Opportunities for Ongoing Training and Support

Infant Toddler EI
Policy Forum
2022

Early Intervention Service Delivery: Coaching Across Settings

Session Goals

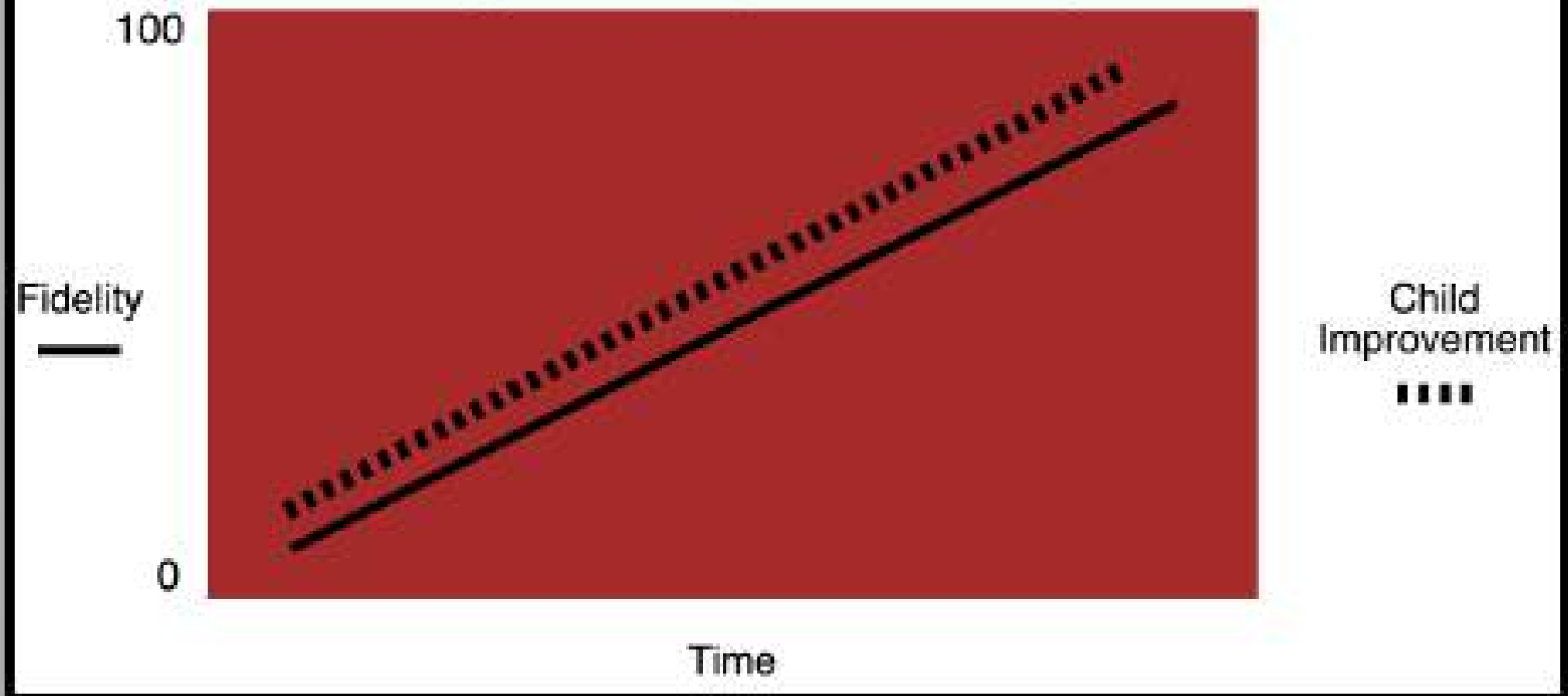- Components: The Implementation Formula
- Effective Implementation…fidelity
- Enabling Context & The Core Leadership Team
- Implementation Opportunities
- Moving forward

Active Implementation Formula

Effective Practices	X	Effective Implementation	X	Enabling Context	=	Improved Outcomes
Family Guided Routines Based Intervention	X	Fidelty measure	X	Teams and Improvement Cycles	=	Increased child and family long term success

(Fixsen & Blase, 2020)

