

Baker Systems Coaching Teams Professional Learning Plan 2015-2017

Long Term Goal: Baker coaching teams (triads) will build school-wide capacity for 4-step problem-solving

Long Term Objectives:

1. Understand the critical components of MTSS, systems coaching, and 4-step problem-solving
2. Apply strategic data-based systems coaching skills necessary to support implementation of the 4-step problem-solving process with integrity
3. Develop skills to train and support school-based leadership teams and staff to implement the 4-step problem solving process with integrity
4. Possess the skills necessary to model, coach, provide feedback, and evaluate the implementation of the 4-step problem-solving process by teams and staff to proficiency

Planning		Learning & Implementation (PL Activities)			Evaluation	
Needs Assessment Data	Resources	Content/Focus	Format/Type	Participant Learning Outcomes (Knowledge, Skills, Beliefs, Practices)	Evaluation	Homework/Follow Up
<p><u>June 25, 2015 (Day 1)</u></p> <ul style="list-style-type: none"> • Perceptions of Skills Survey • Anecdotal Data Collected via DLT Planning Meetings 	<ul style="list-style-type: none"> • Advanced readings: Systems Coaching & PSing Documents • Survey Monkey & Graphs • PS/Rtl Training Materials, Activities & Staff • DLT Supports • Sample school-level data 	<ul style="list-style-type: none"> • New Roles, Tasks & Coaching Initiative • P. of Skills Data Discussion • PS Step 1: Problem Identification • PS Step 2: Problem Analysis • PS Step 3: Ix Design • PS Step 4: Rtl 	<ul style="list-style-type: none"> • Face-to-Face Didactic Instruction • Large Group Discussions on Advanced Readings • Small Group Problem Solving Practice Activities • Independent Skill Application • Reflection Questions & Share Out 	<ol style="list-style-type: none"> 1. Understand the critical components of MTSS and support others in its implementation 2. Understand, apply, and support others to engage in the 4-step problem-solving process for decision making for large groups 3. Understand and apply best practices in systems coaching for MTSS 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Skill Assessment 	<ul style="list-style-type: none"> • Overnight Reflection

Needs Assessment Data	Resources	Content/Focus	Format/Type	Participant Learning Outcomes (Knowledge, Skills, Beliefs, Practices)	Evaluation	Homework/Follow Up
<p><u>June 26, 2015 (Day 2)</u></p> <ul style="list-style-type: none"> • Perceptions of Skills Survey • Anecdotal Data Collected via DLT Planning Meetings • Day 1 Skill Assessment Data • Day 1 Reflection & +/-Δ Questions 	<ul style="list-style-type: none"> • PS/Rtl Training Materials, Activities & Staff • DLT Supports • IC Skills Observation Guide & Components Review • Feedback Observation Guide & Components Review 	<ul style="list-style-type: none"> • Day 1 Reflections • Skill Assessment Trends Review • Teaming, Coaching, & Facilitation Skills • Coaching Around High Probability Barriers to PSing • Team Planning for SY 15-16 	<ul style="list-style-type: none"> • Face-to-Face Didactic Instruction • Large Group & Team Discussions • Role Play w/ Observation & Feedback • Action Plan Development • Reflection Questions & Share Out 	<ol style="list-style-type: none"> 1. Understand best practices in professional learning and job-embedded coaching 2. Begin utilizing teaming, interpersonal communication, and feedback skills to facilitate coaching conversations 3. Begin applying strategic data-based coaching skills necessary to support implementation of the 4-step problem-solving process with integrity 4. Begin incorporating best practices in teaming, collaboration, and problem-solving to begin drafting school-based coaching plan for SY 15-16 	<ul style="list-style-type: none"> • Training Evaluation • Reflection & +/-Δ Questions • SY 15-16 Team Planning Convos 	<ul style="list-style-type: none"> • Interpersonal Communication Skill Module • Feedback Skills Module • Reflection Journals
<p><u>September 30, 2015</u></p> <ul style="list-style-type: none"> • Module Completion Data • Graphed Skill Assessment Data 	<ul style="list-style-type: none"> • Skill Assessment Graphs • DLT Supports • PS/Rtl Training Materials, Activities & Staff • Example Ix Form 	<ul style="list-style-type: none"> • Review of On-line training modules • Review of skill assessment data • 4-step PS guided practice • Team PS using school-level data • Next Steps & Team Planning 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group & Team Discussions • Whole Group PS Guided Practice Activity • Rtl Practice Activity w/ Red, Yellow, & Green Answer Cards • Reflection Questions & Share Out 	<ol style="list-style-type: none"> 1. Review/discuss Interpersonal Communication and Providing/Receiving Feedback skills 2. Understand, apply, and support others to engage in the 4-step problem-solving process for decision making for large groups 3. Practice team facilitation skills during PS 4. Begin drafting school-based coaching plan for SY 15-16 	<ul style="list-style-type: none"> • Training Evaluation • Reflection & +/-Δ Questions • SY 15-16 Team Planning Convos 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice • Continued Development of PSing Plans • Preparation for Upcoming Virtual Coaching Session

