

## Examining Essential PBC Resources to Maximize Coaching Outcomes


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National Center for  
**Pyramid Model INNOVATIONS**  
[ChallengingBehavior.org](https://ChallengingBehavior.org)

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## Webinar Host



**Ashley MacNish**  
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## Meet our Presenter

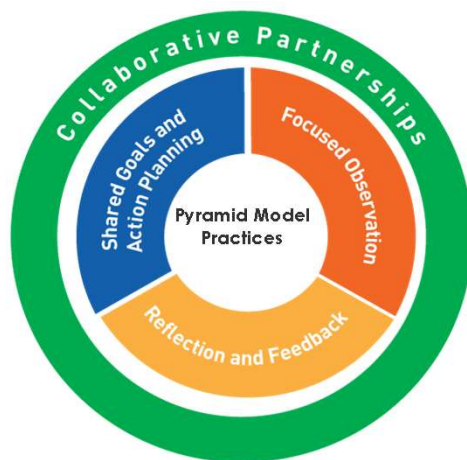


**Denise Perez Binder**  
*University of South  
Florida*



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## Practice Based Coaching



- Focused on effective teaching practices
- Based on collaborative partnerships
- Guided by goals and a plan for refinement and action
- Assessed through focused observation
- Supportive of practitioner growth through reflection and feedback

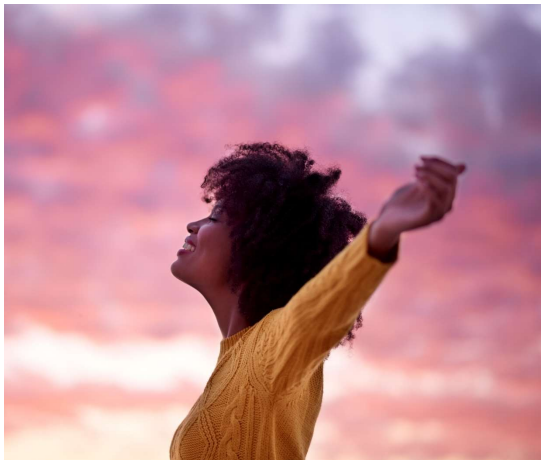


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## Coaching Responsibilities



## Coaching Refresh



- Take time for you
- Organize
- Prioritize
- Differentiate
- Collaborate

# New Coaching Resources



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*Pyramid Model Resource Collection*


## Practice-Based Coaching (PBC)



for **Early Childhood Coaches**

Published: 09/13/2023


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Pyramid Model Resource Collection: Practice-Based Coaching (PBC)


Resource Table


Resource Key:


 checklist


 form


 glossary/definitions


 guide


 resource collection






























 tip sheet


 tool

 video

 webinar

 webpage

Practice-Based Coaching (PBC) the Basics	Essential PBC Guides	PBC Coaching Cycle	Resources for Coaching	Coaching Data Tools
 <a href="#">NCPMI Website: Practice-Based Coaching Page</a>	 <a href="#">Classroom Practitioner Coaching Guide</a>	 <a href="#">Practice-Based Coaching (PBC) Overview Videos</a>	 <a href="#">NCPMI Website: Coaching Tools</a>	 <a href="#">NCPMI Website: Data Decision-Making Tools</a>
 <a href="#">The Power of Practice-Based Coaching in Supporting Early Educators' Use of the Pyramid Model</a>	 <a href="#">Look-Think-Act: Coaching Classroom Teachers</a>	 <a href="#">Teacher-Coach Agreement, Sample (PDF   Editable)</a>	 <a href="#">Pyramid Model Practices Implementation Checklist</a>	 <a href="#">Classroom Coaching Log with Definitions of Classroom Coaching Strategies</a>
 <a href="#">A Great Coaching Story</a>	 <a href="#">Program Leadership Team Guide: Implementing Practice-Based Coaching within the Pyramid Model</a>	 <a href="#">Collaborative Partnership</a>	 <a href="#">Pyramid Model Practices for Family, Child Care Homes</a>	 <a href="#">Data Entry Tutorial: Individual (Classroom) Coaching Log</a>
 <a href="#">Outcomes for Children</a>	 <a href="#">Pyramid Model Equity Coaching Guide</a>	 <a href="#">Focused Observation Notes</a>	 <a href="#">Pyramid Model Practices Implementation Checklist for Infant and Toddler Classrooms</a>	 <a href="#">Data Entry Tutorial: Program Coaching Log</a>
 <a href="#">Outcomes for Teachers</a>	 <a href="#">Using the Equity Coaching Guide to Address Culturally Responsive Practices</a>	 <a href="#">Definitions of Classroom Coaching Strategies</a>	 <a href="#">Group Coaching Approach</a>	 <a href="#">Data Entry Tutorial: Program Summary of Classroom Coaching</a>
 <a href="#">Practice-Based Coaching</a>		 <a href="#">Action Plan Template A (PDF   Editable)</a>	 <a href="#">Classroom Collaboration Workstyle Discussion Guide</a>	 <a href="#">Program Summary of Classroom Coaching</a>