3

@impscience

Fidelity / Child Improvement Myth

Strain, 2016

@impscience

Fidelity / Child Improvement Real Story

Strain, 2016

@impscience

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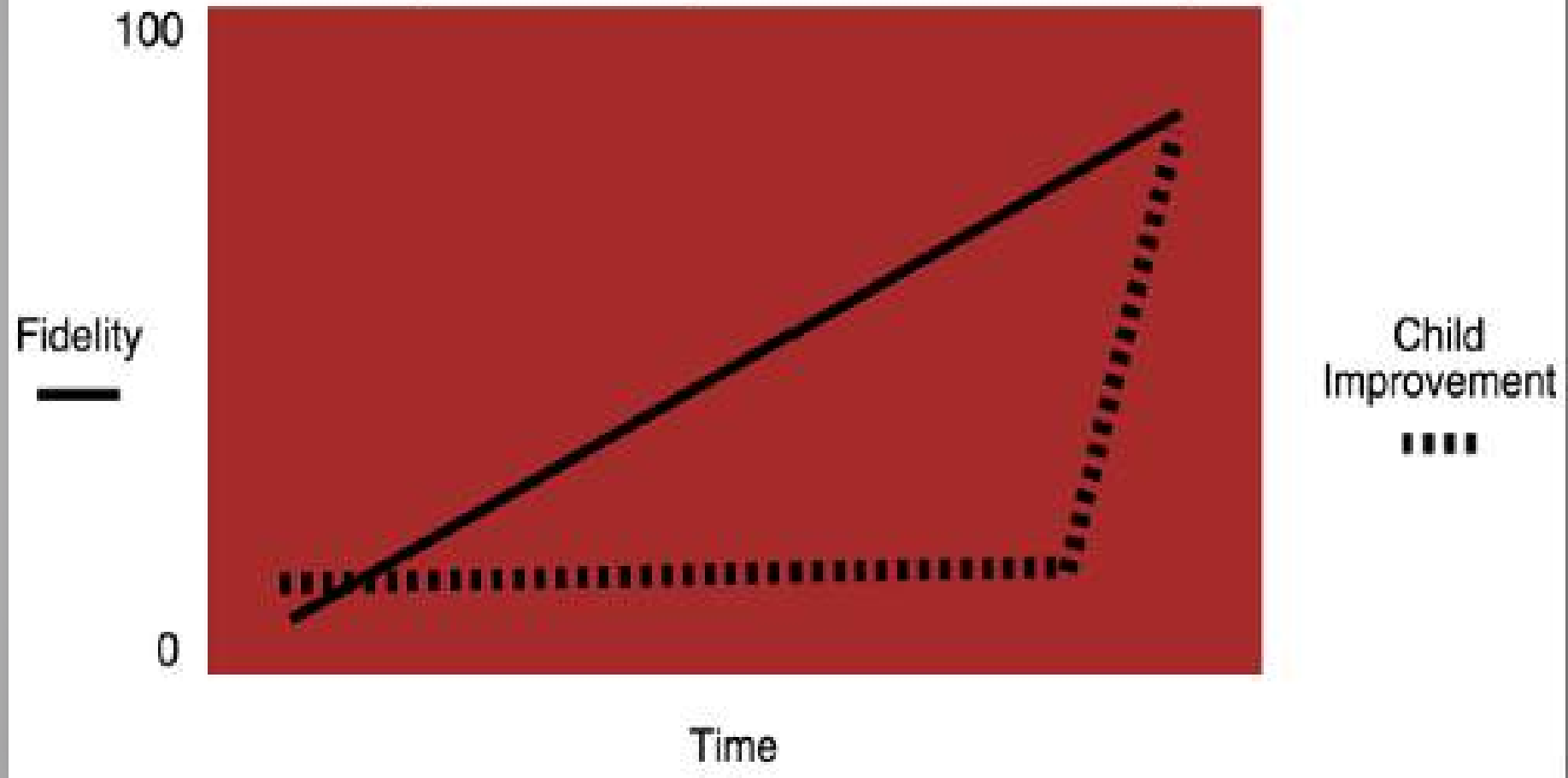
Core Elements from Professional Organizations

Coordination and collaboration

Family-centered practice

Data-based intervention/instruction

➤ American Occupational Therapy Association (AOTA)

➤ American Physical Therapy Association (APTA)

➤ American Speech-Language-Hearing Association (ASHA)

➤ Council for Exceptional Children (CEC)

➤ Division for Early Childhood (DEC) of CEC

➤ National Association for the Education of Young Children (NAEYC)

➤ Zero to Three (ZTT)

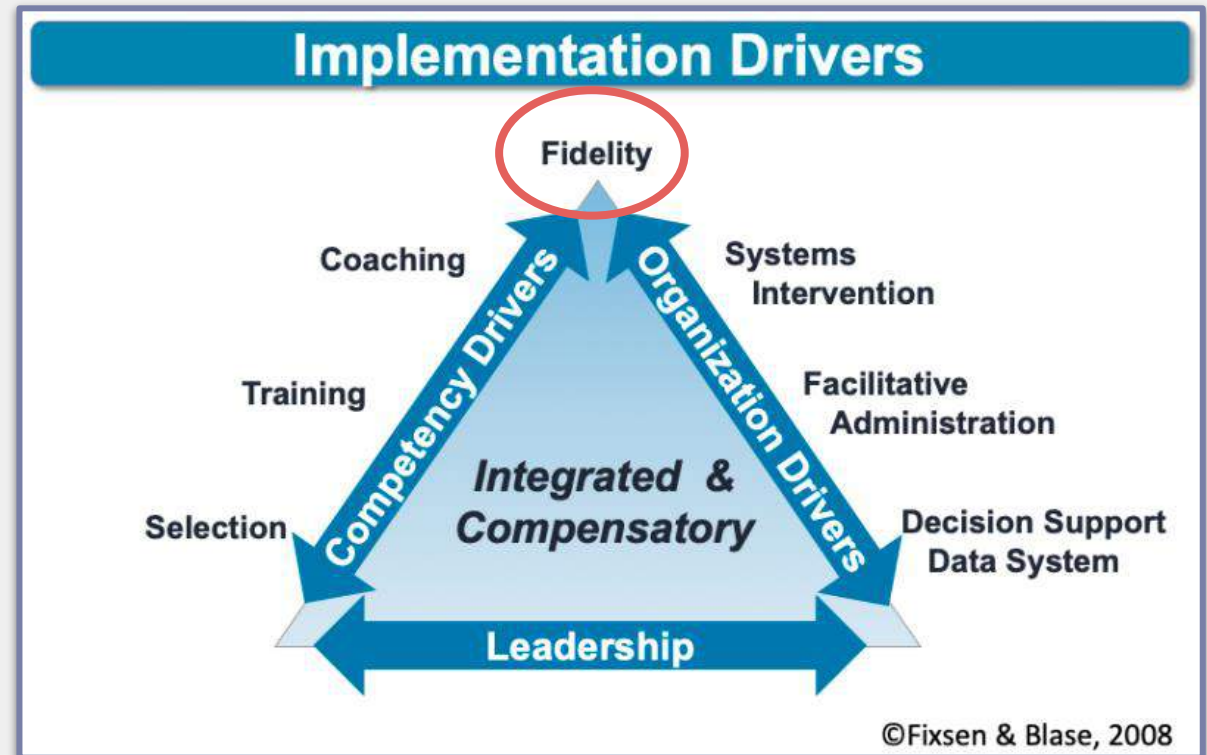Practice Documents and Core Elements from Professional Organizations
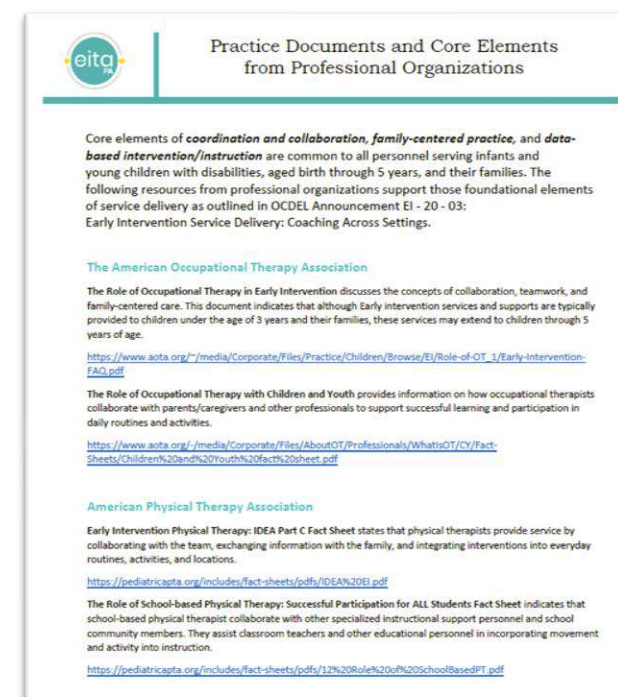
Fidelity

