



**Coaching Corner Webinar Series**  
**Back to Basics: Revisiting the Practice-Based Coaching Cycle**

January 23, 2019

Presenters:

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**Sarah Basler, NCECDTL**



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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

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### 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?

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**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)

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**Let's Chat!**



How do you prepare your coachees to be coached?

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**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



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**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

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**Walking Through the PBC Cycle**



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**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

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**Strategies for Developing Collaborative Partnerships**

- Coaching Agreement
- Allow Choice
- Communication

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**Let's Chat!**

How have you overcome challenges with building collaborative partnerships with your coachees?

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### Shared Goals and Action Planning

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

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    graph LR
      NA[NEEDS ASSESSMENT] --> G1[GOAL]
      G1 --> AP[ACTION PLAN]
  
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NEEDS ASSESSMENT → GOAL

GOAL → ACTION PLAN

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### Action Planning Preparation

	Monday	Tuesday
8:00	AP - Joe	M - Admin
9:00	✓ in - Maya	M - Admin
10:00	Prep Maya	✓ in - Sam
11:00	Lunch/Travel	Lunch/Travel
12:00	✓ in - Lucy	AP - Maya
1:00	Prep-Lucy	Paperwork
2:00	AP - Sandra	AP - Lucy
3:00	Notes/Travel	✓ in & Prep - James
4:00	M-COP	Travel
5:00		Attend Socialization

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### Let's Chat

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

ECEDTL For more information, contact us at [ecdl@ecu.edu](mailto:ecdl@ecu.edu) or 844.261.3752

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**Early Childhood National Centers**

## 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

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**Early Childhood National Centers**

## 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

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**Early Childhood National Centers**

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**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



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**Strategies for Conducting R/F Meetings**

- Create or use a coaching log
- Designate time to prep for meeting



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**Let's Chat!**

Do you have any questions about conducting effective reflection and feedback meetings?



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Thank you!

Contact us at [ecdntl@ecetta.info](mailto:ecdntl@ecetta.info) or call (toll-free) 1-844-261-3752

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