



August 15, 2023

## Using the 5Rs to Be a Champion for Coaches

This viewer's guide provides ideas for using the 5Rs practices to support program coaches through linkages between each of the 5Rs and Practice-Based Coaching (PBC) resources and tools.

Additional helpful resources can be found in the Resources section of this guide.

### Webinar Objectives

- Connect Practice-Based Coaching (PBC) resources and tools to each of the 5Rs
- Explore ways to use 5Rs practices to provide effective coaching supports

Please take a moment to write down what you hope to learn during today's webinar.

### The 5Rs for Early Learning Leaders

Effective early learning leaders:

- Build strong **relationships** with educational staff and use these relationships to build a unified culture, a workplace with trust, collaboration, and belonging.
- Inspire educational staff to meet program goals and objectives by providing **reasons** for policies and practices,
- Are **resourceful**, they use their knowledge, the expertise of education staff and families, and funding to support educators' professional development and growth.
- Engage in **reflective dialogues** to learn how staff, children, and families are doing
- Create formal and informal opportunities to **recognize** big and small wins and encourage the hearts of educational staff

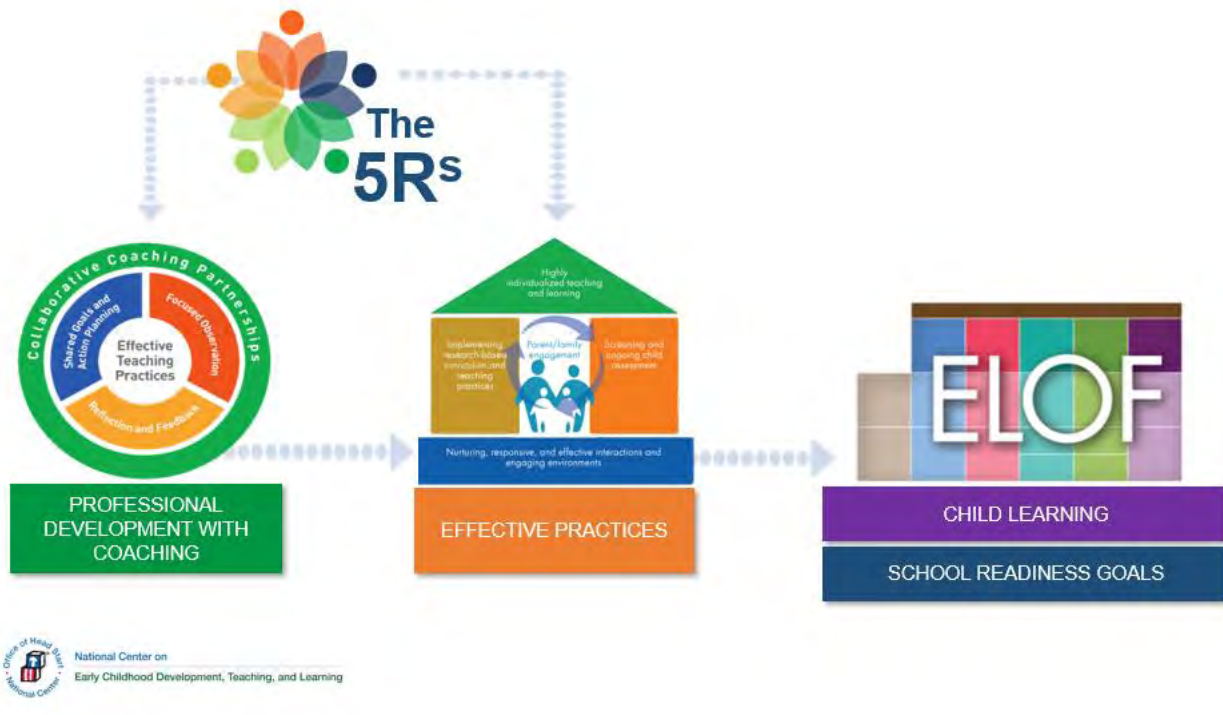


National Center on

Early Childhood Development, Teaching, and Learning

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# The 5Rs and the PBC Theory of Change



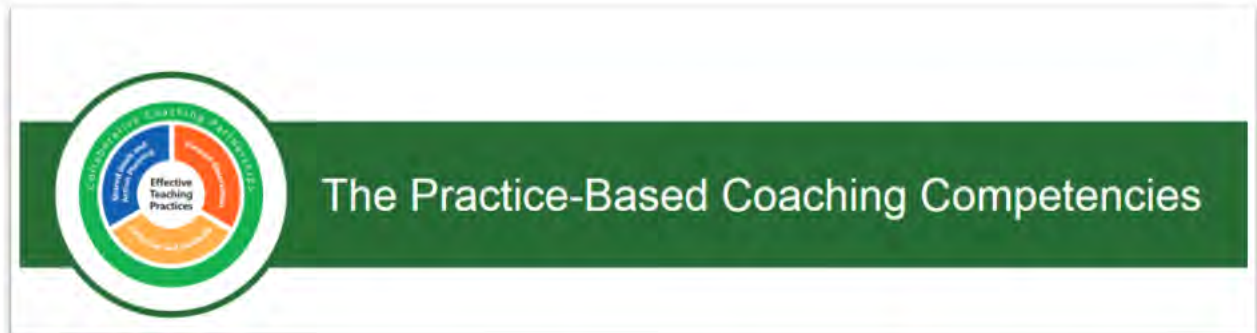
- The 5Rs practices are used by early learning leaders to build and sustain strong ongoing professional development plans, including a coordinated coaching system and individualized professional development plans
- Policies, procedures, and processes designed by learning leaders with 5Rs strategies enable education staff to use effective practices as described in the Framework for Effective Practice
- Effective practice leads to positive outcomes for children as described in the Head Start Early Learning Outcomes Framework and progress toward school readiness goals.

## Notes

# The PBC Coaching Competencies

The Practice-Based Coaching (PBC) Coach Competencies:

- Outline professional skills and practices needed by coaches to effectively support education staff's effective teaching and home visiting practices across all settings
- Define the essential skills and behaviors associated with successful coaching
- Are organized into six domains: Preparation, Collaborative Partnerships, Goal Setting and Action Planning, Focused Observation, Reflection and Feedback, and Professional Development.



Preparation

Focused Observation

Collaborative Partnerships

Reflection and Feedback



Goal Setting – Action Planning

Professional Development



## Notes

# The 5Rs Strategies and PBC Resources and Tools

 <b>5Rs: Responsive Relationships</b>	 <b>PBC Resource and Tools</b>
<b>5Rs Strategy:</b> Honoring and respecting education staff’s needs	<b>PBC Coaching Competency Domain:</b> <u>Preparation</u> > <i>Preparing a coach for coaching work in different settings and collaborating in the context of continuous quality improvement.</i>  <b>PBC Tool:</b> <i>PBC Coach Competencies: Strengths and Needs Assessment</i>
<b>5Rs Strategy:</b> Being available as a trusted resource	<b>PBC Coaching Competencies Domain:</b> <u>Collaborative coaching partnership</u> > <i>Seeks and offers help</i>

## Asking for help can be hard, but new research suggests we underestimate how willing people are to lend a hand.





We shy away from asking for help because: we do not want to bother people; our request is an inconvenience OR that asking for help means that they would appear to be incompetent and unable to effectively do their job.

Research tells us that we underestimate how much people want to help and that people feel happier after helping- we are wired to be prosocial – we are motivated to help others through acts of kindness. We overestimate the rejection of requests for help as well as how much our requests will inconvenience the other person.



Read more: <https://news.stanford.edu/2022/09/08/asking-help-hard-people-want-help-realize/>

### Notes

 <p><b>5Rs: Reason</b></p>	 <p><b>PBC Resource and Tools</b></p>
<p><b>5Rs Strategy:</b> Inspiring conviction to practice by providing the why</p>	<p><b>PBC Theory of Change:</b> Supporting effective practice leading to improved outcomes for children and families</p>



**What are the reasons that inspire our program coaches to coach?**

**How can we connect coaches to their reason or their “why” for coaching?**

 <p><b>5Rs: Resources</b></p>	 <p><b>PBC Resource and Tools</b></p>
<p><b>5Rs Strategy:</b> Create the conditions for educational staff to engage in learning groups to use each other as resources</p>	<p><b>PBC Coaching Competencies Domain:</b> <i>Professional Development &gt; Ongoing professional development that improves coaching practices and supports cultural responsiveness and reflective practice.</i></p>

**How do coaches in our program engage in reflection and peer consultation for their own professional development?**

**Is this an area of professional development we can improve? If so, what can we do differently to support our coaches?**

 <p><b>5Rs: Reflective Dialogues</b></p>	 <p><b>PBC Resource and Tools</b></p>
<p><b>5Rs Strategy:</b> Helping staff identify when they are effective so they can feel it themselves</p>	<p><b>PBC Tool:</b> Head Start Coaching Companion</p>
<p><b>5Rs Strategy:</b> Collaborating to make meaning of data and integrating data into practice</p>	<p><b>PBC Coaching Competencies Domain:</b>  <u>Goal Setting and Action Planning</u> &gt; <i>Gathers, aggregates, and co-analyzes formal and informal data to support the collaborative development of goals.</i></p>

## Head Start Coaching Companion



The Head Start Coaching Companion is a powerful tool for providing professional development to coaches!