Fidelity is not something to be reached, but rather something that we measure.

We measure fidelity to improve implementation.

Fidelity can be measured in multiple ways and throughout the drivers.

Implementation Drivers

Fidelity

Coaching

Systems Intervention

Training

Competency Drivers

Organization Drivers

Facilitative Administration

Selection

Integrated & Compensatory

Decision Support Data System

Leadership

©Fixsen & Blase, 2008

Early Intervention Service Delivery: Coaching Across Settings

Fidelity of Implementation
in Early Intervention Infant Toddler Programs

Fidelity of Implementation

Fidelity refers to measuring the degree to which staff are able to use practices as intended.

~ National Implementation Research Network

Fidelity Threshold Score

- important for understanding whether providers are implementing practices sufficiently to achieve intended child and family outcomes.

- predetermined level on a fidelity tool that distinguishes between practitioners not demonstrating and those demonstrating adequate practice implementation.

- identifies practitioners who may need more support and practice to reach fidelity and those whose support could be reduced.

~ Center for IDEA Early Childhood Data Systems and Early Childhood TA Center

In Pennsylvania Early Intervention Infant Toddler programs, fidelity of implementation is measured using the Family Guided Routines Based Intervention (FGRBI) Key Indicator Checklist.

The FGRBI Key Indicator Manual and
Key Indicator Checklist can be found
at fgrbi.com

FGRBI for Providers > Resources for Providers > Caregiver Coaching
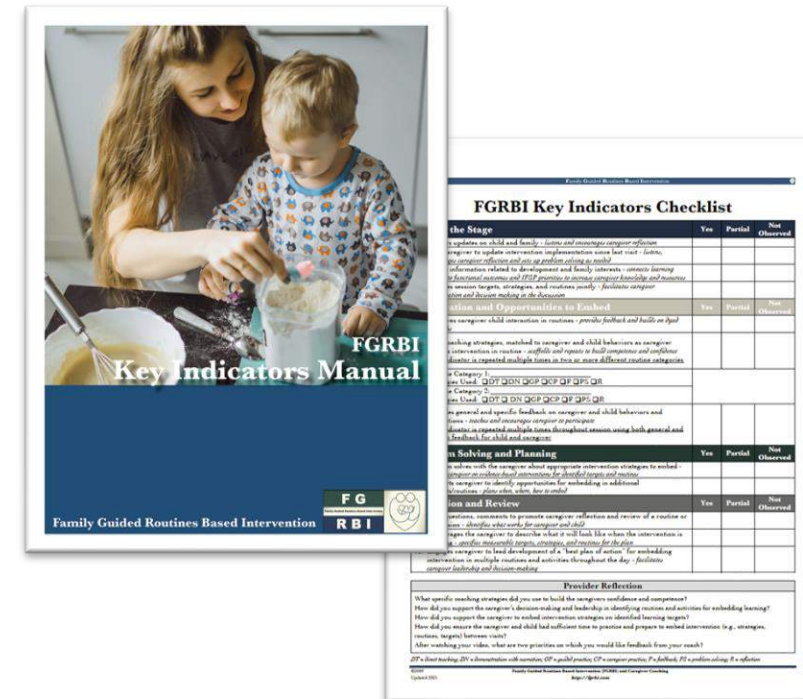
The Manual needs to be used in conjunction with the Key Indicator Checklist

Early Intervention Service Delivery: Coaching Across Settings

75% or higher is the fidelity threshold score
in order for Early Intervention Infant Toddler Special Instructors and Therapists
to receive a certificate of endorsement from OCDEL as an **Early Intervention Coach**.

We strive for fidelity of implementation in Early Intervention to assure
children and families across our programs receive consistent services
from all providers and that the services delivered are based on
scientific research and recommended practices.

