


Setting the Stage for Effective Implementation



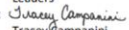
Announcement EI-20-03 *Early Intervention Service Delivery: Coaching Across Settings*

ANNOUNCEMENT
EI-20-03



Pennsylvania Office of Child Development and Early Learning
Bureau of Early Intervention Services and Family Support

Issue Date: November 30, 2020
Effective Date: December 1, 2020

Subject: Early Intervention Service Delivery: Coaching Across Settings
To: Pennsylvania Infant, Toddler and Preschool Early Intervention Program Leaders
From: 
Tracey Campanini
Deputy Secretary, Office of Child Development & Early Learning

PURPOSE
To establish the vision and expectations for how Early Intervention (EI) services are to be delivered to infants, toddlers and preschool children and their families, caregivers and coaching supports to early childhood education (ECE) professionals. This announcement highlights EI principles in Pennsylvania and provides guidance and consistency in the implementation of personnel and organizational structures for Pennsylvania's initiative, Early Intervention Service Delivery: Coaching Across Settings.

BACKGROUND
Pennsylvania's EI program has been promoting coaching supports and services and collaborative partnerships for infants, toddlers and preschool children with disabilities and their families, caregivers, and ECE professionals for many years. These supports and services enhance a child's growth and development and utilize a set of core principles that ensures services are evidence-based, individualized, and embedded in meaningful and functional outcomes, while working collaboratively with the families, caregivers, and ECE professionals.

These core principles can be found within Parts B and C of the federal Individuals with Disabilities Education Act (IDEA). According to 20 U.S.C. § 1400(c)(5)(B), "[a]lmost 30 years of research and experience has demonstrated the education of children with disabilities can be made more effective by States strengthening the role and responsibility of parents and ensuring that families of children with disabilities have meaningful opportunities to participate in the education of their children at school and at home." The IDEA also provides that there is

High Quality Early Intervention Service Deliver in PA

- ❖ Enhance a child's growth and development
- ❖ Utilize a set of core principles
- ❖ Evidence-based and individualized
- ❖ Embedded in meaningful and function outcomes
- ❖ Work collaboratively with families, caregivers, and ECE professionals