Needs Assessment Data	Resources	Content/Focus	Format/Type	Participant Learning Outcomes (Knowledge, Skills, Beliefs, Practices)	Evaluation	Homework/Follow Up
<p><u>November 4, 2015 Virtual Coaching Session</u></p> <ul style="list-style-type: none"> Participant Feedback DLT Feedback 	<ul style="list-style-type: none"> Adobe Connect & Conference Line DLT Reminder(s) Coaching Scenarios 	<ul style="list-style-type: none"> Team Updates Q & A Troubleshooting Cross-Coaching PSing Practice Opportunities w/Feedback 	<ul style="list-style-type: none"> Virtual Large Group & Team Discussions Whole Group PS Guided Practice Activity Reflection Questions & Share Out 	<ol style="list-style-type: none"> Discuss team progress on problem-solving implementation Provide opportunities for teams to ask questions, share strategies, troubleshoot barriers, and provide targeted assistance Provide opportunities to practice problem-solving skills with real-time feedback as needed 	<ul style="list-style-type: none"> Reflection & +/- Questions Anecdotal Participant Feedback 	<ul style="list-style-type: none"> Ongoing PSing Team Practice
<p><u>December 2, 2015 Virtual Coaching Session</u></p> <ul style="list-style-type: none"> Participant Feedback DLT Feedback 	<ul style="list-style-type: none"> Adobe Connect & Conference Line DLT Reminder(s) Coaching Scenarios 	<ul style="list-style-type: none"> Team Updates Q & A Troubleshooting Cross-Coaching PSing Practice Opportunities w/Feedback 	<ul style="list-style-type: none"> Virtual Large Group & Team Discussions Whole Group PS Guided Practice Activity Reflection Questions & Share Out 	<ol style="list-style-type: none"> Discuss team progress on problem-solving implementation Provide opportunities for teams to ask questions, share strategies, troubleshoot barriers, and provide targeted assistance Provide opportunities to practice problem-solving skills with real-time feedback as needed 	<ul style="list-style-type: none"> Reflection & +/- Questions Anecdotal Participant Feedback 	<ul style="list-style-type: none"> Ongoing PSing Team Practice
<p><u>January 14, 2016</u></p> <ul style="list-style-type: none"> School Level Tier 1 PSing Plans Participant Feedback from Virtual Coaching Sessions DLT Feedback 	<ul style="list-style-type: none"> PSing Video & Sample Observation Checklist SAM Data Observation Checklist Audio/Visual Equipment 	<ul style="list-style-type: none"> Review of school PS plans Procedural Fidelity PS Team Meeting Observation Checklist PS video PS around SAM results 	<ul style="list-style-type: none"> F2F Didactic Instruction Large Group & Team Discussions Whole Group PSing Observation Practice w/ Video Guiding Questions 	<ol style="list-style-type: none"> Review school PS plans developed Sept. 30 Increase understanding of Procedural Fidelity Apply Observation Checklist to PS video Review facilitation skills Review District/School SAM results, provide input, develop action plans 	<ul style="list-style-type: none"> Reflection & +/- Questions Training Evaluation Systems Coaching Survey (SCS) 	<ul style="list-style-type: none"> Preparation for upcoming virtual coaching sessions Ongoing PSing Team Practice