Important Messages for Individuals Working Toward Fidelity

Learning to use FGRBI Key Indicators helps you to support families

Getting to and maintaining fidelity is a journey

Demonstrating fidelity is not a pass or fail process

Keep working to improve your practice
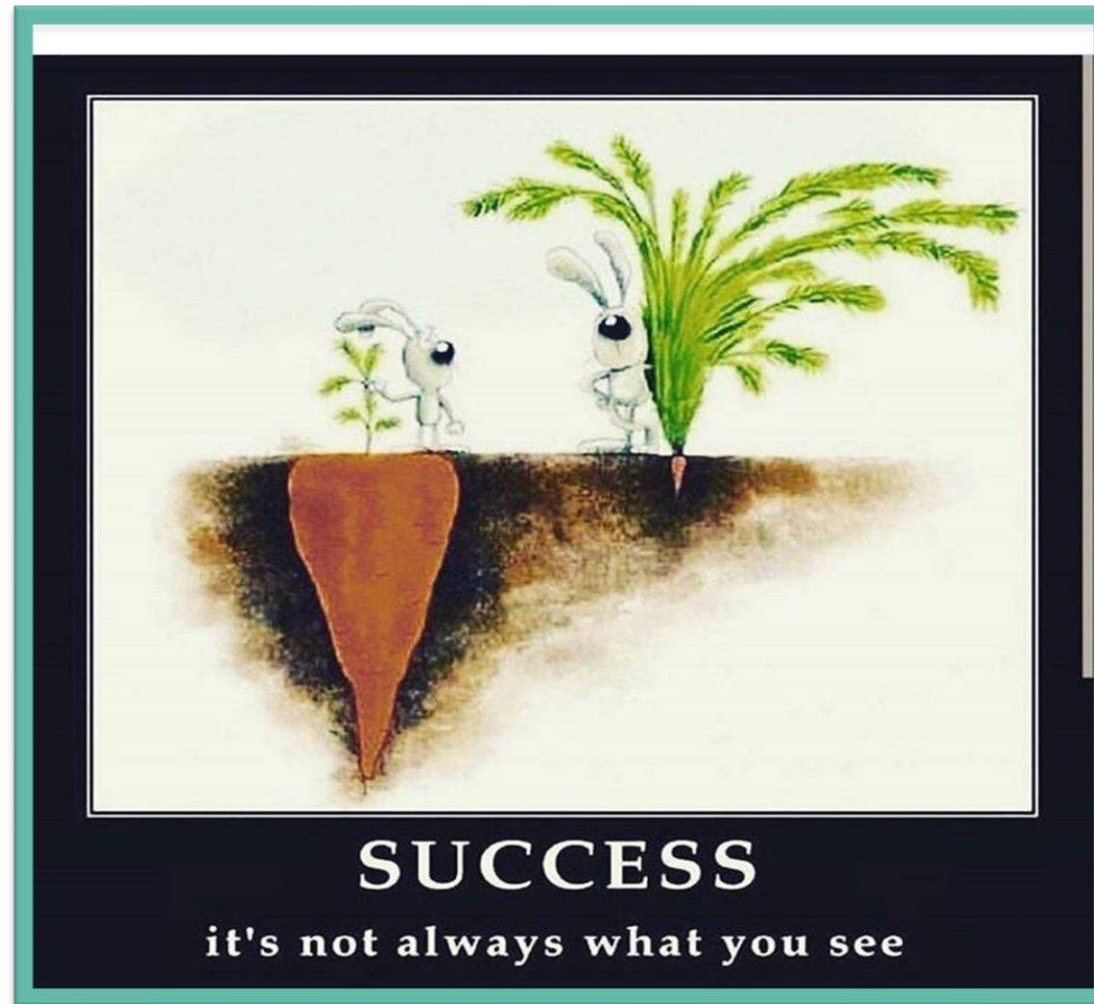
EARLY INTERVENTION COACH