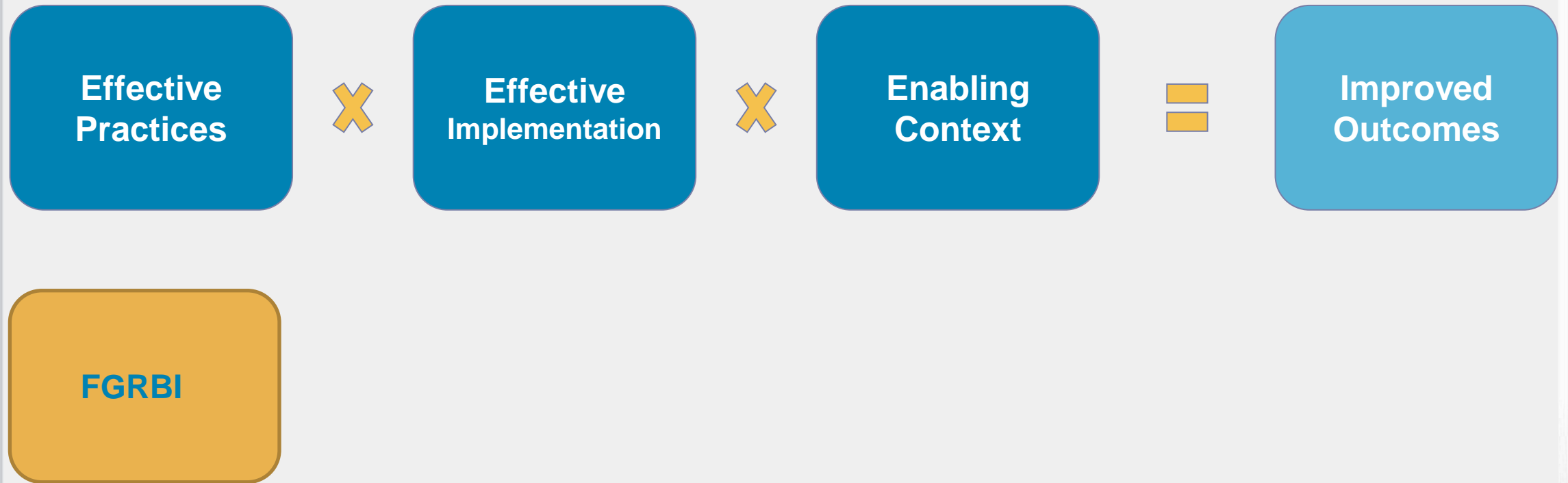


Key Messages

- Bureau recognizes that many programs have done work in the past
 - Also recognizes various frameworks, amount of training
- Bureau is committed to supporting all EIs to provide high-quality services, utilizing research-informed and evidence-based practices
 - Requires consistency and fidelity



Active Implementation Formula



A Presentation of

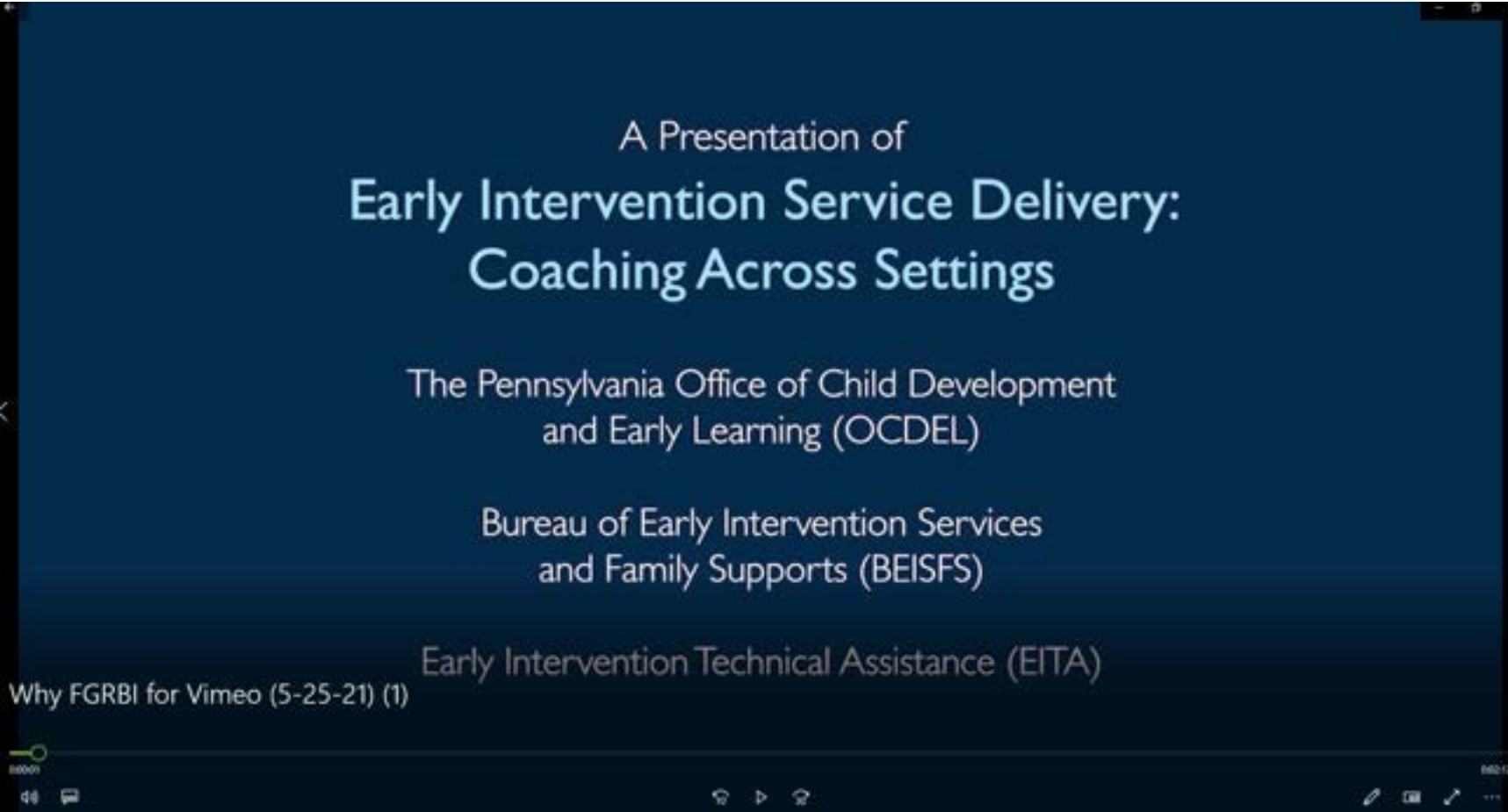
Early Intervention Service Delivery: Coaching Across Settings