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Unpacking Coaching Webinars



Upcoming Webinars - National

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Training / Webinars / Upcoming Webinars

### Webinars

Upcoming Webinars | Recorded Webinars

### Upcoming Webinars

**Webinar Series**

**Digging Data**  
Webinar Series

Topics include data tools, data collection, analysis, and data-based decision-making.

**Implementation & Scale-Up**  
Webinar Series

Topics include systems implementation, collaboration, data systems, implementation innovations, evaluation, and sustainability.

**UNPACKING COACHING**  
Webinar Series

Includes topics relevant to program/practitioner coaching and practice-based coaching.

**Let's Talk!**  
Webinar Series

Topics include race, equity, disproportionate discipline, and suspension/expulsion.

**Family Framework**  
Webinar Series

Topics include best practices, implementation, inclusion, and family engagement.

### Webinar Schedule

Date	Series	Name	Registration
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Recorded Webinars - National

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### Webinar Archive

Unpacking Coaching Webinar Series | Reset

Search:

Thumb	Title	Date	Webinar Series	Link
	<a href="#">Coaching Conversations: Motivational Interviewing as a Strategy to Prompt Reflection and Practice Change</a>	11/01/2023	Unpacking Coaching	<a href="#">View</a>
	<a href="#">Managing Coaching When Work Feels Unmanageable</a>	08/23/2023	Unpacking Coaching	<a href="#">View</a>
	<a href="#">Coaching is Crucial: Supporting Teams with Individualized Behavior Support Plans</a>	05/03/2023	Unpacking Coaching	<a href="#">View</a>
	<a href="#">One Size Doesn't Fit All: Using the Tiered Coaching Model for Practitioners</a>	09/21/2022	Unpacking Coaching	<a href="#">View</a>
	<a href="#">Peer Coaching in Early Childhood Classrooms</a>	06/15/2022	Unpacking Coaching	<a href="#">View</a>

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21 webinars (76 in total) 1 2 3 4 5

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Coaching Conversations: Motivational Interviewing as a Strategy to Prompt Reflection and Practice Change


As a coach do you ever feel stuck? Do you ever wonder how your conversations might help facilitate increased practice change? Do you ever consider how you might be able to get more buy-in from practitioners for Pyramid implementation? Changing practice can be hard. Practitioners are mostly likely to change their practice when changes align with their own values and goals. Motivational interviewing can support practitioners to reflect on their own values and goals. These strategies can also support practitioners to reflect on their ambivalence about practice change. This webinar explores strategies such as asking open ended questions, validating, offering affirmations, reflective listening, and evoking practitioners' ideas about change.

Date: Nov 1, 2023  
Time: 12:00 AM (Eastern Time Zone)  
Duration: 1hr

Coaching Conversation-Motivational Interviewing as a Strategy to Prompt Reflection & Practice Change

### What is at the Heart of Motivational Interviewing?

A trusting mutual relationship is at the heart of motivational interviewing. It includes people we work with as equal partners in talking about change.



