



**Coaching Corner  
Webinar Series  
PBC 101:  
Practice-Based Coaching  
Overview**

January 25, 2017  
Joyce Escorcía  
September Gerety

 NATIONAL CENTER ON  
Early Childhood  
Development, Teaching and Learning

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Education Coordinators Webinar Series: Practice-Based Coaching Overview

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**Our Time Together**

What is Practice-Based Coaching?

What should I consider before and during implementation?

Where can I find implementation resources?

What is the Practice-Based Coaching Training Institute?

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 **What do I need to know about Practice-Based Coaching?**



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 **Performance Standards: Coaching**



1302.92 (c) A program must implement a **research-based**, coordinated coaching strategy for education staff

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 **Practice-Based Coaching as a Bridge**



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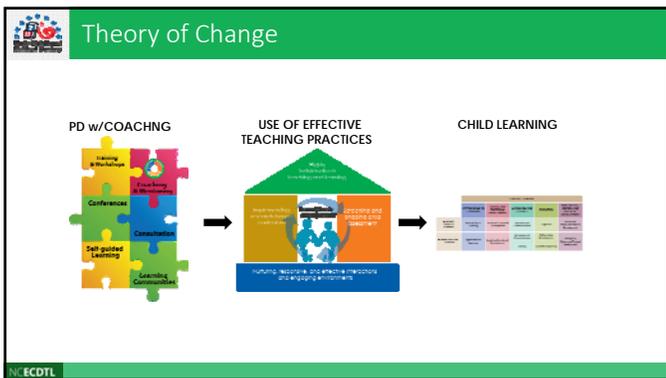
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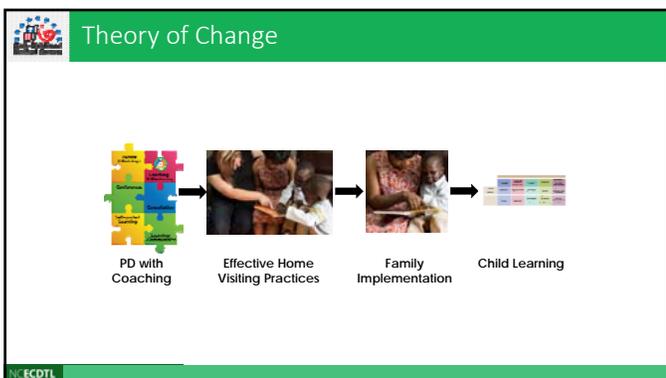
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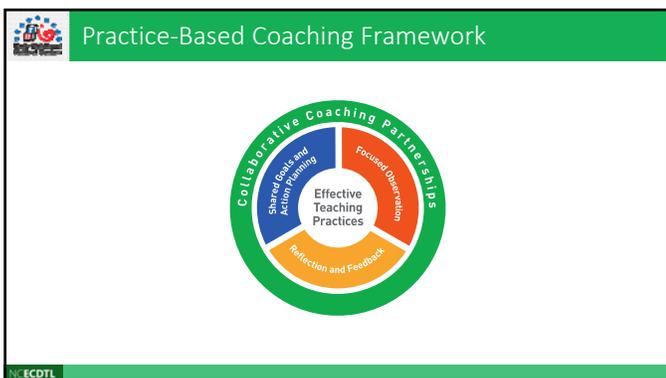
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**What Are Effective Teaching Practices?**

Specific statements of the actions and behaviors of education staff that support child learning.

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**Example Teaching Practices**

- I prepare for teaching and instructional activities in advance.
- I ask open-ended questions and give children time to respond.
- I vary the level of support children receive based on their individual needs.
- I follow the parent's and child's lead at home visits.

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**Collaborative Coaching Partnerships**

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### Shared Goals and Action Planning



- Conduct needs assessment
- Set goals
- Develop action plan

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### Focused Observation

- Watch and listen.
- Record information about the observation.
- Use coaching strategies.



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### Reflection and Feedback



- Reflect on observation and progress.
- Give and receive feedback.
- Problem-solve.
- Use coaching strategies.

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**Practice-Based Coaching**

**PBC is:**

- Collaborative
- Iterative
- Focused on skill-building
- Reliant on observation and feedback
- Goal-directed
- Outcomes-driven

**PBC is not:**

- Evaluative
- Advice/tips
- Supervisory
- About coach's priorities

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**Let's Chat: The PBC Cycle**



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**Practice-Based Coaching**



What should I consider before and during PBC implementation?

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**Practice-Based Coaching**

- Who will be coached?
- On what teaching practices?
- What delivery format?
- When will coaching take place?
  - Has coverage been arranged to ensure that coaching can happen?
  - Have other responsibilities been considered in allocating coaching caseloads?
- How will coachees be oriented to coaching?
- What agreements need to be in place to ensure that coaching is a safe, productive experience?
- How will coaches be supported and supervised?
- What data will be collected on implementation fidelity of coaching?
- What data will be collected on effectiveness of coaching?