Needs Assessment Data	Resources	Content/Focus	Format/Type	Participant Learning Outcomes (Knowledge, Skills, Beliefs, Practices)	Evaluation	Homework/Follow Up
<p><u>March 2, 2016</u> <u>Virtual Coaching Session</u></p> <ul style="list-style-type: none"> • Participant Feedback • DLT Feedback 	<ul style="list-style-type: none"> • Adobe Connect & Conference Line • DLT Reminder(s) • Systems Coaching Survey Responses 	<ul style="list-style-type: none"> • Team Updates • Q & A • Troubleshooting • Cross-Coaching • Systems Coaching Survey Data Review 	<ul style="list-style-type: none"> • Virtual • Large Group & Team Discussions • Whole Group Systems Coaching Survey Review w/Guiding Questions • Reflection Questions & Share Out 	<ol style="list-style-type: none"> 1. Discuss team progress on problem-solving implementation 2. Provide opportunities for teams to ask questions, share strategies, troubleshoot barriers, and provide targeted assistance 3. Provide opportunities to practice problem-solving skills with real-time feedback as needed 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Anecdotal Participant Feedback 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice
<p><u>April 6, 2016</u> <u>Virtual Coaching Session</u></p> <ul style="list-style-type: none"> • Participant Feedback • DLT Feedback 	<ul style="list-style-type: none"> • Adobe Connect & Conference Line • DLT Reminder(s) • Coaching Scenarios 	<ul style="list-style-type: none"> • Team Updates • Q & A • Troubleshooting • Cross-Coaching • PSing Practice Opportunities w/Feedback 	<ul style="list-style-type: none"> • Virtual • Large Group & Team Discussions • Whole Group PS Guided Practice Activity • Reflection Questions & Share Out 	<ol style="list-style-type: none"> 1. Discuss team progress on problem-solving implementation 2. Provide opportunities for teams to ask questions, share strategies, troubleshoot barriers, and provide targeted assistance 3. Provide opportunities to practice problem-solving skills with real-time feedback as needed 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Anecdotal Participant Feedback 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice

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<p><u>May 18, 2016</u></p> <ul style="list-style-type: none"> • SCS Data • DLT Feedback 	<ul style="list-style-type: none"> • District & School Level SCS Results • SCS Guiding Questions • Coaching Factsheet • PS/Rtl Training Materials, Activities & Staff 	<ul style="list-style-type: none"> • Systems Coaching Survey Results • Behavior Data and Problem Solving • Evaluating a Student's RTI: Planned Decision Making 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group & Team Discussions • Guiding Questions 	<ol style="list-style-type: none"> 1. Review Systems Coaching Survey (SCS) data at district and school levels 2. Utilize SCS data to plan for large group and team professional learning needs 3. Review Behavior Data and plan for ongoing professional learning based on needs 4. Practice problem-solving skills using behavior data sources 5. Discuss planned decision making when using student Rtl 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Training Evaluation 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice
<p><u>June 22, 2016 (Day 1)</u></p> <ul style="list-style-type: none"> • SCS Leadership Domain Data • Climate Survey Data 	<ul style="list-style-type: none"> • SCS Survey Data • SCS & Principal Leadership Standards Crosswalk • Action Plan Form • Dr. Amber Brundage 	<ul style="list-style-type: none"> • Review Baker District Mission, Vision, & Expectations of Leadership • Reflections from District Leadership 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group & Team Discussions • Guided Discussion by Tom Hill • Guiding Questions • Team Action Planning 	<ol style="list-style-type: none"> 1. Review Baker District Mission, Vision, & Expectations of Leadership 2. Develop team action plans for evolving roles/responsibilities of leadership team members 3. Review SCS Data 4. Develop team action plans for evolving roles/responsibilities for leadership team members 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Anecdotal feedback from team share-outs 	<ul style="list-style-type: none"> • Overnight Reflection
<p><u>June 23, 2016 (Day 2)</u></p> <ul style="list-style-type: none"> • Reflections from Day 1 	<ul style="list-style-type: none"> • Action Plan Form • Dr. Amber Brundage • Stages of Concern Survey 	<ul style="list-style-type: none"> • ESE Eligibility Issues • Classroom Coaching & PBIS • Teacher Resistance & Buy-in 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group/Team Talk • Team Action Planning 	<ol style="list-style-type: none"> 1. Discuss ESE Eligibility issues 2. Broaden awareness in classroom coaching practices for PBIS implementation 3. Discuss resistance and buy-in issues for MTSS, and develop school- and district-level strategies to secure buy-in 4. Introduction to Early Warning Systems (EWS) 	<ul style="list-style-type: none"> • Reflection & +/- Questions • Training Evaluation 	<ul style="list-style-type: none"> • N/A

