

Routines Based Early Intervention (RBEI) Coach Training Agenda

<u>Day 1</u>

8:30-9:00 AM

Setting the Stage

9:00-9:15 AM Data - What, Why and How

9:15-11:30 AM Coaching Practices (includes break)

11:30 AM-12:15 PM

Working Lunch – watch a coaching videotaped session and give an example of each practice

12:15-12:45 PM Review coaching examples from lunch activity

12:45-1:30 PM Data Use (1:30-1:45 break)

- Initial Agenda
- Coaching Observation Tool

1:45-4 PM Coaching Agenda and Practice (Opening and Main Agenda)

Day 2

8:00-8:20 AM Review/Debrief from Day 1

8:30-11:15 AM Coaching Session Practice with Agenda (Main Agenda and Closing)

11:150 AM- 12:00 PM

- Complete self-goal/action plan
- Supports needed in region strengths, gaps/barriers, state level coaches
- Next steps PLCs, video library, video review



Provider Getting Ready Observation Tool

The items on the Obs. Tools are very similar/same as those on the RBI and GR checklists, and this is purposeful. The small boxes on the left side are checked if the item is present. The boxes are NOT intended for scoring. Use the 1 or 0 to indicate a strength or an opportunity for growth. In some instances, a group of items m(s) may be a strength even if the overall matching checklist item is not a plus.

El Provider:	Coach/Observer:	

GUIDE		ngth= 1 rtunity= 0	Comments/Documentation
OPENING: Establish/ Re-establish the Partnership (1/1 = Strength)	1	0	
☐ Engage in mutual social talk			
OPENING: Discuss Family-Child Strengths/ Concerns/ Observations (3/4 = Strength)	1	0	
☐ Discuss child strengths, new skills, new observations since previous visit	v interests	,	
☐ Discuss family developments since pre	evious visit		
☐ Discuss any concerns and what has be	en tried		
☐ Discuss about observations since the I previously targeted child skills)	ast visit (n	ew and	
OPENING: Co-establish Purpose for Today's Visit (1/2 = Strength)	1	0	
Co-establish parent's and professional's priorities for the visit, including ideas from previous visit			
☐ Explore/explain importance of parent and professional roles for the visit as needed			
MAIN AGENDA – Strategy, Routine, Skill Selection/Revision (2/3 = Strength)	1	0	
Review child progress since the last visit specific to previous HV plan, or recap if already discussed (routines/skills)			
Review what strategies worked/what did not specific to previous HV plan			
☐ Review current data compared to med HV plan or selected outcome	,		
Consider IFSP outcome(s) to be addressed at this visit – same outcome OR select another outcome			



MAIN AGENDA – Let's Practice			
Support Parent-Child Interaction (2/3 strength)	1	0	
☐ Let's Practice — Confirm details of opp strategy, routine, location, materials, when, where, who and how	, .		
☐ Let's Practice — Enjoy the Interaction			
☐ Let's Practice — Reflect on/discuss opp	ortunity		
MAIN AGENDA – Develop New Home Visit Plan for Between Now and Next Visit (3/5 = Strength)	1	0	
☐ Co-determine child skill/behavior (wh e demonstrated by next visit	at child wi	ill do)	
☐ Consider and determine routines (who selected child skill	en) to prac	tice the	
☐ Consider and determine strategies (he progress toward selected skill	ow) to sup _l	port child	
☐ Discuss how communication will occur	r between	visits	
☐ Discuss parent and professional roles plan as needed ; check on progress for as needed			
CLOSING: Reflection (1/2 = Strength)	1	0	
☐ Ask: What are we each feeling good a	bout?		
☐ Ask: Any remaining parent concerns o	r question	s?	
CLOSING: Discuss Possible Ideas for Next Visit (1/1 = Strength)	1	0	
CLOSING: Review and Finalize Plan (1/2 = Strength)	1	0	
☐ Briefly summarize key components of	the HV Pla	ın	
☐ Provide a copy of the HV Plan			



