2021-2022

NMCAA EHS Coaching Report

2021-2022

EHS Coach: Marissa Larson

**Coaching Timeline**

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| **Date** | **Task** | **Completed** |
|  | **Summer Quarter of Program Year 20-21**  **(June, July, August)** |  |
| July 27th, 2021 | Emailed eligible staff the Practice Based Coaching Needs Assessment |  |
| August 6th, 2021 | All PBC Needs Assessments due to Coach. |  |
| August 9th, 2021 | Quarterly Coaching Newsletter emailed to eligible EHS Staff. |  |
| August 10th, 2021 | Coaching Implementation Team Meeting (Zoom) |  |
| August 11th, 2021 | Each CFS much have a scheduled date with Coach to completed Shared Goal and Action Form. |  |
| August 25th, 2021 | Comprehensive Practice Based Coachees will be selected. |  |
| August 30th, 2021 | Group Professional Development Collaborative (1st of 4 meetings) Zoom |  |
|  | **Fall Quarter of Program Year 21-22**  **(September, October, November)** |  |
| September 13th, 2021 | Step 1: Shared Goal and Action Plan Completed for all eligible CFS. |  |
| October 25th, 2021 | Group Professional Development Collaborative (2nd of 4 meetings) Zoom |  |
| October 25th, 2021 | EHS Academy |  |
| November 15th, 2021 | Coaching Newsletter sent to EHS Staff |  |
| Month of November | Check-Ins: Reflection and Feedback for Individual Professional Development Goals. |  |
|  | **Winter Quarter of Program Year 21-22**  **(December, January, February)** |  |
| December-February, 2022 | Check-Ins: Reflection and Feedback for Individual Professional Development Goals. |  |
| January 14th, 2022 | Coaching Implementation Teaming Meeting (Zoom) |  |
| January 24th, 2022 | Group Professional Development Collaborative (3rd of 4 meetings) Zoom. |  |
| January 24th, 2022 | EHS Academy |  |
| February 25th, 2022 | Coaching Newsletter sent to EHS Staff |  |
|  | **Spring Quarter of Program Year 21-22**  **(March, April, May)** |  |
| March-May, 2022 | Check-Ins: Reflection & Feedback and finalize goal progress for program year with Individual Professional Development Goals. |  |
| May 23rd, 2022 | Group Professional Development Collaborative  (4th of 4 meetings) Zoom. |  |
| May 30th, 2022 | Coaching survey sent out to all participating CFS |  |
|  | **Summer Quarter of Program Year 21-22**  **(June, July, August)** |  |
| June, 2022 | Finish Reflection and Feedback and Finalize Goal Progress |  |
| June 1st, 2022 | PAT/HOVRS Observations Completed |  |
| June 1st, 2022 | EHS Coaching Newsletter sent to EHS Staff |  |
| June 24th, 2022 | Coaching Implementation Team Meeting (Zoom) |  |

**Practice Based Coaching Professional Development Survey Results**

As of August 2021, 21 eligible EHS Child Family Specialists participated in the Coaching Program Year 2021-2022.

**Professional Development Options:**

The Practice Based Coaching Professional Development Survey is individually scored based on Child Family Specialist (CFS) response to the following questions.

1. How often a Child Family Specialist thinks they are using the top 9 chosen practices from HOVRS and Parents as Teachers Curriculum.
2. If the CFS feels they want to make a change to how they implement the 9 chosen practices.
3. If the CFS wants to participate in Comprehensive Coaching, Group Professional Development Collaborative, or Individual Professional Development Goal Setting.
4. Length of career as an NMCAA EHS Child Family Specialist.

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| **Practice Based Coaching Developmental Survey Data** |
| **Survey Scores** |
| * Average Score from the survey: 9 * Most common score: 5 * Highest score: 23 * Lowest Score: 3   \*Highest score possible is a 31.  \*Lowest score possible is a 3. |
| **Chosen Coaching Models** |
| * Comprehensive coaching: 1 CFS * Group Professional Development Collaborative: 8 CFS * Individual Professional Development: 12 CFS |

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|  | **Chosen Home Visiting Practices** | **HOVRS or PAT** | **Number of Staff chose practice** |
| 1. | At every visit, I complete/update the milestones. (#36) | PAT | 5 |
| 2. | At every visit, I use the Parent Educator Resource(s) to choose at least 2 key points of information to share. (#5) | PAT | 5 |
| 3. | I promote parent-child interaction by describing, linking to this child’s development, and expanding to other ways and places to do something similar. (C2) | HOVRS | 2 |
| 4. | At every visit, I discuss one or more of the 7 developmental topics: sleep, attachment, discipline, health, transitions/routines, safety, nutrition. (#17) | PAT | 2 |
| 5. | I get information from open-ended or follow-up questions and use the information to increase effectiveness of home visit. (A3) | HOVRS | 1 |
| 6. | I encourage or reinforce and prompt positive parent-child interactions. (C5) | HOVRS | 1 |
| 7. | PAT #19At every visit I explore the family’s perspective on their own welling being, including their personal resources. | PAT | 1 |
| 8. | I engage the family in the discussion of how the visit went. (#25) | PAT | 1 |
| 9. | I use home materials and routines and guide parents to identify new uses for household materials to support child’s development. (C6) | HOVRS | 1 |
| 10. | I frequently facilitate parent-child interactions and support interactions as needed without interrupting. (C1) | HOVRS | 1 |
| 11. | I plan the next visit with the parent, and help the parent decide on activities, materials, & who will provide them. (A1) | HOVRS | 1 |

\*Practices highlighted in blue appeared on the Practice Based Coaching Needs Assessment. \*

**NMCAA EHS Coaching Program Year Results**

17 staff members completed a full program year of professional development. Reduction in completed goals is due to CFS job changes.

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| **Professional Development Format** | **Completed PD Process** | **Achieved PD Goal** | **Progressing w/PD Goal.** |
| Comprehensive PBC | 1 |  | 1 |
| GPDC | 8 | 7 | 1 |
| Individual | 8 | 7 | 1 |

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***Professional Development Survey******Results***

*14 of 16 eligible staff completed survey.*

**75%** of eligible CFS achieved their goal.

**100%** of CFS felt they were accountable to themselves through the goal setting and implementing process.

**100%** of CFS found the EHS Coach supportive to their professional development process.

**64%** of CFS surveyed plan on choosing the Individual Professional Development Option for 2022-2021 Program year.

**36%** of CFS surveyed plan on choosing the Group Professional Development Option for 2022-2032 Program year.

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**Professional Development Survey Results**

The Group Professional Development Survey was sent to eight CFS who participated in GPDC. Individual Development Survey was sent to CFS who participated in Individual Professional Development and Comprehensive Practice Based Coaching. Results were combined.