Needs Assessment Data	Resources	Content/Focus	Format/Type	Participant Learning Outcomes (Knowledge, Skills, Beliefs, Practices)	Evaluation	Homework/Follow Up
<p>Nov 17, 2016</p> <ul style="list-style-type: none"> • Reflections from June Training • SAM • P. of Skills Survey 	<ul style="list-style-type: none"> • Survey Data • Dr. Shelby Robertson & Pam Sudduth • PS/RtI & PBIS Training Materials 	<ul style="list-style-type: none"> • P of Skills Review • Ix Planning Data & Alignment w/Core • Accessing Resources • Teaming for Efficiency • SAM Review & Action Planning 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group/Team Talk • Team Action Planning 	<ol style="list-style-type: none"> 1. Review Perceptions of Skills Survey & collaboratively action plan based on identified need 2. Increase repertoire of strategies/resources to use data to inform intervention planning & development; 3. Increase knowledge of strategies/resources to ensure alignment of supplemental/intensive supports with core instruction 4. Discuss strategies for teaming efficiency & integration 5. Review District/School SAM results, provide input, & develop school-specific action plans 	<ul style="list-style-type: none"> • Reflection & +/-Δ Questions • Training Evaluation • Anecdotal feedback from team share-outs 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice
<p>February 9, 2017</p> <ul style="list-style-type: none"> • Reflections & Evals from Nov. Training • Participant request for UDL content • Discussions w/DLT 	<ul style="list-style-type: none"> • Gary Pearcy, PS/RtI Project Technology Coordinator • PS/RtI & PBIS Training Materials • PSing Worksheet 	<ul style="list-style-type: none"> • <i>Whole Group</i> – Procedural Fidelity & Tier 3 CCC Intro • <i>Secondary Teams</i> - UDL: resources, access to Tier 1 content, where to start with PL for staff, etc. • <i>Primary Teams</i> – PSing practice w/school data & real time feedback 	<ul style="list-style-type: none"> • F2F Didactic Instruction • Large Group/Team Talk • Team PSing w/ coaching 	<ol style="list-style-type: none"> 1. Review and discuss implementation fidelity within an MTSS and their current role 2. Increase repertoire of strategies, resources, and skills to monitor implementation fidelity 3. Review a checklist to evaluate procedural fidelity of problem solving 4. Practice using the checklist with example data 5. Discuss next steps for incorporating the checklist into practice 6. Become familiar with UDL concepts and Tier 1 UDL resources (secondary teams) 7. Practice problem-solving skills using team-selected data sources (primary teams) 	<ul style="list-style-type: none"> • Reflection & +/-Δ Questions • Training Evaluation • Anecdotal feedback from team share-outs 	<ul style="list-style-type: none"> • Ongoing PSing Team Practice • Tier 3 CCC practice example & scoring rubric • Select 1-2 UDL strategies for Tier 1 implementation