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<p><b>Coaching Conversations: Sharing the Teacher's perspective</b></p> <p><b>Coaching Topic:</b> <i>Teachers' Perspective on PBC</i></p> <p><b>Description:</b> In this webinar, Mary Louise Hemmeter leads a discussion with a panel of teachers who have been coached using the PBC framework. They share their perspectives on implementing the Pyramid Model in early childhood settings and insights on how coaching supported their teaching practice.</p> 	<p><b>Coaching Conversations: Supporting Teachers to Implement Pyramid Model Practices Equitably</b></p> <p><b>Coaching Topic:</b> <i>Implementing Pyramid Model practices equitably</i></p> <p><b>Description:</b> In this webinar, panelists discuss ways coaches can support teachers to implement Pyramid Model practices equitably and ensure they are using Pyramid Model practices to address the individual needs of each and every child in their classroom.</p> 
<p><b>Making Coaching Come Alive: Creating Action Plans to Promote Practitioner Buy-In</b></p> <p><b>Coaching Topic:</b> <i>Shared goals and action planning</i></p> <p><b>Description:</b> This webinar unpacks the action planning component of the PBC cycle. Presenters discuss identifying an action plan goal, the components of an effective action plan, and the coach-practitioner collaborative relationship during the action planning process.</p> 	<p><b>A Day In the Life of a Practitioner Coach: Planning for Coaching Caseloads</b></p> <p><b>Coaching Topic:</b> <i>Planning and managing coaching caseloads</i></p> <p><b>Description:</b> The beginning of the school year is a busy time for programs, practitioners, and coaches alike. Coaches may feel overwhelmed by balancing their time getting to know their coachees, preparing for visits, observing, creating materials, or planning for debriefing meetings. It might be difficult to know where to start. In this webinar, panelists share practical strategies for planning and managing time around coaching caseloads.</p> 

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# Coaching Manuals



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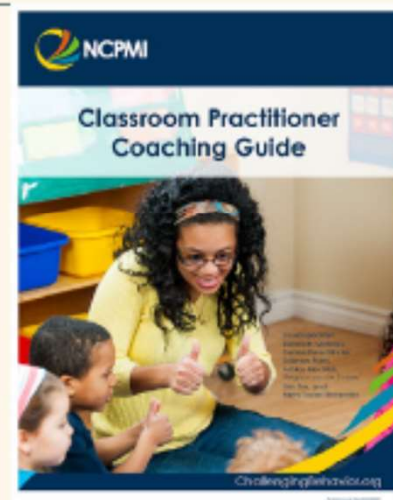
## Classroom Practitioner Coaching Guide



Source: NCPMI

### **Description:**

This manual provides valuable resources, tips, and guidance for coaches implementing practitioner coaching with classroom teachers.



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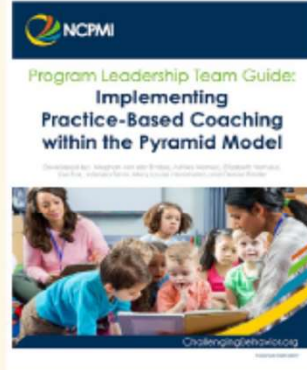
## Program Leadership Team Guide: Implementing Practice-Based Coaching within the Pyramid Model



Source: NCPMI

### **Description:**

This resource provides Pyramid Model leadership teams with guidance for implementing PBC within their programs and developing plans for three essential elements of coaching: 1) getting ready for coaching; 2) enacting coaching; and 3) evaluating coaching.



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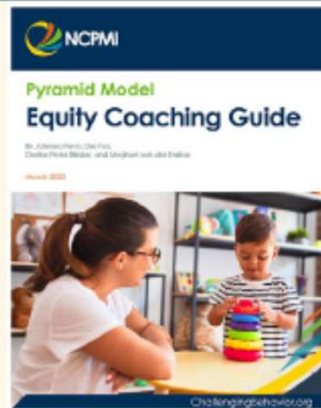
## Pyramid Model Equity Coaching Guide



Source: NCPMI

### **Description:**

The Pyramid Model Equity Coaching Guide provides the classroom coach with a reflection tool to examine the implementation of Pyramid Model practices through the lens of culturally responsive practices and the identification of implicit bias. The Equity Coaching Guide is used within the collaborative coaching partnership and ongoing coaching activities to identify when there are equity concerns related to practice implementation.