GETTING READY STRATEGIES	Streng Opportu		Comments
Communicate Openly and Clearly	1	0	
Affirm Parent Competencies	1	0	
Encourage Parent-Child Interactions	1	0	
Make Mutual/Joint Decisions	1	0	
Focus Parent's Attention on Child's Strengths	1	0	
Share Developmental Information and Resources	1	0	
Use Observations and Data from Parents and Professionals	1	0	
Model and/or Suggest	1	0	



Services Coordinator (SC) Getting Ready Observation Tool

The items on the Obs. Tools are very similar/same as those on the RBI and GR checklists, and this is purposeful. The small boxes on the left side are checked if the item is present. The boxes are NOT intended for scoring. Use the 1 or 0 to indicate a strength or an opportunity for growth. In some instances, a group of items m(s) may be a strength even if the overall matching checklist item is not a plus.

EI SC:	Coach/Observer:

GUIDE		ngth= 1 tunity= 0	Comments
OPENING: Establish/ Re-establish the Partnership (1/1 = Strength)	1	0	
☐ Engage in mutual social talk			
OPENING: Discuss Family-Child Strengths/ Concerns/Observations (3/4 = Strength)	1	0	
☐ Discuss child strengths, new skills, new were to be taken (if any) since previou		steps that	
☐ Discuss family developments since pre	vious cont	act	
☐ Discuss any concerns and what has be	en tried		
☐ Review steps that were to be taken sin contact with family	ice most re	cent	
OPENING: Co-establish Purpose for Today's Visit (1*/2 = Strength) *required*	1	0	
Co-establish parent's and professional's priorities for the visit, including ideas from previous visit If no new ideas/concerns, explore action steps toward applicable family outcomes as focus for this visit			
☐ If necessary, identify immediate concern which may preempt other main agenda topics for the contact			
MAIN AGENDA – Review Progress Toward Child/Family IFSP Outcomes (2/3 = Strength)	1	0	
☐ Discuss progress, child/family strength resulting plans for EACH outcome	s, resource	es and any	
☐ Discuss El services relative to who is providing, frequency, location, and satisfaction with what is happening to address outcomes			
☐ Discuss satisfaction with other resource including waiver and needed new reso	•	•	



MAIN AGENDA – Review Family Rights and Safeguards; Progress on Transition Plan as Appropriate (1/2 strength if addressed)	1	0	
☐ Discuss family rights at least annually; the family have re: EI process and who given point and what happens next	•		
☐ Discuss progress toward IFSP transition has been tried, supports needed, joint	•	_	
MAIN AGENDA – Develop New Home Visit Plan for Between Now and Next Contact (1/2 = Strength)	1	0	
	☐ Summarize plans and jointly determine steps to be taken relative to IFSP goals, services and/or transition plan		
☐ Discuss communication between SC and family between contacts			
CLOSING: Reflection (1/2 = Strength)	1	0	
☐ Ask: What are we each feeling good about?			
☐ Ask: Any remaining parent concerns or questions?			
Discuss/Review Possible Ideas for Next Visit			
CLOSING: Review and Finalize Plan (1/2 = Strength)	1	0	
☐ Briefly summarize key components of the HV Plan			
☐ If addressing an immediate concern took up allotted time, make specific plan for a follow-up contact to review IFSP outcomes			
□ Provide a copy of the HV Plan			



GETTING READY STRATEGIES	Streng Opportu		Comments
Communicate Openly and Clearly	1	0	
Affirm Parent Competencies	1	0	
Make Mutual/Joint Decisions	1	0	
Focus Parent's Attention on Child's Strengths	1	0	
Share Developmental Information and Resources	1	0	
Use Observations and Data from Parents and Professionals	1	0	
Model and/or Suggest	1	0	



Babies can't wait

RBI Observation Tool

The items on the Obs. Tools are very similar/same as those on the RBI and GR checklists, and this is purposeful. The small boxes on the left side are checked if the item is present. The boxes are NOT intended for scoring. Use the 1 or 0 to indicate a strength or an opportunity for growth. In some instances, a group of items m(s) may be a strength even if the overall matching checklist item is not a plus.

