The Power of 2

Coaching

FIT
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Objectives

- Participants will learn the evidence to support the use of coaching in early childhood
- Participants will learn the key characteristics of coaching
- Participants will understand the application of coaching to early intervention including:
  - Practice based coaching
  - Caregiver coaching

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Coaching is an evidence based approach to build adult competence and confidence

IDEA Part C: “enhance the capacity of families to meet their child’s needs”

DEC Recommended Practices: Practitioners use coaching or consultation strategies with primary caregivers or other adults to facilitate positive adult-child interactions and instruction intentionally designed to promote child learning and development

#7 Key Principle: Interventions with young children and family members must be based on explicit principles, validated practices, best available research and relevant laws and regulations

Why do I need to know how to Coach?

Coaching is an evidence based approach to build adult competence and confidence

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Why Coaching?

To create a system of capacity building to ultimately improve family and child outcomes

• Coaches and family coordinators use coaching to build the capacity of each other and other practitioners
• Practitioners use coaching to build the capacity of each other and families
• Families feel competent and confident in supporting their child’s development

Paradigm shift from training to professional development

This will take a partnership between FIT providers, IDEA and the FIT takes over the months ahead...
Coaching is an effective adult learning strategy used to promote the learner’s knowledge.

Doyle, 1999; Flaherty, 1999; Kinlaw, 1999; Hayes, 2007)

Coaching is about helping others achieve results or overcome obstacles to get from where they are now to where they want to be in the future.

What do we know about coaching?
- Research from many fields supports the use of coaching.
- There are many types of coaching (teams, life coaches, executive coaches, health coaches, literacy coaches, etc).

CORE PRINCIPLES OF COACHING
- The relationship is based on reciprocal communication.
- Reflective questions support the client to gain insights and find solutions.
- Communication is focused on solving the problem/issue.
- Solutions are situated within authentic environments.

Traditional approach vs. Coaching approach:

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Coaching
- Listen
- Trust
- Reflect
- Ask
- Wonder
- Wait

I Know! I have the answer! I’m the Expert!
Characteristics of an Effective Coach

- Uses active listening skills (listens more thantalks)
- Good, clear communication skills
- Good at building relationships
- Empathetic
- Self-reflective
- Ability to regulate emotions
- Conscientious including being timely and meeting deadlines
- Committed learner and open to experience
- Personal integrity (trusting, honest)
- Skilled at providing feedback

School of Coaching Mastery

Process for Coaching

Connect
Establish relationship with person we are coaching

Clarify
Uncover the details of the situation and what the person wants

Create
Support the person to strategize and make a plan

Coaching: steps to follow

- Introduction
  something good that happened...
- Identify goals
  What do you want to accomplish today?
- Ask reflective questions
  What does it look like now?
- HALF WAY: check in on goal for the session
- Ask more reflective questions
  How would you like it to be?
- Create a joint plan
  What would you like to try?

Coaching: Reflective Questions

AWARENESS
- What do you know about…..?
- What have you tried?
- What happened when you….?
- What supports were most helpful?

ANALYSIS
- How does that compare to what you did before?
- What do you think will happen if you…?
- How is that consistent with your goals?

ALTERNATIVES
- What else could you have done?
- What would it take for you to be able to…..?
- What might make it work better next time?

ACTION
- What do you plan to do?
- What supports do you need to take that step?
- Where will you get the resources you need?

What are the benefits and risks?

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<tr>
<th>BENEFITS OF EMPLOYING A COACHING APPROACH</th>
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<td>• We find out all the things a person has already done</td>
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<td>• We remain clearly focused on participation or ideas that matter to the person</td>
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<td>• We expose a person's capacity to solve their problems</td>
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<td>• We support independence in problem solving</td>
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<td>• We employ evidence based practices</td>
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<th>RISKS OF EMPLOYING A TRADITIONAL APPROACH</th>
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<td>• We don't learn about what the person has tried and thought about</td>
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<td>• We offer suggestions that don't fit their learning styles</td>
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<td>• We make people feel incapable of doing their best job</td>
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<td>• We create dependence</td>
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<td>• We employ practices without adequate evidence</td>
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Be curious, not judgmental.
— Walt Whitman
Application of Coaching to Early Intervention

- Practice Based Coaching
  - Includes peer to peer coaching
- Caregiver Coaching
  - FGRBI

Practice Based Coaching

A sustained and focused professional development experience focused on using effective teaching practices... in a supportive way to help adults grow professionally. (Keys to Change, LLC, 2014)

Create a supportive environment for learning, jointly examine and reflect on current practices, help apply new skills, provide feedback and problem solving. (Flaherty, 1999; Kinlaw, 1999; Rush & Shelden, 2006)

Needs assessment, goal setting, observation, feedback, action plan

Teachers who were supported by coaches to change their practices were 85% more likely to change their practices compared to a 10% change from an in-service or workshop

Application of Coaching to Early Intervention

Caregiver Coaching

FGRBI
(Family Guided Routines Based Intervention)

SS-OO-PP-RR
(Setting the Stage, Observation and Opportunity to Embed, Problem Solving and Planning, Reflection and Review)

When we use CAREGIVER COACHING practices...

- Caregivers are much more likely to use new skills and ideas within the context of their lives
- Caregivers feel competent to handle new situations that arise
- Caregivers recognize their own abilities and strengths in meeting child and family outcomes

“It's good to be curious about many things.”

Fred Rogers
Questions?