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**Format and Delivery of PBC**

Coaching Partners



Expert



Peer



Self

Delivery Method



On Site



Distance

Grouping



Group



Individual

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**Expert Coaching**

- Expert in the content and coaching practices
- Works one-on-one with teacher, family child care provider or home visitor
- Supports implementation of PBC cycle



Expert

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**Reciprocal Peer Coaching**

- Two people supporting each other
- Peers at same level of skill mastery
- Both working on same practices
- Implementation of PBC cycle



Peer

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**Teachers Learning and Collaborating**

- Facilitated group and individual meetings
- Group works on same teaching practices
- Use of video
- Support from multiple sources



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**Time for Coaching**

Coaches need time to:

- Observe
- Review needs assessments and observations
- Prepare for meetings
- Travel
- Review video
- Find resources on teaching practices

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### Time for Coaching

Coachees need time to:

- Review resources and videos
- Prepare for meetings
- Reflect

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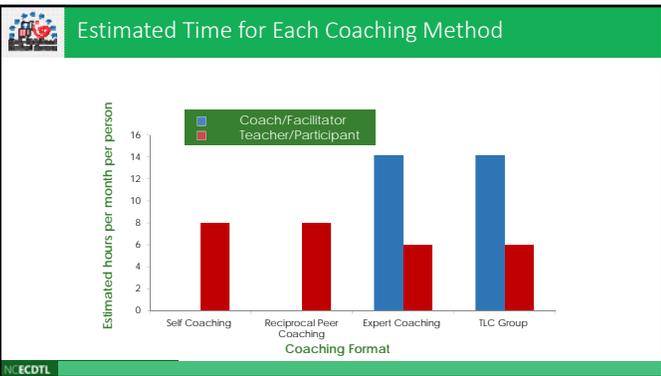
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### Coaching and Supervision

- Coaching is a collaborative *partnership*.
- Make the distinction between coaching and supervising clear.
- Clearly define roles.
- Transparent data collection

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 Coaching and Supervision

- Sometimes a supervisor is also a coach
- Clarify the role of the supervisor or coach at each visit.
- Regardless of role, specify what will happen if the person observes unsafe activity.

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 Identifying Education Staff

- Not everyone receives coaching.
- Staff member may be a good candidate for coaching when he or she:
  - Is interested
  - Needs support
  - Has concerns about child outcomes progress

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 Preparing Education Staff

- Goals and purpose of coaching
- Clarify roles and expectations
- Delivery of coaching
- Communication with the coach
- Equipment or documentation

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Let's Chat: PBC Implementation



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Where can I find resources to support PBC implementation?



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PBC Materials Available on EKLKC




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**Program Leaders' Guide**

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**PBC Key Resources Available on the ECLKC**

**Fact Sheets**

- **PBC at a Glance** [PDF, 379KB]
- **Practice-Based Coaching** [PDF, 224KB]
- **What Do We Know About Coaching?** [PDF, 200KB]
- **Teachers Learning & Collaborating** [PDF, 143KB]

**Guides**

- **Program Leaders' Guide to Practice-Based Coaching** [ZIP, 1.6MB]
- **Using Video to Improve Teaching and Learning** [ZIP, 71MB]

**Tools**

- **Coaching Corner Webinars**
- **Coaching Companion**

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**PBC Videos**

Videos

- Practice-Based Coaching: Collaborative Partners**  
 Download the video [MP4, 113MB]  
 Download the transcript [PDF, 199KB]
- Shared Goals and Action Planning**  
 Download the video [MP4, 123MB]  
 Download the transcript [PDF, 608KB]
- Focused Observation**  
 Download the video [MP4, 110MB]  
 Download the transcript [PDF, 247KB]
- Reflection and Feedback**  
 Download the video [MP4, 149MB]  
 Download the transcript [PDF, 293KB]

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### PBC Roles: Leadership Teams

Trainers & Technical Support    Leadership Teams    Coaches    Teachers

**Fact Sheets**

- PBC at a Glance [PDF, 379KB]
- Practice-Based Coaching [PDF, 224KB]
- What Do We Know About Coaching? [PDF, 200KB]
- Teachers Learning & Collaborating [PDF, 143KB]
- Implementing Practice-Based Coaching: Considering Systems Implications [PDF, 112KB]

**Guide**

- Program Leaders' Guide to Practice-Based Coaching [ZIP, 1.0MB]
- Practice-Based Coaching: Reciprocal Peer [PDF, 121KB]
- Practice-Based Coaching: Self-Coaching [PDF, 129KB]

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### Coaching Companion

**Coaching Companion**

The Coaching Companion is a video sharing and coaching feedback app where teachers, family child care providers, home visitors, education managers, coaches, and others can share video files, ask questions, exchange feedback and develop individualized coaching plans that support quality teaching and positive outcomes for young children.

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### Practice-Based Coaching Training Institute

**Registration Opens February 2017**

<b>April 25 – 27, 2017</b> Los Angeles, CA Regions 6, 8, 9, 10, 11	<b>May 2 – 4, 2017</b> Chicago, IL Regions 3, 5, 7, 12	<b>May 9 – 11, 2017</b> Atlanta, GA Regions 1, 2, 4
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**What Is the Practice-Based Coaching Training Institute?**

- Intensive 2-day coach training event.
- Goal: Coaches will understand how to use Practice-Based Coaching and coaching skills to support staff's use of high-quality teaching and home visiting practices

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**What Is the Practice-Based Coaching Training Institute?**

Objectives

- Participants will understand the PBC model, and will learn and practice coaching strategies in order to participate in full implementation of PBC with fidelity in a Head Start Program.
- Coaches will be able to describe the Head Start Program Performance Standards 1302.92(c) as they relate to coaching and how those standards are applicable to their role as coaches.
- Coaches will demonstrate an understanding of the three components of the PBC model
- Coaches will learn multiple strategies for successfully implementing PBC in their program, including the use of data to drive coaching.

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**Who Should Attend the Practice-Based Coaching Training Institute?**

- Staff who provide coaching
- Coaches may be supporting teachers, home visitors or family child care providers.
- Space is limited to one coach per grantee
  - Grantees will be allowed to place up to 2 additional coaches on a waitlist at the time of registration.

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 Questions



Contact us at  
ecdtl@ecetta.info or  
call (toll-free)  
1-844-261-3752

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