

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 

The contents of this document were developed under a grant from the U.S. Department of Education, #H373Z120002 (DaSy), and a cooperative agreement, #H326P120002 (ECTA), from the Office of Special Education Programs, U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government.



Office of Special Education Programs
U.S. Department of Education

ECTA Center Project Officer: Julia Martin Eile

DaSy Center Project Officers: Meredith Miceli and Richelle Davis