

Area:	Human Resources (Professional Development)
Subject:	Practice Based Coaching
Reference:	Staff Development 1304.52
Policy:	<p>Based on relevant program data, agencies will implement Practice Based Coaching (PBC) in order to support use of effective work practices that lead to positive school readiness outcomes for the program, children, and families.</p> <p>For example: a) teachers implementation of effective teaching practices measured by CLASS, TPOT, DRDP, PIR, KSEP, ECCRS,ITERS, FCCERS; b) accountants implementation of generally accepted accounting principles; c) family service workers implementation of effective family support practices measured by ROMA, family survey, FPAs, portfolios; d) home-based educators (home visitors) implementation of effective home/family education practices measured by HOVRS and/or PIWI;</p>

Procedure:

1. Individualized support PBC plans and timelines will be developed and/or updated prior to the beginning of each program year for each agency. The plan will identify the staff members/FCCH providers assigned by each agency for PBC.
2. Individualized PBC plans, timelines, and periodicity will be included in the agency's annual Training and Technical Assistance (T&TA) Plan and Budget (if applicable).
3. At a minimum, each Preschool classroom teacher will receive Practice Based Coaching (PBC) through one of the following four (4) models as described by the National Center on Quality Teaching and Learning (NCQTL):
 - (1) Grantee-supported Demonstration Classrooms (one-to-one expert)
 - Delegate Individualized PBC models:
 - (2) One-to-one coaching by an expert, peer, or colleagues
 - (3) Self-guided coaching
 - Grantee or Delegate Group PBC models:
 - (4) Teacher Learning Communities (TLC)
4. In Home Based Option, the HOVRS will be conducted in September of each year (at randomly selected homes). Results will be shared with Home Based Educator and utilized, along with Needs Assessments, in establishing focus in Practice Based Coaching efforts. The HOVRS will be repeated in March at a home selected by the Home Based Educator. Results will be shared with Home Based Educator and utilized in Practice Based Coaching efforts.
5. PBC delivery may occur on-site or via distance methods (e.g. video, video-conferencing, and email) depending on the resources and needs of the individual agency or staff member/FCCH provider.
6. Training and Technical Assistance Funds may be utilized for allowable costs to provide PBC.
7. Grantee will provide training/networking sessions through a mentor/coach cohort to provide support and inform continuous improvement to mentors/coaches including TLC facilitators as designated by each agency.

Supervised by: Coordinator of Early Childhood Programs

Performed by: Grantee Child Development Specialist and Delegate Assigned Mentor

Forms needed: Practice Based Coaching Forms developed for implementation and ongoing support

Form (s) Filed: Coaching Agreement, Needs Assessment for Teaching Practices, Teaching Practice Action Plan, Practice Based Coaching (RHS/EHS)

COPA Procedure: Program Evaluation Form, Practice Based Coaching (RHS/EHS) Program Evaluation Director Form, Preschool Teacher Professional Learning Community (PLC) Needs Assessment, Preschool Teachers PLC Resources Sheet,

COPA Report: ?

Frequency: Weekly and as needed

