



Program Implementation Coach and Leadership Team Agreement

Implementing the Pyramid Model for Social-Emotional Competence in Young Children

Program Implementation Coach's Responsibilities

As I coach you to implement Pyramid Model Program-wide with fidelity, I commit to:

- Maintain confidentiality.
- Meet with you at agreed upon times.
- Watch, listen, and learn from you about your program's educational beliefs and values.
- Focus on your program's strengths, needs, and goals for implementing effective practices with children and their families.
- Support your use of a variety of tools to assess the program's strengths and needs.
- Offer guidance and support that will address emerging skills.
- Adapt my coaching to your program's needs.
- Support the team in creating systems around professional development plans in areas that you and your staff prioritize.
- Follow through on what I say I will do.
- Be organized and prepared for our leadership team meetings to review progress and revise goals.
- Be approachable and trustworthy.
- Understand that change can be uncomfortable and attempt to provide the support needed to engage in new or different practices.
- Be respectful, non-judgmental, and supportive in all our coaching interactions to contribute to a positive collaborative relationship.
- Prioritize creating a partnership that is a safe space for open and mutual communication.
- Prompt reflection and ask questions about equity, inclusion, bias, belonging and diversity, including reflection of my own culture and perspectives as a coach.

Leadership Team's Responsibilities

As we work with you to implement the Pyramid Model with fidelity, we commit to:

- Build positive relationships with our staff, children, families, peers, and Program Implementation Coach.
- Design environments that promote and support each child's and the family's sense of belonging.
- Collaborate with our Program Implementation Coach to assess the program's strengths and needs and identify shared goals.
- Regularly create space and time for leadership team meetings.
- Actively engage in reflecting and problem solving with our Program Implementation Coach.
- Be open to discussions related to equity, inclusion, and bias as they arise in our program or in our interactions with children, families, and colleagues.
- Follow through on our responsibilities and action plan assignments.



Leadership Team's Responsibilities Cont.

- Share concerns when practices, strategies, or supports the Program Implementation Coach provides do not align with our cultural values or the values of the children and families we support.
- Work to successfully implement enhancements in our use of effective practices.
- Be organized and prepared for our leadership team meetings.
- Be approachable and trustworthy.
- Understand that change can be uncomfortable but know that our Program Implementation Coach is available to support us through the change.
- Be open to suggestions, ready to ask for what we need, and willing to adjust our use of effective practices when skills have been identified to contribute to a positive collaborative partnership.
- Be respectful, non-judgmental, and supportive in all our coaching interactions to contribute to a positive collaborative relationship.

Signatures of Leadership Team Members:

Signature of Program Implementation Coach:

