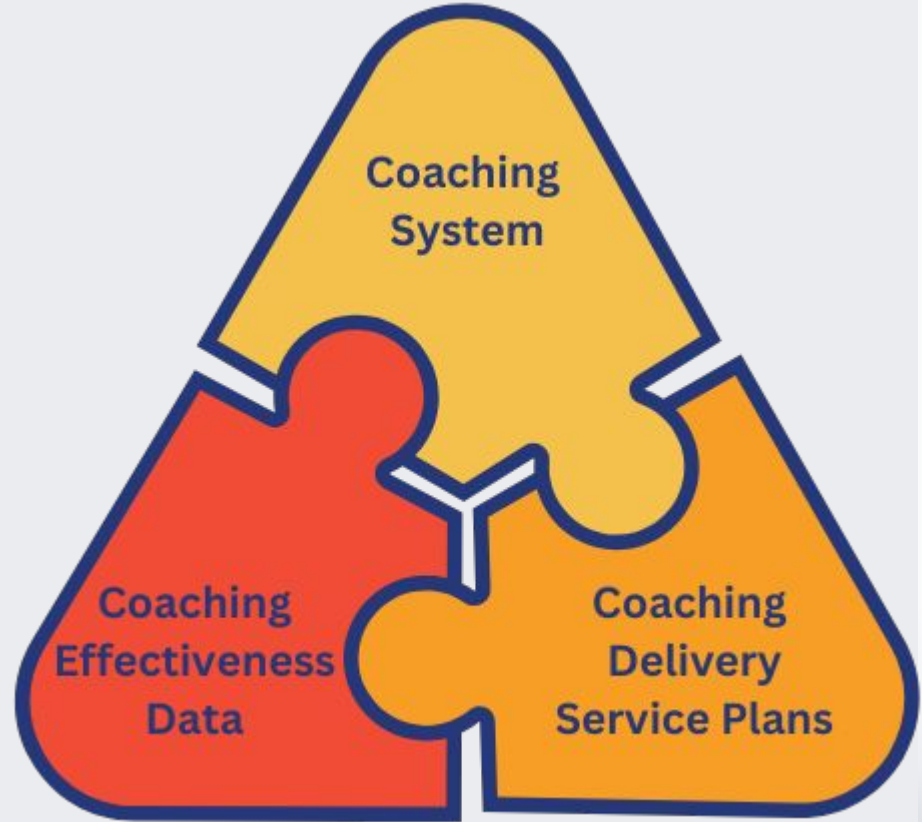# Coaching for Implementation Success:

Leveraging Evidence-Based Practices to Support Change

Objectives

- Review and reflect on the elements of a coaching system
- Examine elements of a coaching service delivery plan
- Discuss the use of a SISEP systems tool for coaching

Coaching System

Coaching Effectiveness Data

Coaching Delivery Service Plans

Implementation Plan & Sustainability

What data do you have available to make changes?
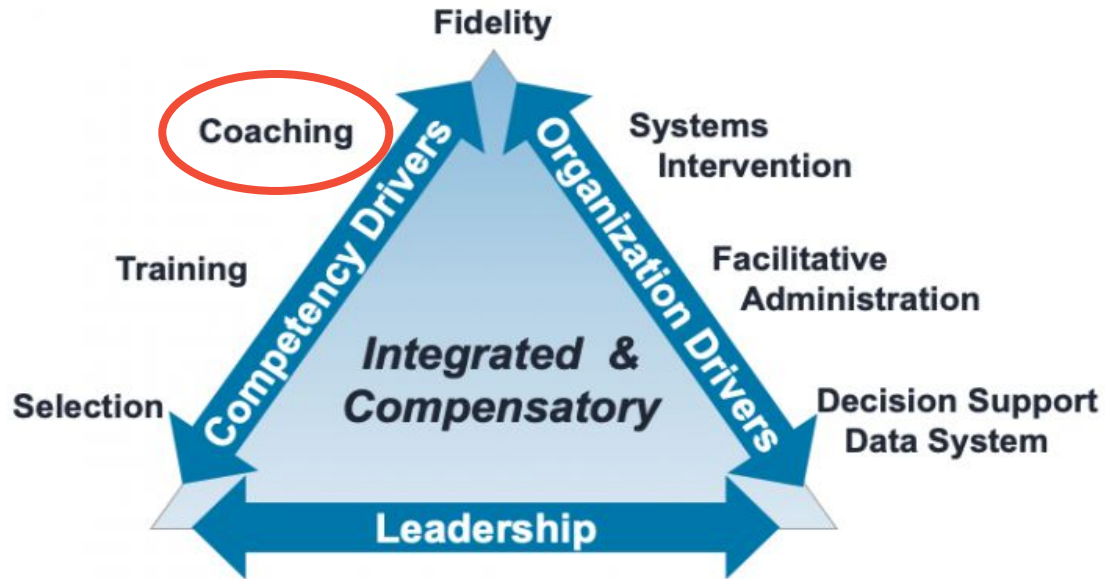
How can you use that data for decision-making?

