

MnCoE Classroom Engagement Model Fidelity and Coaching Plan

Beginning

Objective:

Working towards 80% of each key practice area on the implementation checklist for the first time

Fidelity Measure Frequency:

Fall (October or November)
Spring (April)

Coaching Frequency:

Minimum of 2 PBC Cycles/month;
either individual or group coaching

Expanding

Objective:

Working towards 80% of each key practice area for the second time and in a new setting

Fidelity Measure Frequency:

Fall (October or November)
Spring (April)

Coaching Frequency:

Minimum of 1 PBC Cycle/month;
either individual or group coaching

Maintaining

Objective:

Maintaining fidelity at 80% of each key practice area

Fidelity Measure Frequency:

At fidelity: Every 2 years in January
If below fidelity: remeasure areas below fidelity by end of the school year, continue every 2 years

Coaching Frequency:

At fidelity: Coach as needed
If below fidelity: Coach & coachee decide to either use individual burst coaching or group coaching

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Fidelity and Practice Based Coaching Definitions

- **Fidelity** is met when the scores from 2 out of 3 consecutive implementation checklists observations are 80% or higher in each key practice area . These checklist observations should be done in 2 different settings, which means different children, teaching team members, or sections of classes.
- One **Practice Based Coaching Cycle** includes a ***focused observation*** based on the ***action plan AND a meeting for reflection and feedback***, as well as continued goal setting and action planning.
- **Coach** is the internal coach who has attended Practice Based Coaching training.
- **Coachee** is anyone who is being coached, including early interventionists, preschool teachers, early childhood special education teachers, related service providers, assistant teachers, paraprofessionals, etc.
- **Teaching Team** refers to a group of staff members who work together in with one group of children, for example a preschool teacher, assistant teacher, paraprofessional, speech language pathologist and ECSE teacher might be a teaching team for a morning class, 3 days/week.

Individual Coaching

- One coach and one coach-ee *or* one coach and one teaching team.
- Coach will complete a focused observation (live or via video) for a minimum of 15 minutes per PBC cycle.
- Coach and coach-ee will have a meeting for creating shared goals and action plans as well as for reflection and feedback on the focused observations. Meetings should be a minimum of 15 minutes per PBC cycle
- Frequency of coaching cycles depends on the status of the coachee (beginning, expanding or maintaining)

Group Coaching

- One coach and up to 6 coachees; representing a minimum of 2 teaching teams.
- Coaches will complete focused observations using video and live observations; coachees will provide a video clip based on the goals and action plan.
- Coach and coachees will meet for a minimum one hour per PBC cycle to reflect, to share feedback and to create goals and action plans
- Frequency of coaching cycles depends on the status of the coachee (beginning, expanding or maintaining)