EI SC/Provider:	_ Coach/Observ	er:		
RBI- CHILD/FAMILY ROUTINES DESCRIPTI (WHAT CHILD IS DOING, WHEN, AND HO		ngth= 1 tunity= 0	Comments	
Beginning: (1/2=Strength)	1	0		
 Greet the family and review the purposition know family, how best to provide sup Ask the parents their main concerns f 	port for child ar	nd family).		
Routines: (10/15=Strength)	1	0		
 □ Stay focused on routines rather than a sk open-ended questions initially to the routine and functioning (followed if necessary) □ Find out what people in the family of doing in each routine □ Ask follow-up questions related to en □ Ask follow-up questions related to income ask follow-up questions related to so □ Ask developmentally appropriate follow-up questions, such as 	gain an unders I by closed-ende ther than the character agagement dependence cial relationship ow-up question	tanding of ed questions ild are os		
occurs. Attempt to get the parent's perspecti thinks the child does what he/she does Put a star next to notes where family change in routine, has said something to do, or that has raised a red flag for	ive about why hes. has indicated ag they want for o	desire for child/family		
☐ If no problems (stars) in routine, ask family what they want to see NEXT .				
 Ask for a rating at end of the parent's routine. Ask "what happens next" (or something) 				
between routines. Use "time of day" instead of "routine"				

RBI- CHILD/FAMILY ROUTINES DESCRIPTION (WHAT CHILD IS DOING, WHEN, AND HOW)		ngth= 1 tunity= 0	Comments		
Style: (5/9=Strength)	1	0			
Use positive and appropriate affect (expression responsiveness to what parent says, eye of	ontact, boo	dy position.			
 Has a good flow (conversational, not writing responds to what is being shared. 	ing a lot), li	stens and			
☐ Maintain focus throughout interview.					
☐ Use affirming behaviors (nodding, positive	comment	s, gestures).			
☐ Use active listening (rephrasing, clarifying	, summariz	ing).			
☐ Avoid giving advice.					
☐ Act in a nonjudgmental way.					
☐ Return easily to interview after an interru	ption.				
 Allow family to state their own opinions, of leading toward what interviewer sees as it 		tc. (not			
Family Issues: (3/3=Strength)	1	0			
Ask the family if they have enough time for another person (if not already shared).	☐ Ask the family if they have enough time for themselves or with another person (if not already shared).				
Ask family "when you lie awake at night w worry about?"	=,,,,,,				
Ask family "if you could change anything a would it be?"	bout your	life, what			
Recap/Outcome Selection: (4/7=Strength)	1	0			
 Ask the person taking notes to summarize during the recap. 					
	☐ Complete the recap in 5-7 minutes or less.				
Ask the family, after the note-taker has summarized the concerns, if anything should be added.					
 Make it clear to the family that the concerns (i.e., starred items) are not outcomes/goals. 					
☐ Following the recap, ask the family what they would like to work on (i.e. list of outcomes) and record their responses, on a clean sheet of paper or Family Priorities Form.					
 Ask the family, to prioritize the outcomes in order of importance. 					
 Say what will happen next with this inform outcomes/goals written; services decided 					

