

Practitioner Coach Position Description

A staff member who is skilled at training, professional development, or the guidance of program staff to implement professional practices is often selected as the practitioner coach in a program. The practitioner coach might have other responsibilities in addition to having a substantial FTE committed to responsibilities in the provision of coaching to practitioners in the program. The practitioner coach is an essential member of the program leadership team and should attend monthly meetings. The practitioner coach will use practice-based coaching, a cyclical coaching framework, to support practitioners in the implementation of the selected evidence-based practices with fidelity.

Skills/Competencies:

- Knowledge of early intervention or early childhood practices
- Experience in a classroom or home visiting practitioner role
- Extensive knowledge of the selected practices or willingness to be trained deeply in the selected practices.
- Understanding of adult learning principles and collaborative teaming
- Experience in providing professional development to practitioners
- Experience in providing resources and materials to promote the implementation of evidence-based practices
- Excellent written and verbal communication skills
- Experience in data-based decision making
- Experience with the use of practice observation or assessment tools
- Experience in using distance technology for conducting observations and providing feedback

Responsibilities:

- Collaborate with leadership team to plan, implement, and evaluate professional development activities
- Establish collaborative coaching partnerships with coaches
- Conduct direct observation of practitioners using formal and informal tools
- Collect, enter, and report data on practitioner implementation of practices
- Summarize and interpret practitioner observation to develop recommendations for practice implementation with coaches
- Collaboratively develop action plan for practice implementation with coach
- Observe practitioner, use evidence-based coaching strategies, and provide feedback on practice implementation
- Provide coaches with resources, materials, and recommendations to strengthen practice implementation
- Collect and summarize data on coaching contacts, interaction, and coaching strategies used in the support of coaches

- Interpret practice implementation data and make recommendations to the leadership team on professional development needs and focus areas for individual practitioners and the program

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<http://ectacenter.org/sig>

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