The Pennsylvania Office of Child Development
and Early Learning (OCDEL)

Bureau of Early Intervention Services
and Family Supports (BEISFS)

Early Intervention Technical Assistance (EITA)

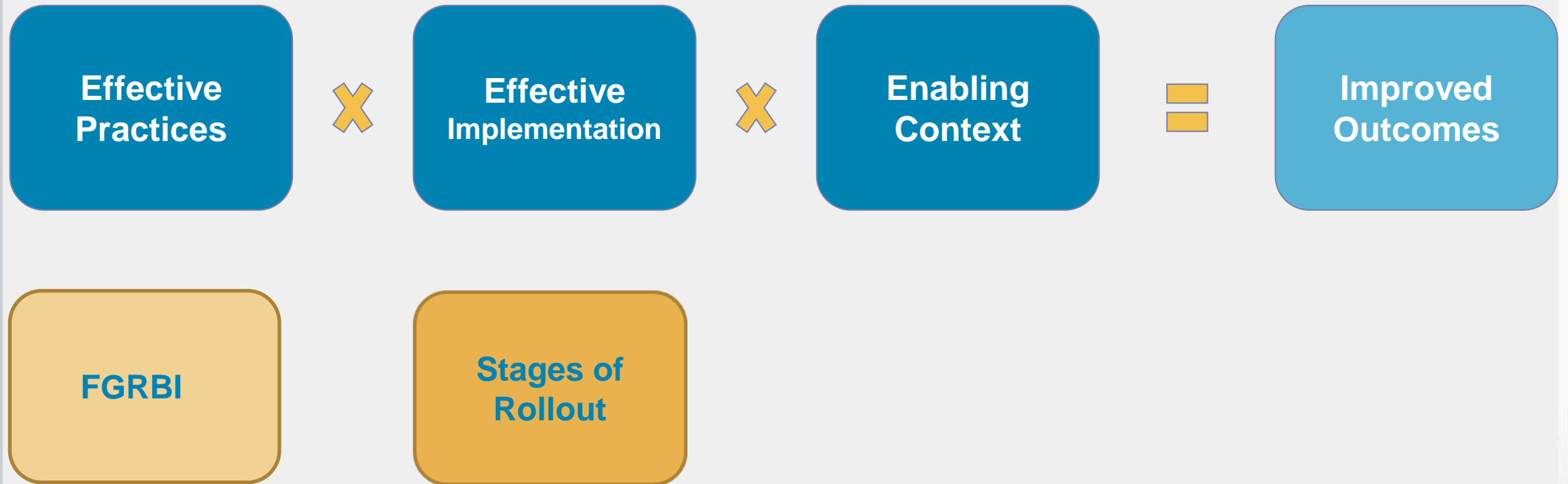
Why FGRBI for Vimeo (5-25-21) (1)