Getting Ready Goal and Joint Action Plan: Coach-El Professional				
El Professional:	Coach:Tina Date :	12/3/24		
My Goal: What do I want to focus on? How will I know I've been successful? GUIDE _x Opening Let's Try It/PC Interaction Review of Outcomes Closing Data Use	J will use mutual decision making to co-establish the focus of the visit.			
	EI Professional will:	Coach will:		
How will we do this? What might it look like or sound like? When will it happen?	Action Steps: (List one or more action steps based on the goal) Will ask about all GUIDE components in the Opening. Will wait for parent to potentially add an idea after asking what they would like to focus on. Will continue to add own idea to the decision making.	Will practice opening questions with J.		
Plan for Communication Between Contacts: □ Email □ Phone □ Text □ Zoom				
When will we check-in?	(date of check-in)			
Next Coaching Conversat	(date of meeting)			

Getting Ready Goal and Joint Action Plan: Coach-El Professional				
El Professional:A	Coach:Sue Date :	_10/18/22		
My Goal: What do I want to focus on? How will I know I've been successful?GUIDEOpeningLet's Try It/PC Interaction Review of OutcomesClosingx Getting Ready Strategies Data Use	Use communicate openly and clearly to help family identify what their preschool.	hopes are for their daughter in		
	El Professional will:	Coach will:		
How will we do this? What might it look like or sound like? When will it happen?	Action Steps: (List one or more action steps based on the goal) Use open-ended questions to find out what Mom has found out about preschool options. If possible, clarify how Mom will use a developmental checklist.	Email A to find out what A's team thought about the checklist and which she should take to the next visit.		
Plan for Communication Between Contacts:				
□Email □Phone □Text □				
When will we check-in? (date of check-in)				
Next Coaching Conversation				
THERE COUCHING CONVENSAL	(date of meeting)			

RBI Goal and Joint Action Plan: Coach-EI Professional EI Professional: K Coach: Tina Kilgore Date: 09/30/2024

My Goal: What do I want to focus on? How will I know I've been successful? ProtocolX EISR Style Time/Worry/Change Questions Recap Data Use	Not ask the same question in all routines.	
	El Professional will:	Coach will:
How will we do this? What might it look like or sound like? When will it happen?	 Action Steps: (List one or more action steps based on the goal) Review the EISR hand out Ask my team for feedback Review what I know from the evaluation prior to going into the RBI to pre-think some possible questions. 	Help Kelsey practice different ways of asking questions through role play.
Plan for Communication		
□Email □ Phone □ Text □	Zoom	
When will we check-in? _	(date of check-in)	
Next Coaching Conversat	(date of meeting)	

Initial Agenda

(used PRIOR to the coachee submitting a video)

Opening:

- Establish rapport with the EI professional (EI).
- Co-establish agenda structure for coaching conversation (CC) by:
 - o Briefly review the main agenda.
 - Confirm and/or ask for agenda items collected from the EI professional prior to and/or in the opening of the contact.

Main Agenda:

- Briefly review the process of coaching (coaching for growth opportunities rather than "checklist" - i.e., Goal/Joint Action Plan-Reflection/Observation/Feedback)
- Discuss what EI is feeling comfortable with (for RBI or GRHV) and what they might be wondering about.
- Co-determine the frequency and timing of coaching conversations.
- Co-create a goal and a plan for "action steps" between now and the next contact. (using the *Goal/Joint Action Plan* form)

Closing:

- Summarize the conversation from the main agenda with a focus on strengths and desired next steps.
- Confirm the Goal/Joint Action Plan and next steps.
- Share what each of you are feeling good about right now.
- Ask about any remaining concerns or questions.

Sample Script for Explaining the Coaching Process:

First session: "Today I was hoping we could talk through how the coaching process works and what we want to accomplish together (include approval or fidelity requirements as appropriate). I want to make sure you feel comfortable with how coaching will look and what the outcome will be (meet approval, meet fidelity, enhance RBI or GR implementation, etc.). Before you submit a video, I'd like to hear what your intention is, i.e. how you would like your RBI or GRHV to look, and/or what you want to change. The conversation should include what you feel you are already doing, and what you want to specifically focus on. We will finish by co-developing your goal. When I review your video, I will use your goal to guide my observations, reflections and feedback so that when we meet again, we can compare notes, reflect on what you want to continue to do, and what your next step might be. How does that sound? What questions or comments do you have or want to contribute to this agenda?