- *has reached fidelity in working with families utilizing the FGRBI Key Indicator Checklist*
- *has the knowledge and skills essential to engage families and apply FGRBI principles and practices in their home visits*
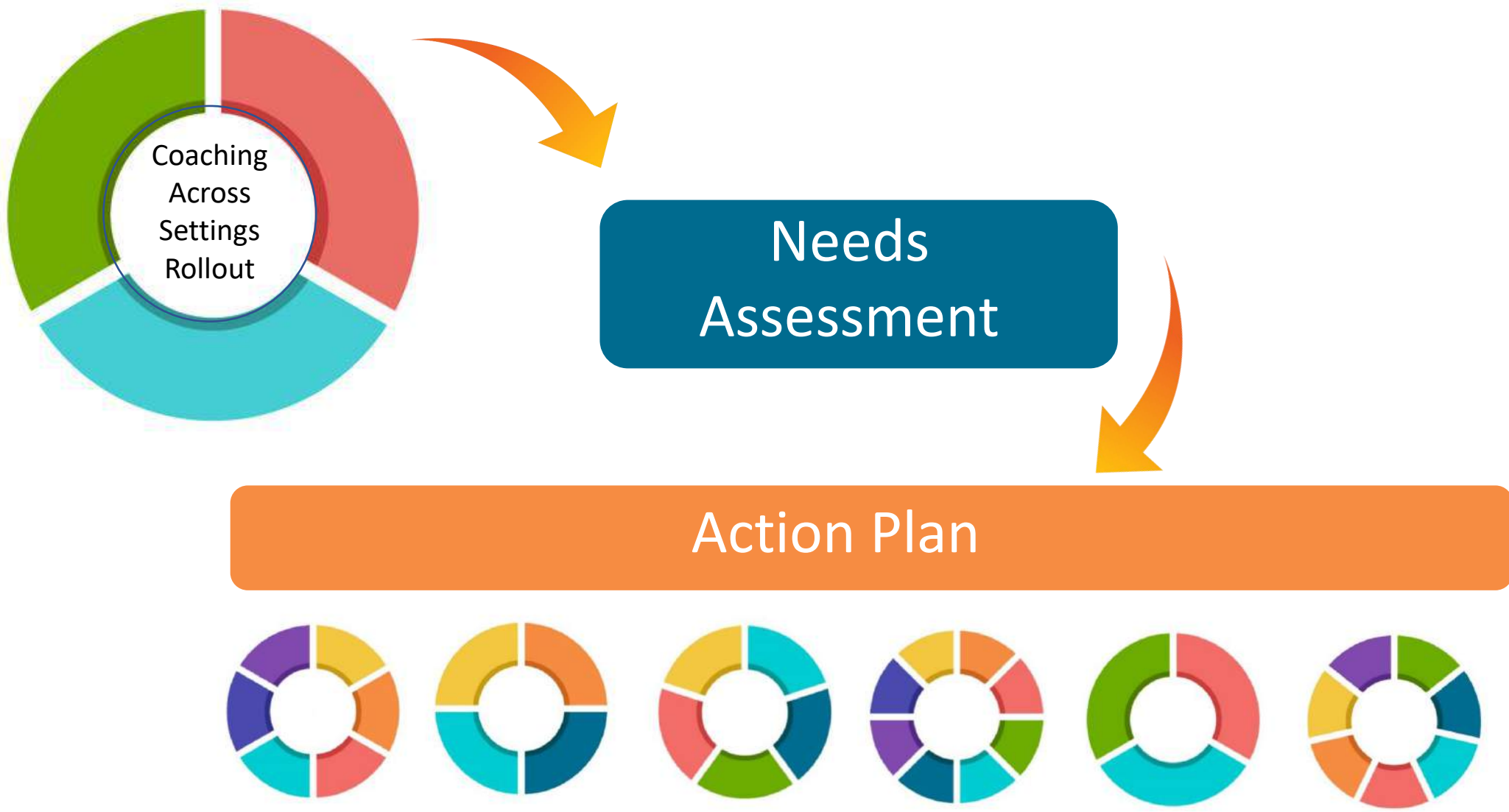
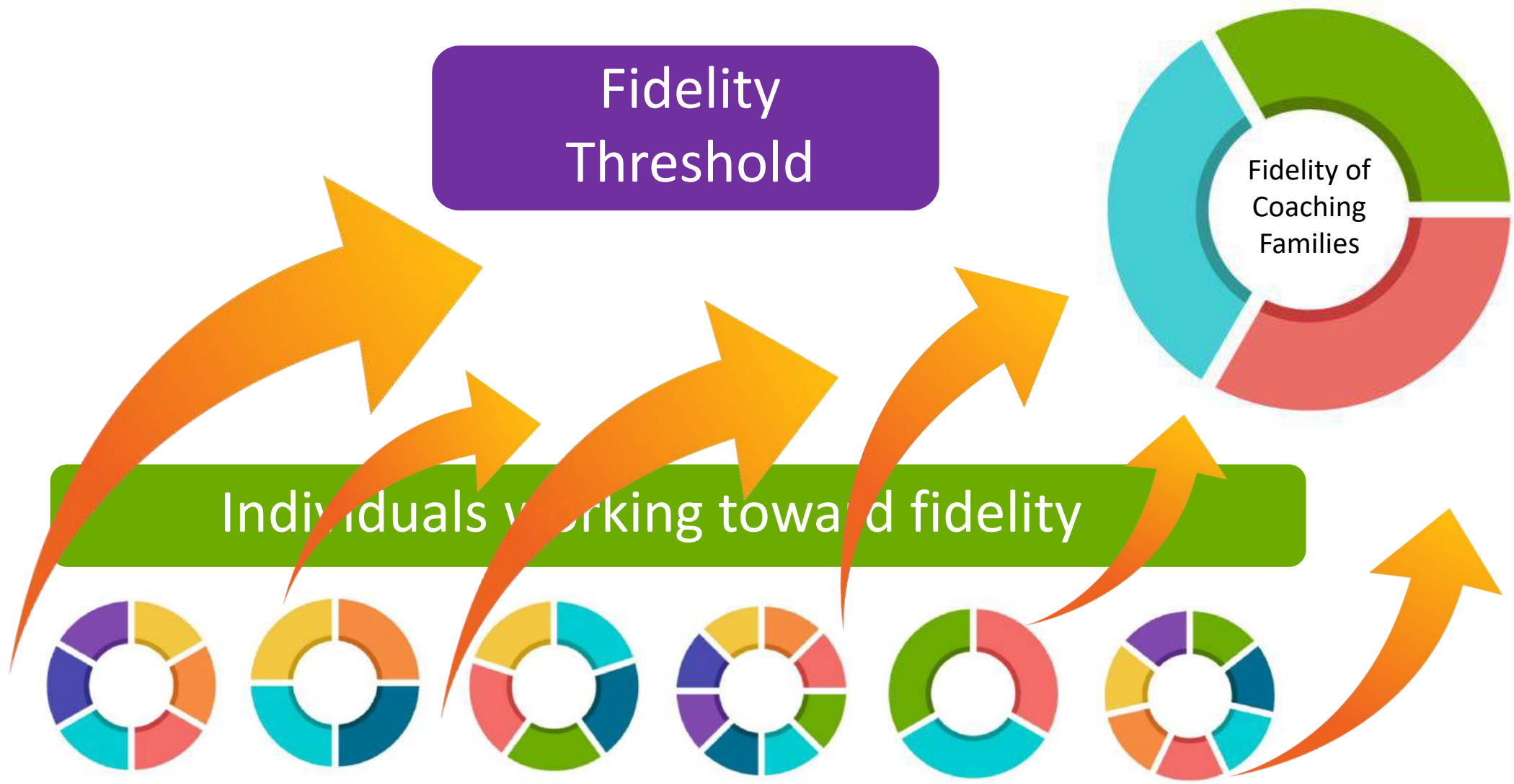Early Intervention Service Delivery: Coaching Across Settings

Coaching Across Settings Rollout

Needs Assessment

Action Plan

Fidelity Threshold

Fidelity of Coaching Families

Individuals working toward fidelity

Key Messages

- There are common elements for all counties, but individual needs of each county influence the action plan. *No two plans are exactly alike.*

- Everyone is held to the same standard of fidelity, but individual strengths, skills, previous training, and level of commitment influence the journey and the amount of time.
No two journeys are exactly alike.