Early Intervention Service Delivery: Coaching Across Settings



Active Implementation Formula

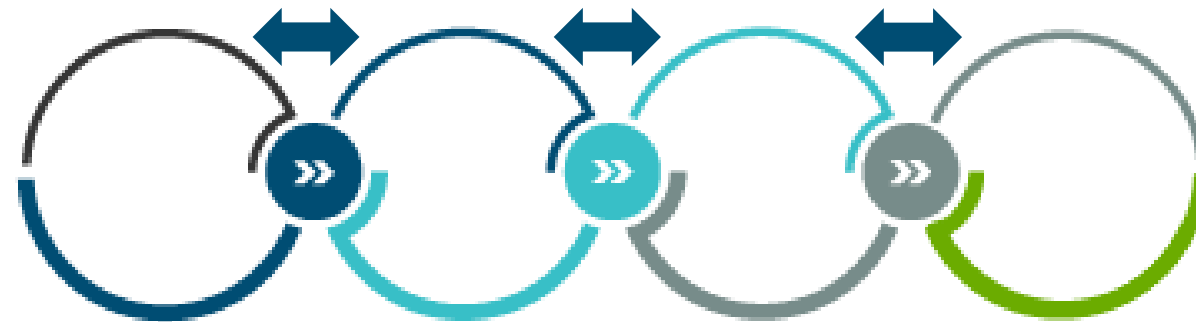


Infant Toddler Cohort Groups				
Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5
<ul style="list-style-type: none"> • Bucks • Centre • Chester • Delaware • Huntingdon/ Mifflin /Juniata • Luzerne/ Wyoming 	<ul style="list-style-type: none"> • Cambria • Carbon/ Monroe/Pike • Clarion • Crawford • Fayette • Forest/ Warren • Lycoming/ Clinton • Northumberland • Philadelphia • Potter • Tioga • Venango • Wayne 	<ul style="list-style-type: none"> • Armstrong/ Indiana • Bedford/ Somerset • Bradford/ Sullivan • Franklin/ Fulton • Lackawanna/ Susquehanna • Lancaster • (Lawrence) • Mercer • Washington • Westmoreland • York/Adams 	<ul style="list-style-type: none"> • Allegheny • Blair • CMSU • Cumberland/ Perry • Dauphin • Greene • Lebanon • Schuylkill 	<ul style="list-style-type: none"> • Berks • Beaver • Butler • Cameron/Elk • Clearfield/ Jefferson • Erie • McKean • Lehigh • Montgomery • Northampton



Implementation is not an event.
Implementation is “a specified set of activities designed to put into practice an activity or program”
(Fixen, Naoom, Blasé, Friedman, & Wallace, 2005).
These activities occur over time in stages that overlap and that are revisited as needed.

~ National Implementation Research Network





Components of Exploration

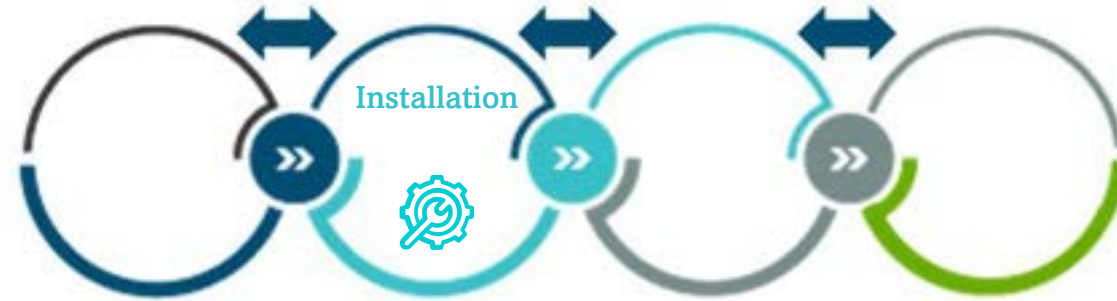
- ❖ Assemble a Core Leadership Team (CLT)
- ❖ Attend 4 Monthly Webinars
- ❖ Conduct a Needs Assessment
- ❖ Develop an Action Plan



Early Intervention Service Delivery: Coaching Across Settings







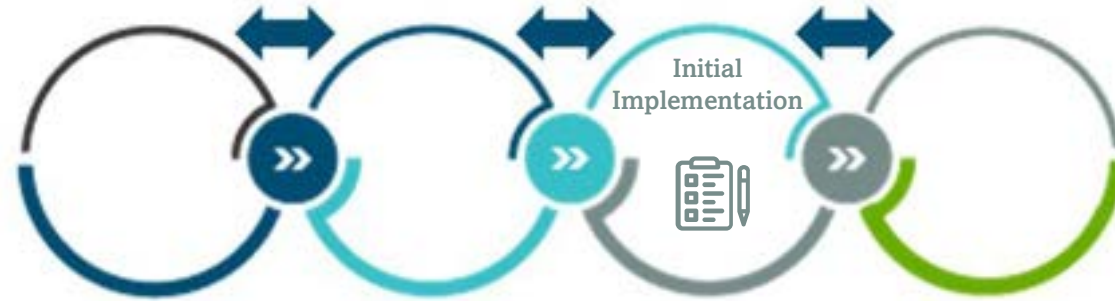
Components of Installation

- ❖ CLT Team focuses on Leadership and Organizational Drivers
- ❖ Individual providers participate in Professional Development Sequence
 - ❖ Pre- and Post-training videos of full session with family
 - ❖ Online modules and webinars
 - ❖ Professional Learning Communities (PLCs)