This may sound different from what you know about the approval or fidelity process, focused on meeting a certain percentage according to the checklist. We will be using other data sources which focus on the same key components as the checklist, but with less emphasis on the scoring aspect."

Second session add: "We'll start with reviewing the goal and action plan we developed together at our last CC; and then like last time, I want to hear your intentions....."

Definition of Coaching from Training:

Coaching is a collaborative learning process that is intentionally designed to promote sustainable growth in the necessary attitudes, skills, and knowledge of the coachee to effectively implement best practices for the development of young children and their families. Coaches use relationship building, observation, goal setting and joint planning, feedback, modeling, and facilitation of reflection all grounded in data-driven activities to support coachees.

Coaching Agenda

Opening:

- Establish rapport with the EI professional (EI).
- Co-establish agenda structure for coaching conversation (CC) by reviewing the following: (Consider emailing an agenda to the EI prior to the coaching conversation)
 - o Briefly summarize what is in the main agenda.
 - Confirm and/or ask for agenda items collected from the EI prior to and /or in the opening of the contact.

Main Agenda:

- Review of Goal and Joint Action Plan & other pertinent data (from observation tool).
- Ask the EI to reflect on their intention as compared to what actually happened.
- Based on EI's reflections, use observations of RBI or GRHV, and other data collected from the submitted video or live observation, to guide the coaching conversation. Provide feedback as necessary.
 - Some recommended practices include:
 - Review video clips together using screen sharing
 - Practice targeted action
 - Use Framework for Reflective Questions to develop questions
- Share any remaining data from observation tool/checklist, or make a plan for how/when it will be shared (email, comments on video, another contact, etc.)
- Co-determine potential priorities
- Co-create a goal and a plan for "action steps" between now and the next contact (use *Goal and Joint Action Plan* form).
 - What does the EI want their RBI or GRHV to look like next time?
 - Who will do what and by when?

Closing:

- Summarize the conversation from the main agenda with a focus on strengths and desired next steps.
- Confirm the Goal/Joint Action Plan.
- Share what each of you are feeling good about right now.
- Ask about any remaining concerns or questions.

Getting Ready Goal and Joint Action Plan: Coach-El Professional			
El Professional:	Coach:	Date :	
My Goal: What do I want to focus on? How will I know I've been successful? GUIDE Opening Let's Try It/PC Interaction Review of Outcomes Closing Getting Ready Strategies Data Use			
	EI Professional w	vill:	Coach will:
How will we do this? What might it look like or sound like? When will it happen?	Action Steps: (List one or more action steps based	sed on the goal)	
Plan for Communication Between Contacts:			
■Email ■Phone ■Text ■ Zoom			
When will we check-in? (date of check-in)			
Next Coaching Conversation (date of meeting)			

RBI Goal and Joint Action Plan: Coach-El Professional		
El Professional:	Coach: Date :	
My Goal: What do I want to focus on? How will I know I've been successful? Protocol EISR Style Time/Worry/Change Questions Recap Data Use		
	El Professional will:	Coach will:
How will we do this? What might it look like or sound like? When will it happen?	Action Steps: (List one or more action steps based on the goal)	
Plan for Communication Between Contacts:		
■Email ■Phone ■Text ■ Zoom		
When will we check-in? (date of check-in)		
Next Coaching Conversation (date of meeting)		

Name:
PRT:
Date:
Coaching Session #:

Coaching Conversation Agenda

Please Bring:		
✓ ✓		
✓		
Opening:		
Main Agenda:		
Closing:		

Communication Plan:

Next Coaching Conversation (include Informal) Date:

Goal:	