How can you address sustainability in the implementation plan?

How can you make decisions & select strategies for sus...

COACHING

Implementation Drivers

Fidelity

Coaching

Systems Intervention

Training

Facilitative Administration

Selection

Integrated & Compensatory

Decision Support Data System

Leadership

©Fixsen & Blase, 2008

What do we mean by coaching?

- Coaching intends to provide personalized, job-embedded support that is responsive to educators' individual needs and contexts.
- Instruction Examples
  - Instructional coaching cycles
  - Math coaches providing co-planning opportunities
  - Mentor and Mentee structures
  - Peer coaching
  - Provider embedded coaching

FUNCTION

FORM

Teacher General Practices without Coaching

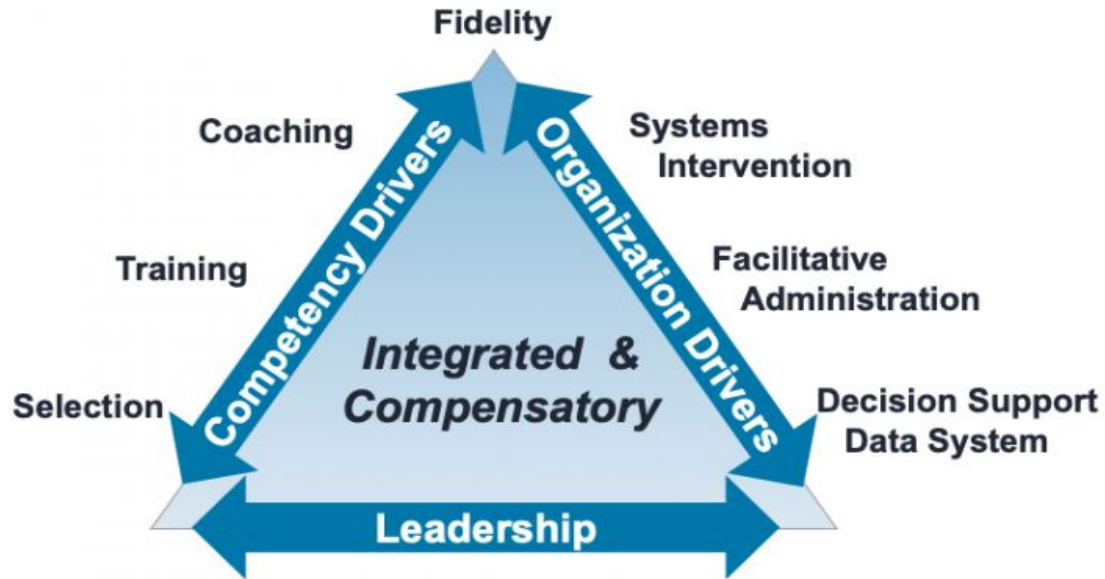**Student Performance - without Teacher Coaching**

Meta-Analysis of Coaching on Instruction and Student Outcomes
Kraft, Blazar, Hogan, 2018

N = 21
Wide variation in frequency of coaching -- Dosage = 10 to 30

Teacher General Practices without Coaching

Teacher Practices With Coaching

ES = .71

Student Performance - without Teacher Coaching

Student Performance - Teacher with Coaching

ES = .11

Meta-Analysis of Coaching on Instruction and Student Outcomes
Kraft, Blazar, Hogan, 2018

N = 21

Wide variation in frequency of coaching -- Dosage = 10 to 30

Implementation Drivers

Fidelity

Coaching

Systems Intervention

Training

Facilitative Administration

Competency Drivers

Organization Drivers

Integrated & Compensatory

Selection

Decision Support Data System

Leadership

©Fixsen & Blase, 2008

What do we mean by coaching?

- Coaching intends to provide personalized, job-embedded support that is responsive to educators' individual needs and contexts.
- System Examples
  - Implementation Specialist
  - Implementation Support Practitioners
  - MTSS Coaches
  - System Coaches
  - Improvement Coordinators

FUNCTION

FORM

How is coaching defined in your SPDG work?