Early Intervention Service Delivery: Coaching Across Settings





Components of Initial Implementation

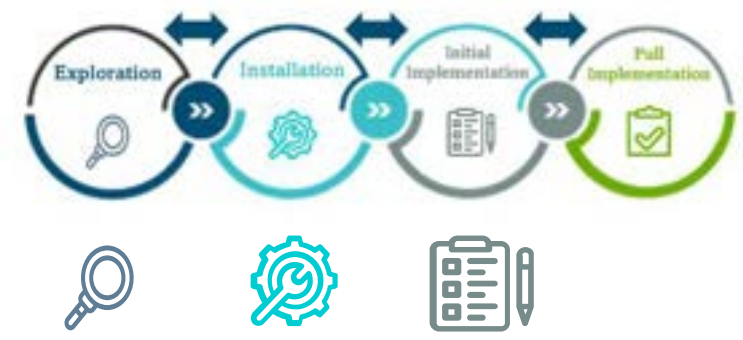
- ❖ CLT Team continues to focus on Leadership and Organizational Drivers
- ❖ Individual providers take advantage of opportunities available for ongoing PD
- ❖ Select endorsed candidates may begin Coach Training Sequence
 - ❖ Individual and small group training with EITA Master Coaches
 - ❖ Develop knowledge and skills to support others working toward endorsement



Early Intervention Service Delivery: Coaching Across Settings



2021 – 2022 Cohort 2 Stages & Overlap Activities



Core Leadership Team Meets Regularly

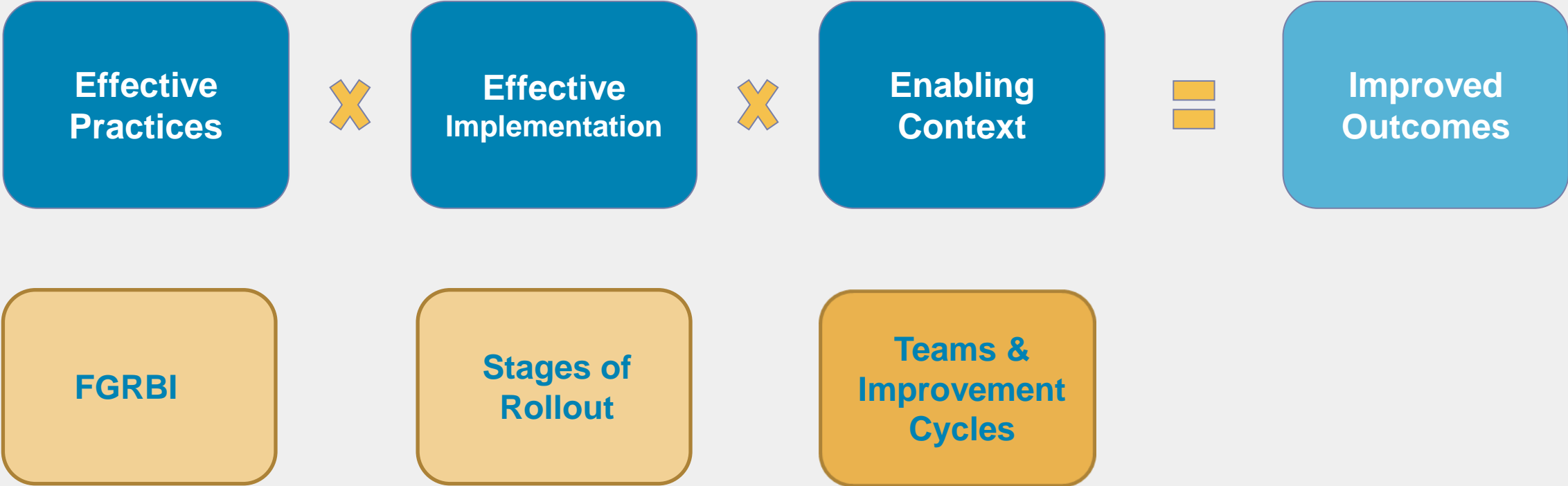
Individuals participating in Installation PD Sequence (second group)

Select individuals begin Coach Training Sequence

Individuals participating in other PD opportunities

Open resources on EITA Portal and FGRBI.com

Active Implementation Formula



Teams that Support Coaching at the State Level

Executive Team

Use databased decision making to provide ongoing guidance on all aspects of Coaching implementation in Pennsylvania.

