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

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Education Coordinators Webinar Series: Practice-Based Coaching Overview

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?

Our Time Together

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

Performance Standards: Coaching

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

Practice-Based Coaching as a Bridge
Theory of Change

Practice-Based Coaching Framework
What Are Effective Teaching Practices?

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

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.

Collaborative Coaching Partnerships
Shared Goals and Action Planning

- Conduct needs assessment
- Set goals
- Develop action plan

Focused Observation

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

Reflection and Feedback

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

Let's Chat: The PBC Cycle

What should I consider before and during PBC implementation?
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?

Format and Delivery of PBC

- 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

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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

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

Time for Coaching
Coaches need time to:
- Observe
- Review needs assessments and observations
- Prepare for meetings
- Travel
- Review video
- Find resources on teaching practices
Time for Coaching

Coachees need time to:
- Review resources and videos
- Prepare for meetings
- Reflect

Estimated Time for Each Coaching Method

Coaching Format
- Coach/Facilitator
- Teacher/Participant

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

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

Preparing Education Staff
• Goals and purpose of coaching
• Clarify roles and expectations
• Delivery of coaching
• Communication with the coach
• Equipment or documentation
Let's Chat: PBC Implementation

Where can I find resources to support PBC implementation?

PBC Materials Available on EKLKC
Program Leaders’ Guide

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, 1.0MB]
- Using Video to Improve Teaching and Learning [ZIP, 71MB]

Tools
- Coaching Corner Webinars
- Coaching Companion

PBC Videos
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.
**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.

**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.

**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.
Questions

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