Individual Reflection Activity

■ What is squaring for you?

● What has you circling around your thinking?

▲ What is feeling pointy for you around coaching?

2-3 share outs after reflection!

Coaching System

The coaching system includes the following:
- Definition of coaching
- Conditions that warrant coaching
- Prerequisite knowledge needed for coaches
- Responsibilities of coaches
- Selection guidelines for coaches (for existing or new staff that will be assigned districts to coach)
- Allocation of time for staff to provide coaching to BITs and school staff
- Statement clarifying coaches' decision-making authority
- Coaching service delivery plan
- Communication protocol between coaches and other groups / teams internal and external to the district
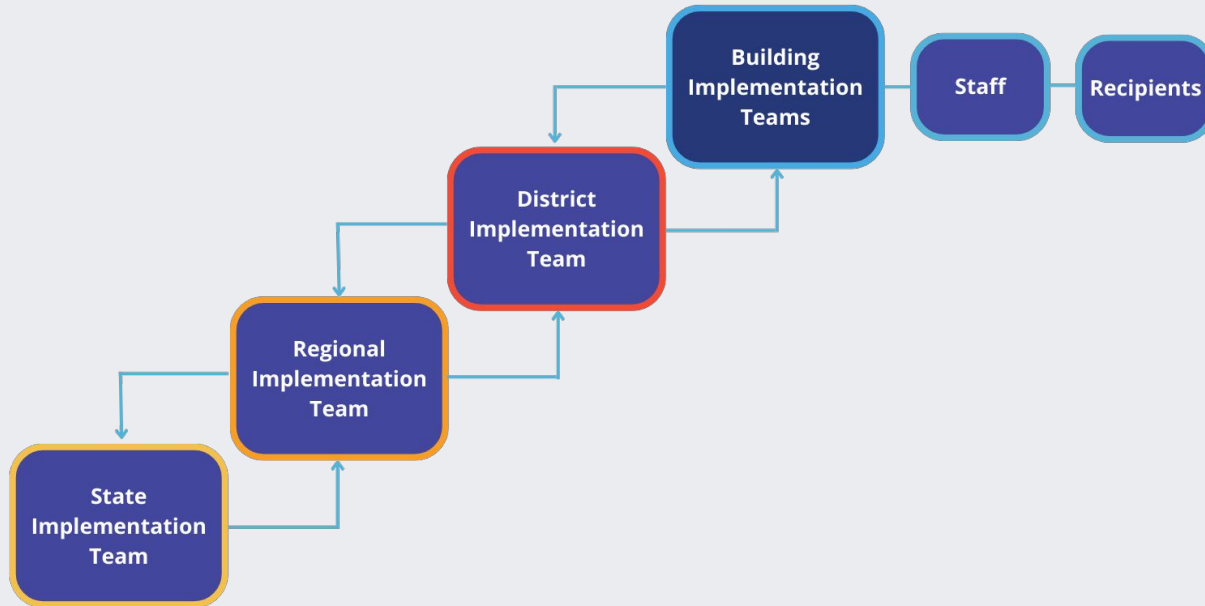- Supervision and accountability structures