EITA Coaching Initiative Team

Provide training and supports to ensure effective implementation to EI Program Core Leadership Teams and Service Delivery Teams.

Teams that Support Coaching at the Local Level

EI Program Core Leadership Team

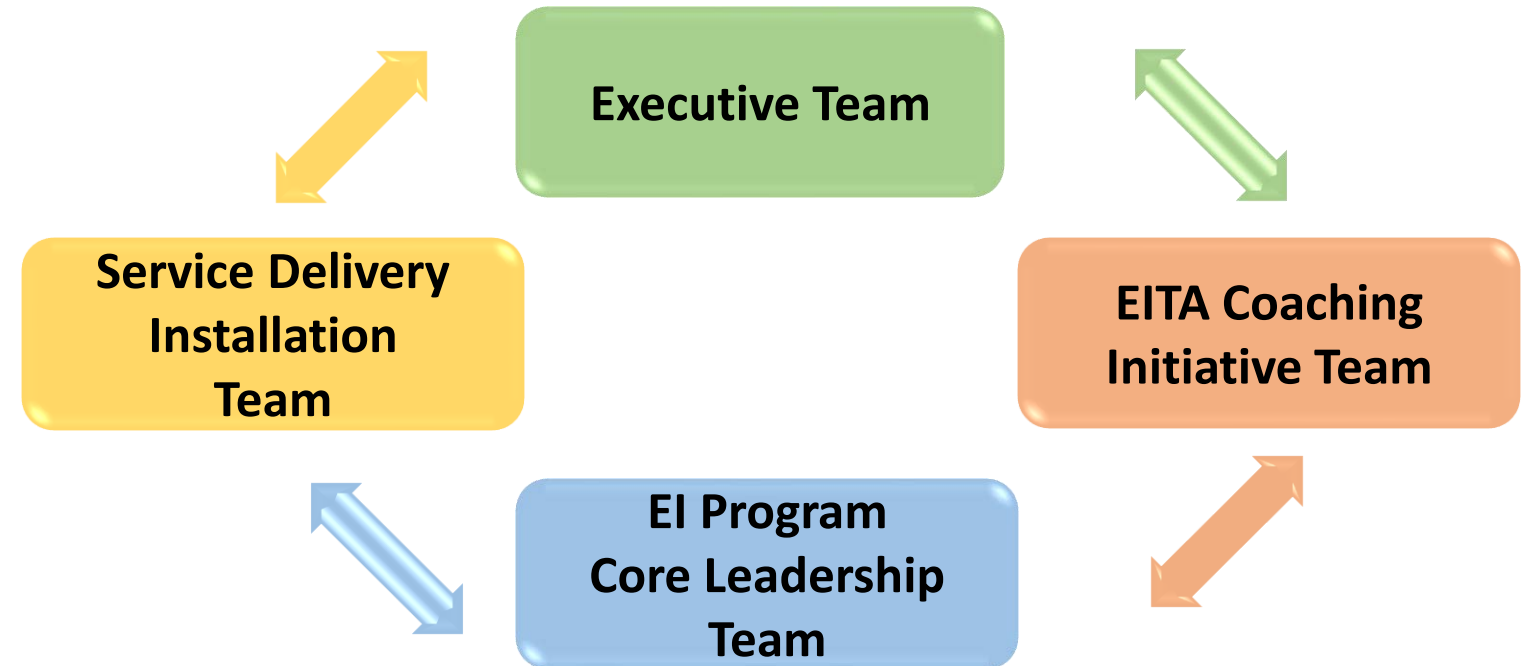
Focus on organization and leadership to support implementation in the entire county or program.

Service Delivery Installation Team

Participate in professional development activities to develop their skills in coaching families.



