Coaching Corner Webinar Series
Back to Basics: Revisiting the Practice-Based Coaching Cycle
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Session Objectives
At the end of this presentation, you should be able to:

• Identify Components of the Practice-Based Coaching (PBC) Cycle
• Explore strategies to help you implement PBC effectively
• Discuss strengths and challenges of implementing PBC

Through the Eyes of the Coach...

Before coaching begins
✓ What are some things I could do to set coaching up to be a success?

Walk through each component
✓ What should I consider?
✓ What are some strategies that I can use to implement PBC effectively?
✓ What would this look like in my setting?
Before Coaching Begins

Prior to Coaching (Sample Plan)

June:
• Look at spring data, choose 10-15 practices that will be the focus of coaching (Leadership Team)

July:
• Determine selection criteria for who will be coached (Leadership Team)
• Hire and train a second coach so that more coachees can be added to the caseload (Program, Regional TA)

August:
• Finalize record-keeping forms, coaching agreement, needs assessment (Leadership Team)
• Choose coachees and orient them to PBC (Leadership Team/Coaches)

Let’s Chat!

How do you prepare your coachees to be coached?
Faith’s To-Do List for Coachee Preparation

- Email and introduce yourself to coachees
- Meet EHS, HS and home-based coachees
- Present “PBC Orientation”
- Set up a time to meet with each coachee
- Hand out “Getting to Know You” survey and the needs assessment
- Email coachees before goal setting and action planning meeting

Strategies to Prepare Coachees for Coaching

- Introduce yourself to coachees
- Orient them to PBC
- Get to know the coachees
- Establish yourself as a resource or someone to come to for information about PBC

Walking Through the PBC Cycle
Collaborative Partnership Characteristics

- Shared understanding about the goals of coaching
- Shared focus on Professional Development
- Support, Rapport and trust
- Choice
- Ongoing communication and support
- Celebrations

Strategies for Developing Collaborative Partnerships

- Coaching Agreement
- Allow Choice
- Communication

Let’s Chat!

How have you overcome challenges with building collaborative partnerships with your coachees?
Shared Goals and Action Planning

- Between the coachee and coach
- Coachee input supports implementation
- Coach assists to clarify goal
- Start small

NEEDS ASSESSMENT ➔ GOAL ➔ ACTION PLAN

Let's Chat

What is a tip you can share with the group that has helped you with action planning with your coachees?
Focused Observation

- Guided by the action plan
- Focused on the coachee’s goal
- Agree on time to observe
- Determine what data will be collected and how
- Agree on observation coaching strategies

Strategies for Conducting a Focused Observation

- Set up a time to observe during the prior reflection and feedback meeting
- Review coachee action plans and logs
- Check-in with coachee prior to observation
Reflection and Feedback

Reflection
• Strengths-based
• Reciprocal and conversational
• Open-ended prompts
• Structured feedback based on observation
• Grounded in data/observation
• Connected to action plan
• Combine challenges and support

Feedback
• Planned
• Focused
• Supportive
• Constructive
• Intentional
• Specific

Strategies for Conducting R/F Meetings
• Create or use a coaching log
• Designate time to prep for meeting

Let’s Chat!
Do you have any questions about conducting effective reflection and feedback meetings?
Thank you!

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