Coaching System

Coaching System

- Big Picture
- Connecting coaches at different levels of the teaming cascade
- Creating consistency between coaches
- Providing clarity at each agency around what coaching is and what it should look like
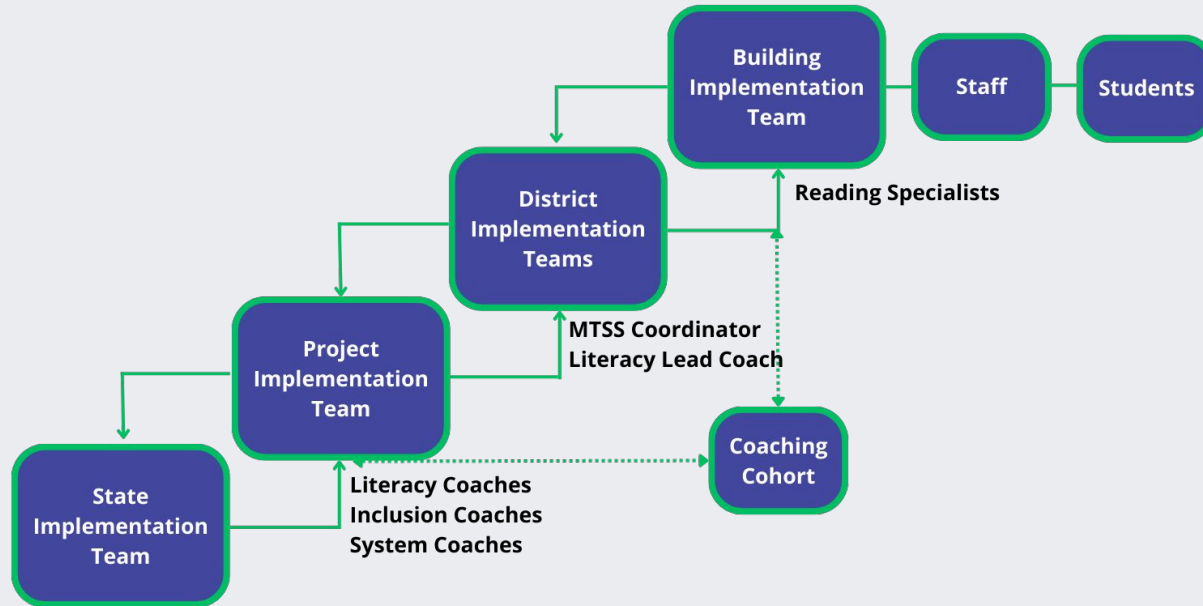- Develops communication loops between levels

Coaching Throughout the Cascade

State Implementation Team → Regional Implementation Team → District Implementation Team → Building Implementation Teams → Staff → Recipients

Coaching Throughout the Cascade

14

Network Discussion

5319 3613

Discussion Prompts:

- Who's receiving coaching within your grant? And at what level of the cascade?
- Who's providing the function of coaching within your grant? And at what levels of the cascade?
- Where are there
  - a) strengths?
  - b) gaps ?

Coaching Service Delivery Plan

Specific about the "how" of coaching, containing theses elements:

- Coaching supports:
    - Stage-based coaching activities that define supports to teachers and administrators
    - Continuum of coaching strategies
    - Coaching effectiveness measures
    - Frequency of coaching
    - Expectations for the coach's preparation
    - Guidelines for providing feedback
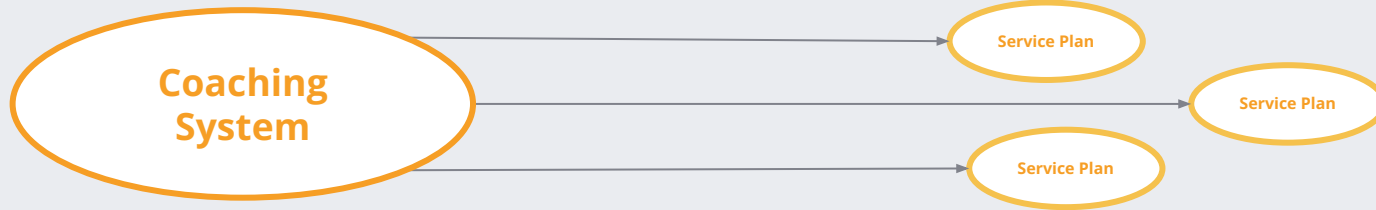- Adherence to the coaching service delivery plans should reviewed three times a year