To use effective innovations on a broad scale requires a thoughtful arrangement of connected or linked Implementation Teams.



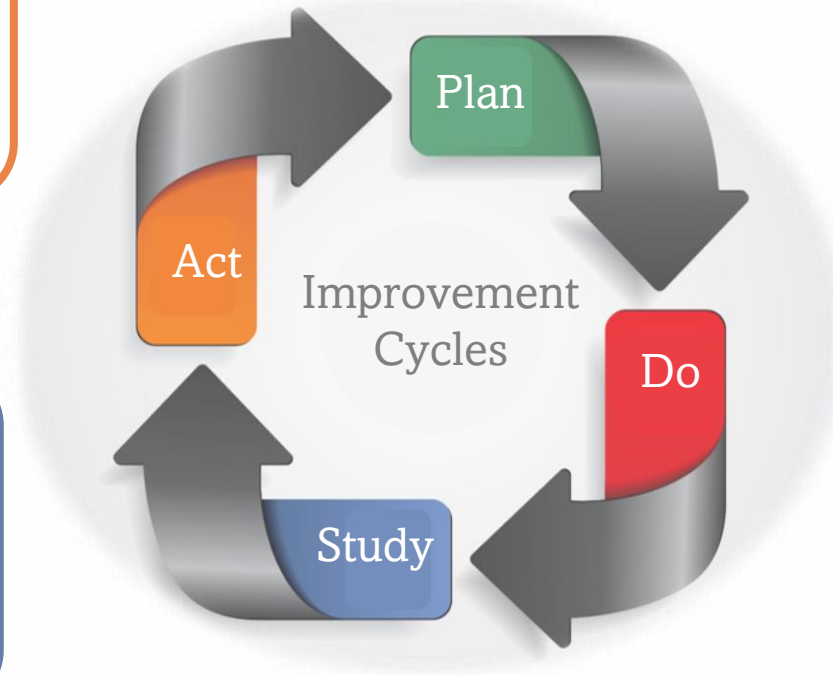
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Act

- ❖ Make changes to the next iteration of the plan to improve implementation.

Study

- ❖ Use measures identified and collected during the 'do' phase to assess and track progress.



Plan

- ❖ Identify barriers or challenges.
- ❖ Specify the plan to move programs or interventions forward.

Do

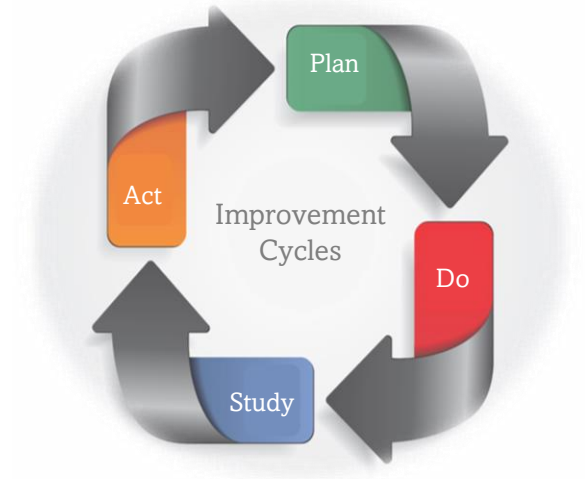
- ❖ Carry out strategies or plan as specified.

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Some things we have learned

- ❖ Give more support to Core Leadership Teams
- ❖ Give information to Provider Agencies
- ❖ Get input from Provider Agencies and County Leaders to help make implementation Sustainable



Supporting Core Leadership Team Series



- ❖ Team Membership, Roles and Functions
- ❖ The Hexagon: A Tool for Exploration
- ❖ Benchmarks of Quality (BoQ)

Benchmarks of Quality (BoQ)

- ❖ Serve as self-assessment for CLT to measure progress of implementation
- ❖ Guide CLT in developing the systems and procedures for implementing the evidence-based practice with fidelity throughout the program.

<https://ectacenter.org/sig/boq.asp>



Early Intervention Service Delivery: Coaching Across Settings





- ❖ Check back of name tag for room number and assigned table.
- ❖ Take a quick break and go to your assigned room.
- ❖ Promptly start at 11:30.



*Readiness for change
seems to be an essential condition
for successful change
in a timely manner.*



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