What Can I Do?

CLT

Accept that challenges are complex

Pace the speed of your work

Slow down to speed up!

Trust that solutions are always available

Focus the right attention and intention

Source: McKinsey & Company

Our Task

Focus the right attention and intention

Implementation Drivers

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Adaptive   Technical   ©Fixsen & Blase, 2008

Early Intervention Service Delivery: Coaching Across Settings
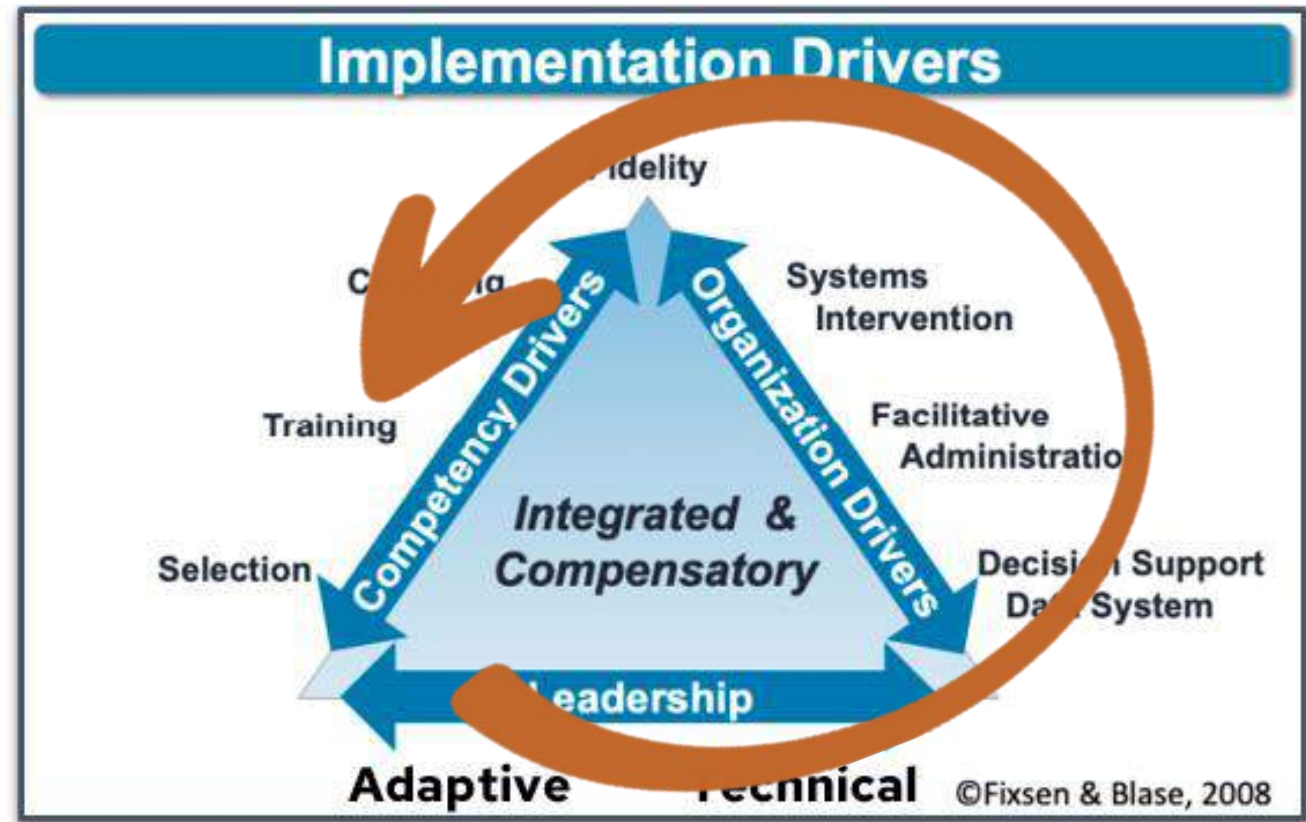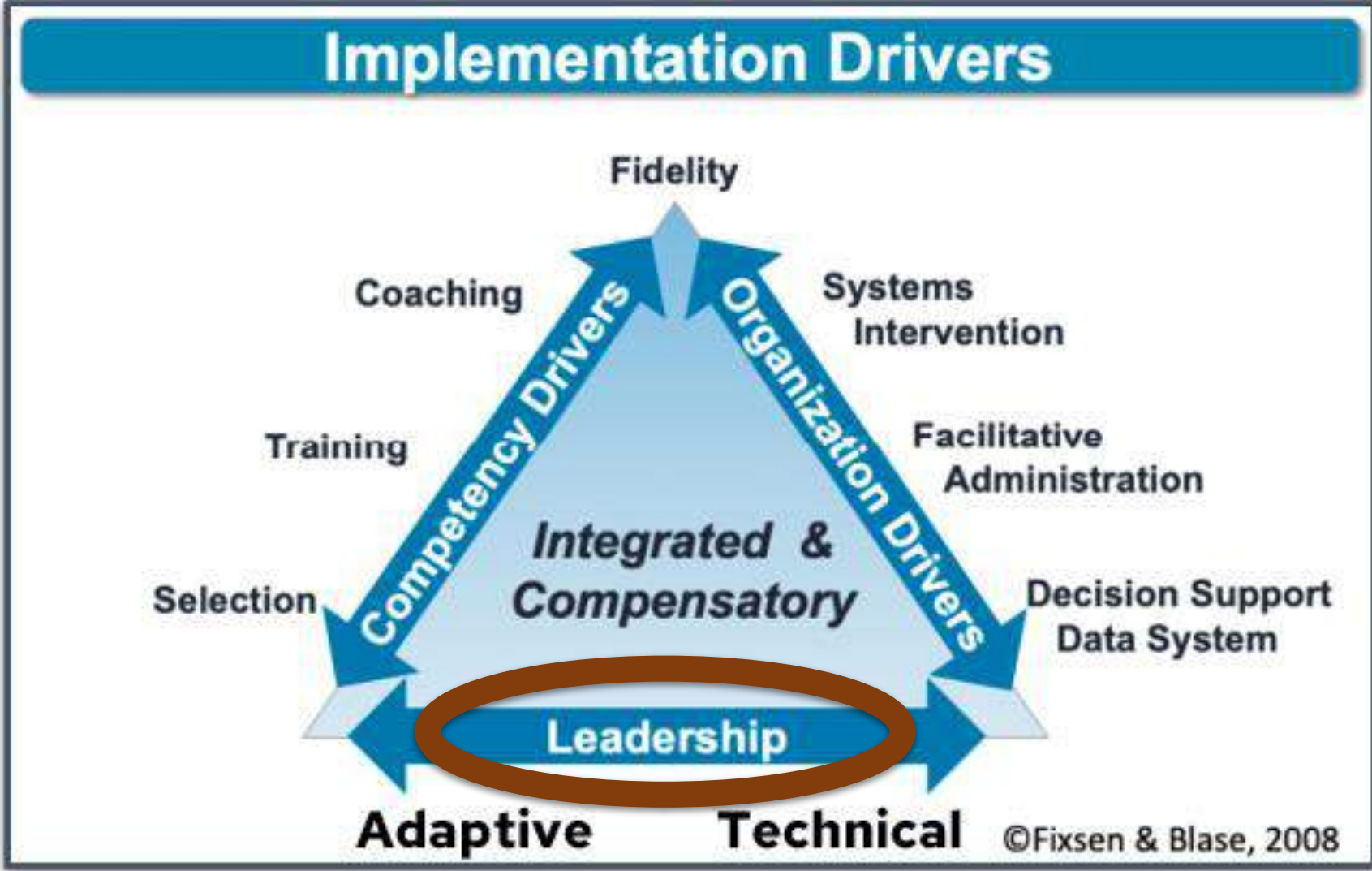
Change is hardest at the beginning, messiest in the middle and best at the end.