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# Coaching Log

## Updated: Practitioner Coaching Logs


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## Coaching Log: Documenting Coaching Strategies

- Action Plan Goals
  - Number
  - Completion
- Cycles
  - Number
  - Complete
- Strategies
  - Observation
  - Debrief
- Time
- Notes

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## Coaching Log: Capture the Coaching Cycle




# Practitioner Coaching Log

Rev. 12/2019

**Directions:** Begin by writing to the coach (C) for the number you are coaching, your coach ID and the coach. This log can be used for any coaching situation. It can be used for one-on-one coaching, group coaching, feedback coaching, and coaching on coaching. Write the date, time, and location of the coaching session and the coach ID. Write the date, time, and location of the coaching session and the coach ID. Write the date, time, and location of the coaching session and the coach ID.

Coach ID	Coach ID	Coach ID
<b>Archieves/Strategies: check all that occurred during session(s)</b>		
<b>Observation Strategies</b>		<b>Reflection and Coaching Strategies</b>
Dates		Dates
Observed		Problem solving discussion
Video taped		Reflective conversation
Modeled		Helped with environmental arrangements
Collected data		Role play
Verbal support		Constructive feedback
Team to solo support cues		Goal setting/coaching planning
Problem solving discussion		Support for feedback
Reflective conversation		Recursion in modeling process
Helped with environmental arrangements		Demonstration
Other help in the classroom		Individual child support
Other		Other
Total Observation Time		Self Reflection Feedback Time
Action Plan Goal Completed		New Action Plan Goal Developed
Coach ID	Coach ID	Coach ID
<b>Archieves/Strategies: check all that occurred during session(s)</b>		
<b>Observation Strategies</b>		<b>Reflection and Coaching Strategies</b>
Dates		Dates
Observed		Problem solving discussion
Video taped		Reflective conversation
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Collected data		Role play
Verbal support		Constructive feedback
Team to solo support cues		Goal setting/coaching planning
Problem solving discussion		Support for feedback
Reflective conversation		Recursion in modeling process
Helped with environmental arrangements		Demonstration
Other help in the classroom		Individual child support
Other		Other
Total Observation Time		Self Reflection Feedback Time
Action Plan Goal Completed		New Action Plan Goal Developed



**Pyramid Model  
INNOVATIONS**

**Classroom Coaching Log**

version 2.0  
 November 2009  
 Revisions: Mary Hughes, Kelli Miller  
 (Revised) Revised: April 2010

Before using this tool, please read the accompanying information on the back of this tool. This report describes a process for observing, documenting, and reflecting on teaching practices. It is designed to be used by a coach and a teacher. The coach observes the teacher's practice and documents the observations in the log. The teacher then reflects on the observations and uses the log to plan for future instruction. The log is a tool for reflection and planning. It is not a tool for evaluation. The log is a tool for reflection and planning. It is not a tool for evaluation.


History and evolution of the Pyramid Model of Classroom Coaching Log. This document is a work in progress and will be updated as we learn more about the tool and its use. Please contact the author if you have any questions or suggestions.

[www.pyramidmodel.org](http://www.pyramidmodel.org)


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**Instructions**

**Beginning Coaching Cycle Entry and Recording Observation Strategies**



**Recording Instructional Strategies**





## What is a CYCLE?

A **coaching cycle** occurs each time the coach conducts a focused observation and debriefs with the practitioner.

- Goal Planning
- Observation
- Reflective conversations
- Supportive feedback
- Constructive feedback



## Documenting Observation Strategies

TEACHER ID: <b>B</b>		Focused Observation Strategies											
How many action plan goals have you initially written? <b>1</b>													
Cycle Number	Dates	Observed	Videotaped	Modeled	Collected data	Verbal support	Side by side gestural support	Problem solving discussion	Reflective conversation	Helped with environmental arrangements	Other help in the classroom	Other	Total Observation Time for this Cycle
1	9/5/2023	Y											32
2	9/12/2023	Y		Y	Y								25
3	9/20/2023	Y			Y	Y							28



