Learning Lab: Exploring Coaching for Practice Change
Session 4: Data Decision-Making and the Implementation of Practice-Based Coaching

Examples of Questions and Sub-questions on Coaching for Different Levels of the System

Coach Level

Data on coaching reviewed by coach:

- Is the coaching effort at the level planned across practitioners coached?
- Is the coach using multiple strategies?

Data on practitioners reviewed by coach:

- Is the practitioner implementing with fidelity?
  - In which areas has the practitioner made progress since the initial fidelity measurement?
  - In which areas is the practitioner still not meeting fidelity?
- What are the pattern of fidelity across all the practitioners that I coach?
  - Which areas show the lowest average growth across practitioners?
  - Which area has the lowest average score across practitioners?

Local Program Level

Data on local infrastructure reviewed by local program:

- Are the local level implementation components in place?
  - Is the local implementation team implementing the plan for staff capacity building and support?
  - Is the local implementation team monitoring implementation?

Data on coaches and practitioners reviewed by local programs:

- Is coaching being delivered as planned?
  - What % of coaches are providing ongoing coaching?
  - What % of coaches are implementing the 4 core strategies of Practice-Based Coaching (PBC) (fidelity tool, action planning, observation, and feedback)?
- Are the practitioners implementing evidence-based practices (EBP) with fidelity?
  - What % of practitioners are meeting the criteria for fidelity across all components of the fidelity tool?
  - Which components of the fidelity tool have the highest average score across practitioners? The lowest?
  - Which components of the fidelity tool show the greatest growth across practitioners? The least growth?
State Level

Data on state infrastructure reviewed by the state:

• Do we have the state level infrastructure in place to provide external coaching support for local implementation of coaching?

• Are the state implementation team implementation components in place?

Data on local infrastructure reviewed by the state:

• Are the local level team implementation components in place?
  • What % of local implementation teams are implementing the plan for staff capacity building and support?
  • What % of local implementation teams are monitoring implementation?

Data on local implementation of PBC and EBP reviewed by the state

• Are local programs/districts implementing PBC as planned?
  • What % of programs have ongoing coaching in place? (e.g. 90% of coaches within a program deliver coaching as planned)

• Are practitioners within local programs implementing the EBP with fidelity?
  • What % of programs are showing growth in the average fidelity score across practitioner?
  • What % of programs have 75% of their practitioners implementing at fidelity within 12 months of initiation of coaching?

ECTA Center DaSy

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