AN INVITATION FROM THE PYRAMID MODEL CONSORTIUM

Free Practice-Based Coaching for Early Interventionists

No-cost, job-embedded coaching with an experienced Practice-Based Coaching (PBC) coach — built around the visits you are already doing, with the families and caregivers you already serve.

WHAT YOU RECEIVE — AT NO COST

1. **A coaching partnership with an experienced PBC coach**
   Job-embedded support built around your real caseload and your own professional goals.
2. **Two EIPPFI observations — one before, one after**
   A clear picture of where you're starting and how your practice has grown. Observed live or by video, whichever works better for you and the family.
3. **Four to eight coaching sessions**
   Individual or group, scheduled around you — as short as 15 minutes one-on-one, up to an hour for a group. Four is the minimum, so there's enough coaching between your two observations to see real change.
4. **A certificate of participation**
   Documents your coaching hours for your PD records. We don't pre-submit certificates to licensing boards — check with yours about whether the hours count toward renewal.

WHAT IS PRACTICE-BASED COACHING?

PBC is a coaching framework that supports practitioners in using specific practices (Snyder, Hemmeter, & Fox, 2022). It happens inside a collaborative partnership and is delivered in cycles that always include **shared goals and action planning, focused observation,** and **reflection and feedback**.

Your coach starts by getting to know you and your work. Together you'll name your strengths, set goals that matter to you, and build an action plan. Your coach then observes you working toward those goals and meets with you to reflect on what's going well and what to try next.

WHAT WE ASK OF YOU

- Take part in two EIPPFI observations — one near the start of coaching and one near the end. **Video is encouraged**: it is usually easier to schedule and lets your coach serve more practitioners.
- Attend your scheduled coaching sessions and come ready to reflect and give and receive feedback.
- Obtain caregiver consent for any visit that is observed or recorded, using the forms we provide and your program's process. A separate consent asks whether a recording may also be used to train other coaches — families may say yes to being observed and no to that.
- Allow your de-identified EIPPFI scores and coaching logs to be used to study how coaching supports early intervention practice. Your name and your program's name are never attached to reported results. *Programs that would like their own data can arrange for it in the coaching agreement.*
- Let your supervisor know you are participating, so scheduling goes smoothly.

WHAT IS THE EIPPFI?

The **Early Interventionist Pyramid Practices Fidelity Instrument** is an observation tool used during early intervention visits with caregivers. Its purpose is to **identify coaching goals, guide feedback, and show growth** in practice over time.

It has 48 indicators, each aligned with the DEC Recommended Practices (2014) and the Key Principles of Early Intervention. Indicators are scored **Yes or No** through observation, a short interview, or documents you already keep.

- Building Partnerships with Families (10)
- Social Emotional Development (5)
- Family-Centered Coaching (7)
- Dyadic Relationships (12)
- Children with Challenging Behavior (7)
- Social Emotional Assessment (7)

THIS IS NOT AN EVALUATION

PBC and performance evaluation both involve observation, but they serve entirely different purposes. PBC is professional development: supportive, confidential, non-evaluative, and focused only on the practices in *your* action plan. A performance evaluation comes from your supervisor and judges all aspects of your job. Your coach is not your evaluator, and results are not shared with your employer.

INTERESTED? LET'S TALK

Coaching is scheduled on a rolling basis as capacity allows, so reach out early. There's no commitment to having a first conversation.

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Learn more: NCPMI Practitioner Coaching Resources — challengingbehavior.org/implementation/coaching/pbc | EIPPFI — challengingbehavior.org/implementation/data-decision-making/eippfi

Adapted from *Practice-Based Coaching: What Early Interventionists Want to Know!* and the *EIPPFI, Field Test Edition 1.0* — products of the National Center for Pyramid Model Innovations (ChallengingBehavior.org). Reference: Snyder, P., Hemmeter, M. L., & Fox, L. (2022). *Essentials of Practice-Based Coaching*. Brookes Publishing.