Use the HSCC for:

- Facilitating a CoP for coaches
- Sharing resources and ideas with coaches

### Learn more about Head Start Coaching Companion on ECLKC

- English: <https://eclkc.ohs.acf.hhs.gov/professional-development/head-start-coaching-companion/head-start-coaching-companion>
- Spanish: <https://eclkc.ohs.acf.hhs.gov/es/desarrollo-profesional/head-start-coaching-companion/coaching-companion-de-head-start>

### Check out this webinar: How the Head Start Coaching Companion Can Work for You



- <https://eclkc.ohs.acf.hhs.gov/video/how-head-start-coaching-companion-can-work-you>

## Data to inform professional development planning for coaches

- PBC Coaching Competencies Strengths and Needs Assessments
- Coaching log reviews
- Observational data of coaching sessions (audio or video recorded)
- Child outcome data
- Staff turnover data

Additional data source ideas:

How do we currently engage coaches in the design of their professional development?

 <p>5Rs: Recognition</p>	 <p>PBC Resource and Tools</p>
<p><b>5Rs Strategy:</b> Celebrating small (and big) wins</p>	<p><b>PBC Coaching Competencies Domain:</b> <u>Collaborative Partnerships</u> &gt; <i>Identify strengths and celebrate progress</i></p>



## 5 Languages of Appreciation in the Workplace

- Words of affirmation
- Quality time
- Acts of service
- Giving tangible gifts
- Appropriate physical touch

How do coaches in our program prefer to be recognized? If we are unsure, how could we find out?

## Additional Helpful Resources

### Highlighted ECLKC Resources

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Use these course to provide new coaches to an orientation to the PBC model and/or to revisit effective coaching practice as part of ongoing professional development for coaches and staff who support them.

- iPD Practice Based Coaching and PBC Coaching Competencies courses
  - <https://eclkc.ohs.acf.hhs.gov/professional-development/individualized-professional-development-ipd-portfolio/individualized-professional-development-ipd-portfolio>
  - Course titles:
    - Practice-Based Coaching – 5 hours
      - Available in Spanish: Coaching basado en la práctica
    - PBC Coach Competencies Microlearning Course – 1 hour
      - What are the PBC Course Competencies?
      - Improving Practice Using the Coach Competencies
      - Enhancing Your Program Using the Coaching Competencies

### PBC Coaching Competencies

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Share these webinars to complement staff training on PBC practices, pausing for discussion as a group about program implementation.

- Intro Webinar: Introducing the PBC Coach Competencies: A Resource to Enhance Implementation
  - <https://eclkc.ohs.acf.hhs.gov/video/introducing-pbc-coach-competencies-resource-enhance-implementation>
- Practice-Based Coaching (PBC) Coach Competencies
  - English: <https://eclkc.ohs.acf.hhs.gov/publication/practice-based-coaching-pbc-coach-competencies>
  - Spanish: <https://eclkc.ohs.acf.hhs.gov/es/publicacion/competencias-para-el-coaching-basado-en-la-practica-pbc>

### Practice-Based Coaching Implementation Resources

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Early learning leaders use these guides to review their current coaching system and to consider program implementation adjustments.

- Program Leaders Guide to PBC
  - <https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/program-leaders-guide-to-PBC.pdf>



- PBC Components and Implementation Strategies
  - English: <https://eclkc.ohs.acf.hhs.gov/professional-development/article/practice-based-coaching-components-implementation-strategies>
  - Spanish: <https://eclkc.ohs.acf.hhs.gov/es/desarrollo-profesional/articulo/coaching-basado-en-la-practica-componentes-y-estrategias-de-implementacion>

## Online Communities

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Encourage participation in MyPeers communities to engage in resource sharing and peer consultation with learning leaders and coaches across the country.

- MyPeers: Education Leaders Community and the Practice-Based Coaching Community
  - <https://eclkc.ohs.acf.hhs.gov/about-us/article/mypeers-collaborative-platform-early-care-education-community>