Robin S. Sharma

Shift from technical to adaptive leadership

First Steps in Professional Development

Early Intervention Service Delivery: Coaching Across Settings

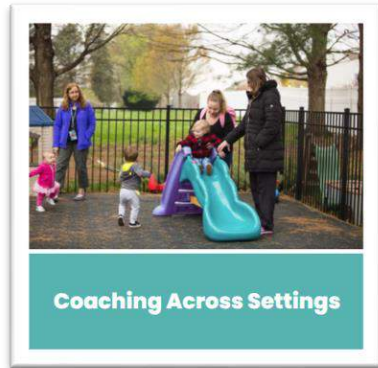GET STARTED   DETAILS ∨

Family Guided Routines Based Intervention (FGRBI)

❖ OCDEL Announcement EI-20-03

❖ Coaching Defined

❖ EI Principles in Practice

❖ What is FGRBI?

❖ Functional Participation Based Outcomes

❖ Embedded, Evidenced Based Instruction

How to access the courses

www.eita-pa.org

Coaching Across Settings

Access the Service Delivery Course

Access the FGRBI Course

Professional Development Resources

| Early Intervention Service Delivery: Coaching Across Settings | Family Guided Routines Based Intervention (FGRBI) |

Pennsylvania Videos

Providers' Perspective on Coaching Families and FGRBI

Why FGRBI?

Families Taking the Lead on FGRBI

Refining Practice through Video Reflection
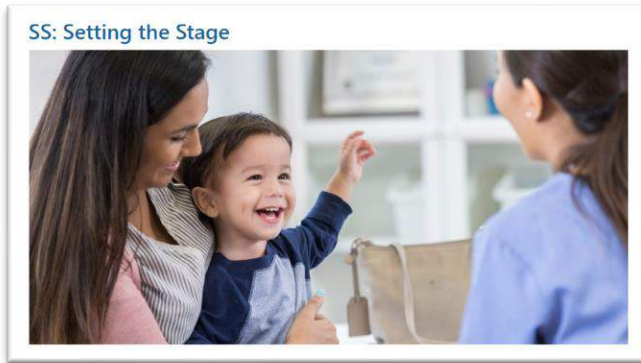
Using Video Reflection to take a Step Back

Web Resources

Family Guided Routines Based Interventions: Resources for EI providers that promote their ability to coach caregivers to engage their children in learning as they participate in everyday routines and activities.

Early Intervention Strategies for Success: Resources for Service Coordinators including tips, insights, and practical strategies to incorporate coaching in their work.

Anita Zucker Center for Excellence in Early Childhood Studies: Resources for practitioners supporting early care and education programs on topics including embedded instruction.

Announcement EI-20-03, Early Intervention Service Delivery: Coaching Across Settings: Establishes the vision and expectations for how EI services are to be delivered in PA.

Early Intervention Service Delivery: Coaching Across Settings

SS: Setting the Stage

The "Why?" Q

Celebrating the launch of our very own Pennsylvania SS-OO-PP-RR and Family 5Q Modules

"That is very exciting news!! Can't wait to take a peek."

"Thank you for sharing! That is a huge accomplishment and one to celebrate!"

What a monumental milestone in such a short amount of time from when we began in 2020! Thank you all for your dedication to this project and prioritizing PA providers!

Melissa Gentner, MS, CCC-SLP
Speech-Language Therapist
FGRBI Provider Coach

Ashleigh Creighton, MOT, OTR/L
Occupational Therapist
PA Early Intervention Coach, Endorsed Training and Development Coordinator, Early Intervention Specialists, Inc.

Bobbie Goss
Compass Community Connections
Director of Early Intervention
FGRBI Provider Coach

Early Intervention Service Delivery: Coaching Across Settings

What are Some Current Training Paths?

