisa/Jen 10 – 12 participants</td>
<td>Jonetta/Cathy 12 participants</td>
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<tr>
<td>UNM FOCUS NAPPR PB &amp; J</td>
<td>Alta Mira BMSI Liferoots</td>
<td>MECA-Hobbs, MECA-Roswell MECA-Clovis</td>
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<tr>
<td>Group 10</td>
<td>Group 11</td>
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<tr>
<td>Jonetta/Jen 12 participants</td>
<td>Hyacenth/Cathy 12 participants</td>
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<td>ENMRSH Los Pasitos CARC</td>
<td>NMSD NMSBVII Region IX</td>
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<td>Mescalero</td>
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How can the PD Leadership Team Support the Lead Coaches?

Support Lead Coaches to video home visits
- Upload to TORSH
- Use the FGRBI Key Indicators Checklist
- Receive feedback/coaching

Allow time for Lead Coaches to practice coaching with one another
- Video the sessions
- Upload to TORSH
- Self evaluate
- Receive feedback/coaching

Allow time and provide support for Lead Coaches to Participate in Communities of Practice
FIT “EARLY INTERVENTION PRACTICES” TRAINING

ONGOING LEARNING ACTIVITIES

<table>
<thead>
<tr>
<th>TIME FRAME</th>
<th>Lead Coach with Case Load</th>
<th>Lead Coach without Case Load</th>
<th>Target Date for Completion</th>
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Please complete Parts 1, 2 and 3 by Tuesday December 10th.

You have the option to have a designated FIT or ECN Lead to support you in follow-up activities.

<table>
<thead>
<tr>
<th>PART 1:</th>
<th>PART 1:</th>
<th>Date Completed:</th>
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<tbody>
<tr>
<td>1. Plan and discuss how you see your agency starting to implement the coaching and video early intervention practices.</td>
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<tr>
<td>a. Develop a script of how you will introduce early intervention practices as you welcome families into your program. Really explore how you will deliver this as a FIT agency.</td>
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<tr>
<td>b. Discuss when to introduce this to staff at your agency. Get an idea of general strengths and weaknesses. Allow time for staff to practice.</td>
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<tr>
<td>2. Lead Coaches with a Case Load should create and do your first video of a home visit. This will be your baseline video for learning.</td>
<td>2. Lead Coaches without a case load can ask a (volunteer) practitioner to create a video of a home visit to use for your learning.</td>
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<tr>
<td>3. Upload video to TORSH Talent. Review the baseline video of the home visit that you created.</td>
<td>3. Upload video to TORSH Talent.</td>
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<tr>
<td>4. Self-assess your own practice by filling out the FGBRI Key Indicators Checklist while viewing your “volunteer” video on TORSH. This will help you assess the SSOOPPR components present in the visit. Are the SSOOPPR components present in the visit?</td>
<td>4. Practice filling out the FGBRI Key Indicators Checklist while viewing your “volunteer” video on TORSH. This will help you assess the SSOOPPR components present in the visit. (Keep in mind that some of the video’s you are reviewing are done by people who may have not taken the trainings yet. However, you may or may not find all the key indicators present in home visit.)</td>
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<tr>
<td>a. Please also use the “commenting” feature on TORSH to share reflections on your practice.</td>
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Supporting EI Practitioners
How can the PD Leadership Team Support EI Practitioners before receiving Practice Based Coaching

Practitioners work in dyads or triads:
• Record home visits
• Self assess using the FGRBI Key Indicators Checklist
• Discuss with others

• Practitioners video home visits for TTA meetings
• Practice identifying key Indicators
• use a coaching style of interaction with one another

• Ongoing discussions at staff meetings addressing FGRBI
• Successes/challenge
• Where is more support needed? What does that support look like?
Role of PD Leadership Teams
Next steps for the PD Leadership Team

✓ Meet as a PD Leadership team to discuss and plan for:
  • How to support lead coaches and communities of practice
  • How to support all EI practitioners to use FGRBI / care giver coaching practices
✓ Consider how to include FIT / ECN to support your PD Leadership team in the above work and / or implementing your TA plan.
✓ Discuss how to support contractors to implement FGRBI
✓ Decide how to assign the TORSH seats allocated to your agency over the next 6 months.