## Documenting Debrief Strategies

Debrief Strategies													Action Plan Goals	
Problem solving discussion	Reflective conversation	Helped with environmental arrangements	Role play	Constructive Feedback	Goal setting/action planning	Supportive Feedback	Material provision	Demonstration	Individual child support	Other	Total Debriefing Time for this Cycle		Total Number of Action Plan Goals Completed	New Action Plan Goal(s)?
	Y	Y			Y		Y				35	Observations Complete?	n/a	No
												Yes		If Yes, how many?
												Debriefing complete?		
												Yes		
	Y	Y		Y		Y					25	Cycle Complete	n/a	No
												Observations Complete?		If Yes, how many?
												Yes		
												Debriefing complete?		
	Y			Y	Y	Y					35	Cycle Complete	1	Yes
												Observations Complete?		If Yes, how many?
												Yes		
												Debriefing complete?		
												Yes		1
												Cycle Complete		

## Action Plan Goals Documentation

Action Plan Goals	
Total Number of Action Plan Goals Completed	New Action Plan Goal(s)?
n/a	No
	If Yes, how many?
n/a	No
	If Yes, how many?
1	Yes
	If Yes, how many?
	1



### Documentation includes:

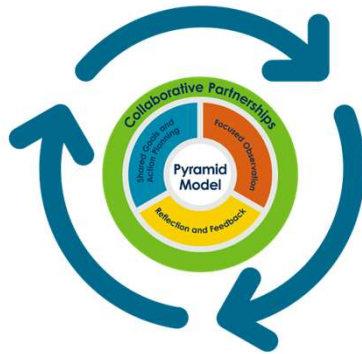
- Total number of action plan goals completed
- New action plan goals and number of new action plan goals
- Completion of a coaching cycle



completion of a coaching goal



# Questions the Coaching Log Can Answer



Are practitioners meeting their goals?

Am I using strategies that are effective for each practitioner?

Have I used data to adjust strategies so I'm effective in coaching sessions?

Am I making a difference in practitioner practices?

Are we completing coaching cycles?

## Look-Think-Act




Look	Think	Act
<ul style="list-style-type: none"> <li>• Complete coaching cycles</li> <li>• Average duration</li> <li>• Patterns of strategies used</li> <li>• Action plan goals completed (number and percent)</li> </ul>	<ul style="list-style-type: none"> <li>• Were the expected number of cycles and goals completed?</li> <li>• Are there differences across practitioners?</li> <li>• Is more time correlated with more goals completed?</li> <li>• Too many or too few goals?</li> </ul>	<ul style="list-style-type: none"> <li>• Identify the reason for too few completed cycles</li> <li>• Consider need for more coaching time</li> <li>• Dig deeper review other data</li> <li>• Provide additional resources for coaches</li> <li>• Review quality of goals</li> </ul>

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## Questions?

Use the Q&A panel to submit your questions.

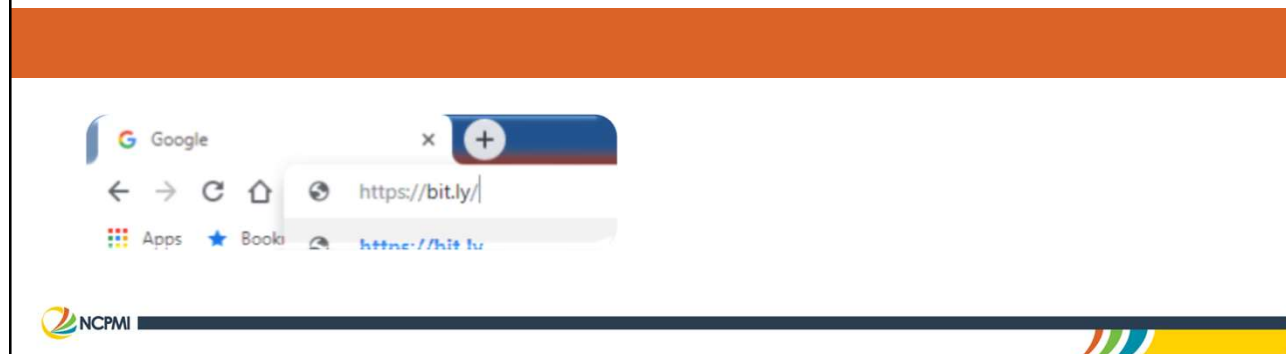


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## Survey and Certificate

### Recording Viewers

- Type URL or scan the QR code during the presentation into a web browser window
- *URL is case sensitive*



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