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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MnCoE Innovation Coaching Plan: Classroom Engagement Model
Revised 4/13/17
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)