Professional Learning Communities PLCs

- Purpose:
  - Provide content knowledge and basic application practices of FGRBI & Caregiver Coaching for community providers

- Sequence:
  - Pre & Post Home Visit assessment On-line modules and webinars prior to group sessions
  - 6 months of small group PLC applying Coaching Practices

Trio Sessions

- Purpose:
  - Provide context for Trainee Coach development of knowledge and skills
  - Provide knowledge and practice of FGRBI & Caregiver Coaching to fidelity for champions, potential coaches, providers interested in immersive PD

- Sequence:
  - Torsh Portal Steps 1-3 (self directed, online including modules) Trio coaching for minimum of 2 videos may be extended if not at fidelity

Early Intervention Service Delivery: Coaching Across Settings

PLC Session:

Learn About It

Prior to the Session:
- Participants collect and submit short clips demonstrating implementation of 2-3 indicators and receive written feedback including celebration of observed strengths and coaching to increase capacity from reliable coder

During the Session:
- First 45 minutes – welcome, check in, participant Key Indicator video clip review and discussion
- Remaining hour and 15 minutes – new content review supported by video examples; application activities; challenge question review; instructions for video recording and due dates for clips shared
- Between sessions – providers practice Key Indicators, record and share clips of their practice

Session Length – 2 hours in person via zoom

Trio Session:

Learn About It

Prior to session:
- One trio member records a full session, uploads it to TORSH and completes a self assessment.
- Provider Coach or Trainee and Master Coaches code the video for fidelity, add comments to support the trio's understanding, and shares the video with additional trio members to watch.

During the session:
- Session is reviewed following a predictable agenda.
- Coding and strengths are reviewed for each component of the SSOOPPRR cycle.
- Trio members are engaged in reflection and discussion
- Video owner is supported to set coaching goals

Session length: 1 hour in person via zoom, 1 hour prep

Early Intervention Service Delivery: Coaching Across Settings

Would you like some additional Trio Session Information?

Early Intervention Service Delivery: Coaching Across Settings

What does it take to provide these opportunities at a county or agency level?

Professional Learning Communities (PLCs)	Trio Sessions
• Training of trainers (knowledge and understanding of FGRBI framework) • Trainers must be able to provide feedback for skill improvement • Reliable video coders	• Trainee Coach and Master Coach (MC) or a Provider Coach(PC) • PCs and MCs demonstrate knowledge and understanding of FGRBI framework and can provide feedback for skill improvement • PCs and MCs are reliable video coders

The Coach Training Sequence

The following competency-based professional development sequence is designed to
- ensure that coaches have the knowledge and skills to coach peers implementing FGRBI to achieve and maintain fidelity
- offer professional development to other team members on the approach within their county or agency

Early Intervention Service Delivery: Coaching Across Settings

TRAINEE COACH

Trainee

T

- *meets and maintains fidelity in working with families as an Early Intervention Coach*
- *has the skills and interest to be a Provider Coach*
- *is working with a Master Coach to develop competence to coach providers to reach fidelity as Early Intervention Coaches working with families*

Early Intervention Service Delivery: Coaching Across Settings

PROVIDER COACH

Provider

P

- *meets and maintains fidelity as both an Early Intervention Coach and Provider Coach*
- *is able to support providers to reach and maintain fidelity as Early Intervention Coaches working with families*

Early Intervention Service Delivery: Coaching Across Settings

MASTER COACH

Master

M

- *meets and maintains fidelity as both an Early Intervention Coach and Provider Coach*
- *is able to identify and coach Trainee Coaches*
- *has a role in supporting Provider Coaches*
- *has a role in reporting and monitoring fidelity of Early Intervention Coaches and Provider Coaches*

Early Intervention Service Delivery: Coaching Across Settings

pennsylvania
OFFICE OF CHILD DEVELOPMENT
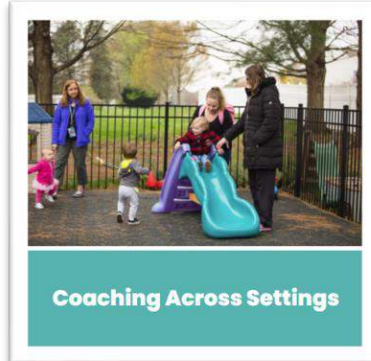AND EARLY LEARNING

Key Messages

- Many of the trainings done in the past have prepared us to move forward

- We aren't starting over; we're building upon the skills and knowledge that we already have

- New trainings available allow us to move forward with Coaching as a state in a way that is evidence based and consistent across counties and programs.

Find resources here!

www.eita-pa.org

Coaching Across Settings

Access the Service Delivery Course

Access the FGRBI Course

Professional Development Resources

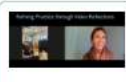| Early Intervention Service Delivery: Coaching Across Settings | Family Guided Routines Based Intervention (FGRBI) |

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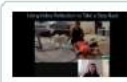- Providers' Perspective on Coaching Families and FGRBI
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Coaching Corner

Coaching Corner Newsletter

Supporting Families and Caregivers (February 2022)

Sign up here to get the Coaching Corner delivery to your inbox!

First Name *
First Name

Last Name *
Last Name

Email *
Email

Organization *
Organization

I work in: *
Infant/Toddler Early Intervention

My current role is: *
Audiologist

Send

Archived Coaching Corner Newsletters

- Power of Observation (October 2021)
- A Pocketful of Intervention Strategies (November 2021)
- Identifying and Utilizing Routines for Learning: The Child's Perspective (December 2021)
- Everything FGRBI (January 2022)

Sign up for monthly coaching newsletter!

Early Intervention Service Delivery: Coaching Across Settings

Facilitated Discussion Session

❖ Take a quick break and return to your assigned room.

❖ Promptly start at 3:00.

A leader is one who knows the way, goes the way, and shows the way.

~John C. Maxwell