Coaching System vs Coaching Service Delivery Plan
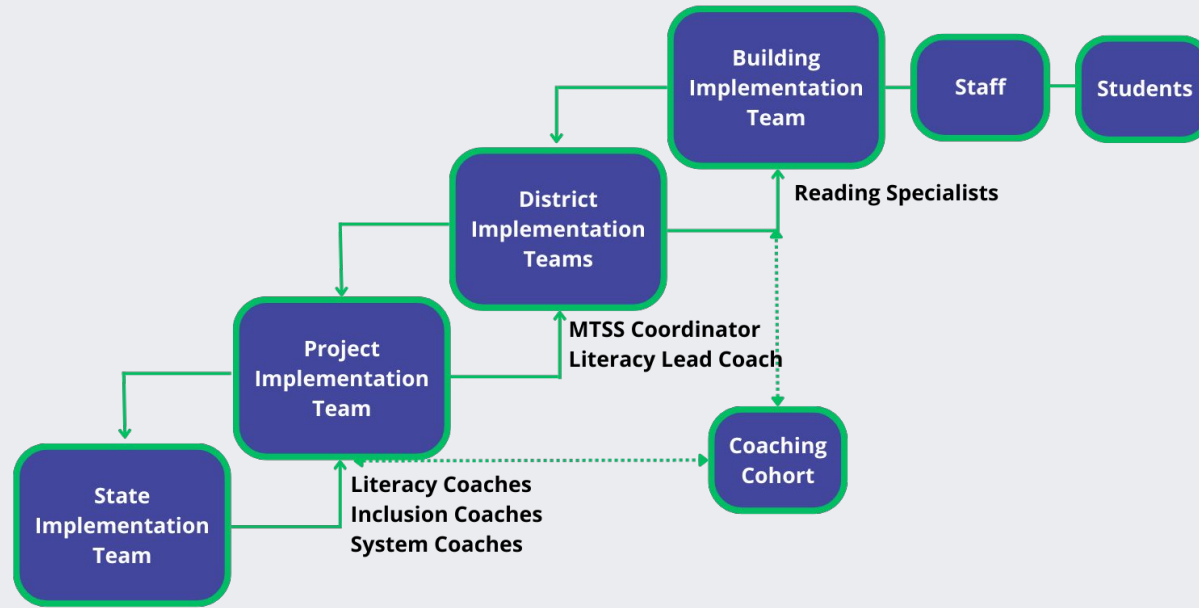
Coaching System

- Big Picture
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- Providing clarity at each agency around what coaching is and what it should look like
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Coaching System vs Coaching Service Delivery Plan

Coaching System

Service Plan

Service Plan

Service Plan

- Big Picture
- Connecting coaches at different levels of the teaming cascade
- Creating consistency between coaches
- Providing clarity at each agency around what coaching is and what it should look like
- Develops communication loops between levels

- Coaching specifics
- What the math coach is doing
- Who specifically the system coach is working with
- How often the instructional coach is meeting with teachers 1, 2 & 3
- What communication looks like between the coach and the individual being coached
- Defines what data will be collected and used to measure effectiveness

Coaching Service Delivery Plan

Sharing of Practice

Freeland Community School District

- Renee Wulff – Assistant Superintendent of Teaching and Learning

- Jamie Bain – Literacy Coach

- Dawn Meitler – Math Coach

Freeland Coaching System Video

Coaching System Template

Includes coaching:

- Goals and objectives
- Target audience
- Methods and strategies
- Roles and responsibilities
- Timelines and scheduling
- Communication protocols
- Evaluation processes

Small Group Discussion

Examine the Coaching System Template

- Pick one tab to review as a small group
- Discuss benefits to using a tool like this
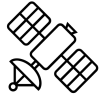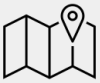- And ways it could be improved.

Template: https://bit.ly/424KIRm

Coaching Effectiveness Data

- It is about collectively looking at the coaching system and service plan.

- In aggregated format it can:

  - Assist in decision-making for improvement to the system

  - Modify service plans

  - Identify & monitoring solutions implementation barriers

 - Promote the importance of coaching

Levels of Data

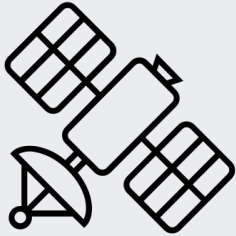| Level	Purpose	Collection
Satellite Data	**Illuminate group trends**	**Can be quick to collect. But does not provide you with the specifics needed to make decisions.**
Map Data	**Identify coaching trends or instructional skill gaps**	**May be a little bit more time consuming to collect. Allows you to identify gaps in your coaching system**
Street Data	**Gain insights of coaches and staff experiences and mindsets & monitor internalization of skills**	**Can be time consuming to collect and process.** **But allows you to identify needed improvements in the coaching system and service plans**

Safir & Dugan, 2021

Levels of Data

Level	Purpose	Examples
Satellite Data	**Illuminate group trends**	**Teacher Satisfaction survey** **Coaching Survey**
Map Data	**Identify trends or instructional skill gaps**	**EBP Fidelity Data** **Coaching Logs**
Street Data	**Gain insights of coaches and staff experiences and mindsets & monitor internalization of skills**	**Coach Self-Reflection documentation** **Coaching Cycle Documentation**

Safir & Dugan, 2021

Where does your data fall for coaching?
Use the annotation feature in Zoom

Satellite Data

Map Data

Street Data

Safir & Dugan, 2021

Resources

Lessons:

- Coaching Overview
- Coaching Behavior
- Continuum of Coaching Supports

Handout: Implementation Drivers One-Pager

Coaching Template: https://bit.ly/424KIRm