Opening	Questions to consider	What will I say/ask?
A. Establish rapport with the EI.	What would be a good connection/re- connection question?	
B. Co-establish agenda structure for coaching conversation by reviewing the following: -Briefly summarize what you have in the main agenda -Confirm and/or ask for agenda items.	What can you ask/share to encourage co-establishment of the agenda? What questions could you ask to find out what's important to the EI to cover/know? What does the EI need to know about the expectations of the coaching session (think growth vs checklist)?	
Main Agenda		
A. Review of Goal and Joint Action Plan (GAP) & pertinent data from observation tool.	Review (GAP) as a way to frame the conversation; what data about related strength(s) will you reference from your observations?	
B. Ask EI to reflect on how their intention compared to what actually happened.	What is the purpose of this question? What could this question sound like? How will you make it your own?	

C. Based on the EI's reflections, use the RBI or GRHV or other data collected from the submitted video or live observation, to guide the coaching conversation. Provide feedback as necessary.	How do you decide which observations to share? What reflective questions will you ask? How do you determine what feedback is necessary to provide, and what feedback will you have ready?	
(remaining data plan)	(Reflective Questions Matrix)	
D. Co-determine <u>potential</u> priorities.	What reflective questions will you use? How will you encourage co-determining priorities?	

E. Co-create a goal and a plan (use GAP form) for "action steps" between now and the next contact.	How will you make sure the goal is co- created? What will you ask to help El envision goal? When developing action steps, what will they look or sound like? Both you	
	and your coachee should have actionable step(s).	
Closing	αστιστιαστο στορ(σ).	
A. Summarize the conversation from the main agenda with a focus on strengths and desired next steps.	Consider taking a few notes during the main agenda to help with the summary, making sure to include strengths.	
B. Confirm the Goal/Joint Action Plan	Review the Goal/Joint Plan to make sure you both agree.	
C. Share what each of you are feeling good about right now.	How will you set this up?	
D. Ask about any remaining concerns or questions.		

Name:
PRT:
Date:
Coaching Session #

Coaching Agenda

Please Bring:

- Getting Ready Guide and Checklist
- Home Visit Plan and IFSP for this child
- Your own notes from watching these video clips: 10:45-11:30, 12:10-13:10

Opening:

- Checking in . . . how are you?
- Establish agenda

Main Agenda:

- Intention vs. Outcome
 - Action Plan Goal: Identify the main priority for the visit for both family and Services Coordinator (co-determination)
 - 0 10:45-11:30
- Use of Getting Ready Strategies
 - Modeling/Suggesting 12:10-13:10
 - Sharing Developmental Information/Resources
- Review of the Checklist

Closing:

- Develop joint action plan
- Feeling good about
- Recap and plan for next coaching conversation

Coach – El Professional Goal and Action Plan		
El Professional :Sue	Coach : Janice	Date :
My Goal: What do I want to focus on? How will I know I've been successful?xEBP PracticesData Use	Increase number of child engagement questions across routines so that RBI notes/IFSP/HV would include more information about engagement for writing the IFSP.	
	El Professional will:	Coach will:
How will we do this? What might it look like or sound like? When will it happen? (Think about all your families for practice opportunities)	Action Steps: Use EISR resource to write down additional engagement questions to take to the RBI. Prior to RBI, talk with secondary about helping with engagement questions when asking "anything else" in routines.	Share video link from EDN website of an RBI which includes engagement questions.
Plan for Communication Between Contacts: Mid-December email		
Next Coaching Check-In Plan and Timeline (Related to supporting Goal and Action Plan) Follow up about action steps; El to share # of engagement questions and process of working with secondary during RBI		
Next Coaching Conversation Plan and Timeline (Related to supporting Goal and Action Plan) January		

Coach Goal and Action Plan		
Coach : Date :		
My Goal: What do I want to focus on? How will I know I've been successful?PracticesCoaching StructureData Use		
	Coach will:	
How will I do this? What might it look like or sound like? When will it happen? (Think about all your El professionals for practice opportunities)	Action Steps:	