Motivational Interviewing Training Materials for Coaches
Training Content Overview

This document is designed to help you navigate and contextualize the various materials employed throughout the MISC project for coach training and procedural implementation purposes. To assist you we have provided two resources:

The first is a **Materials Overview**, which provides you brief definitions and introductions to the various types of materials we have provided. The content descriptions have been grouped into six categories:

- Training Presentations
- Coach Best Practices Forms
- Quick Guides
- Training Presentations
- Training Exercises
- MI Primers.

The second is a **Link Guide** which describes how the materials have been organized within three separate training processes. The training process includes five presentations completed over three days. The first presentation is the **Coach Best Practices** (CBP) Module, it introduces a 4-step coaching model which was extracted from existing best practices in the literature. The remaining four presentations provide comprehensive training on the use of **Motivational Interviewing** skills within the context of the aforementioned 4-step coaching model. Next, coaches complete a series of contrived practice coaching sessions that occur prior to implementation of the intervention, these are called the **Standardized Teacher Practice**.

The PDF versions of the materials have been organized into three links that follow the training sequence described above. Within each link you will find the appropriate materials for that step in the training process, like training presentations, intervention forms, training exercises, training audio, and additional resources for instructional coaches.

- Link 1 – Coach Best Practices Materials
- Link 2 – Motivational Interviewing Materials
- Link 3 – Standardized Teacher Practice Materials

Note: These materials are part of a current Institute for Education Sciences Innovation and Development grant (R324A190173; Co-PIs Scott & Frey. They are password protected because we would like to keep track of who is using them and how they are being used. We would also be interested in your feedback regarding their development. If you are interested in using them, email your request to Andy Frey @ afrey@louisville.edu.

Materials Overview

There are six categories of materials for you to familiarize yourself with:

- Training Presentations
- Coach Best Practices Forms
- Quick Guides
- Training Exercises
- Training Audio
- MI Primers.

Training Presentations
The five presentations have already been described to you. The first presentation is the Coach Best Practices (CBP) module. The remaining four presentations are the Motivational Interviewing skills modules.

Coaching Best Practices Forms
These documents are the forms and exercises utilized in the implementation portion of the project. They are completed between the instructional coach and the teacher throughout the coaching steps 1-4.

- CBP.1 Coaching Procedural Fidelity Checklist (CBP Module)
- CBP.2 Teacher Interview Form (CBP Module)
- CBP.3 OTR and Positive Feedback One-Pager (CBP Module)
- CBP.5 Sample Observation Graphs (CBP Module)
- CBP.4 Values Discovery Activity (CBP Module)
- CBP.6 Teacher Action Plan (CBP Module)

Quick Guides
These documents are designed to help guide the Instructional Coaches trained in MI as they complete Step 1-4. They provide reminders of how the CBP steps mirror the MI processes, a description of tasks to be completed in each step, and examples of MI skills and strategies that help facilitate each step of the procedures.

- QG.0 CBP Meeting Timeline (Module A)
- QG.1 Initial Interview Quick guide (Module B)
- QG.2 Providing Feedback Quick Guide (Module C)
- QG.3 Reviewing Feedback (Module C)
- QG.4 Planning Quick Guide (Module C)

Training Exercises

Training exercises are utilized during the Motivational Interviewing Skills for Coaches training modules. They are used in conjunction with audio clips and PPT slides, and conversations facilitated by the trainers. The exercise's reference number will be listed on the correlating PPT slide. The reference number also indicates which module the exercise is used for. As an example, MISC.A.1 is the first exercise completed in module A – and it is referenced in the notes of slide 18, where the exercise begins.

- MISC.A.1 Ambivalence Exercise
- MISC.A.2 Reflections Exercise 1
- MISC.A.3 Audio Exercise – Introduction to OARS
- MISC.B.1 Audio Exercise – Reflections
- MISC.B.2 Audio Exercise – Open-ended Questions
- MISC.B.3 Affirmations Exercise
- MISC.B.4 Summaries Exercise
- MISC.C.1 Sustain Talk Exercise

Training Media

Training media are utilized during the Motivational Interviewing Skills for Coaches training modules. Some are just samples, others are used in conjunction with corresponding exercise forms and PPT slides, and conversations facilitated by the trainer. The media's reference number will be listed on the correlating PPT slide. The reference number also indicates which module the media is used for. As an example, Media.A.1 is the first file used in module A – and it is referenced in the notes of slide ___, where it is embedded.

- Media.CBP.1 - OTRs & Positive Feedback (video)
- Media.A.1 - https://vimeo.com/66753575
- Media.A.2 – Into to OARS (audio)
- Media.B.1 – Use the Force (video)
- Media.B.2 – Reflections Intro (video)
- Media.B.3 – Initial Interview (audio)
- Media.B.4 – Values Discovery (audio)
- Media.B.5 – Summaries Examples (video)
- Media.C.1 – EPE Examples (video)
- Media.C.2 – Enthusiastic Teacher (audio)
- Media.C.3 – Enthusiastic Teacher Extended (audio)
- Media.C.4 – Ambivalent Teacher (audio)
- Media.C.5 – Ambivalent Teacher Extended (audio)
- Media.C.6 – Unenthusiastic Teacher (audio)
- Media.C.7 – Unenthusiastic Teacher Extended (audio)

MI Primers

These resources are provided to the coaches trained in Motivational Interviewing as references and refresher materials for MI skills, strategies, and resources. These are not tied to any specific training component or implementation procedure.

- MISC.P.1 – MI Primers
- MISC.P.2 – Importance Ruler
- MISC.P.3 – Confidence Ruler

Link Guide

The materials are organized into three main folders:

- Link 1 – Coach Best Practices Training Module
- Link 2 – Motivational Interviewing Training Modules
- Link 3 – Standardized Teacher Practice

Link 1 - Coaching Best Practices Materials

The Coaching Best Practices module introduces coaches to a 4-step coaching model which was extracted from existing best practices in the literature, as well as the Evidenced Based instructional practices to be introduced to the teachers through our coaching procedures. The module also covers the forms that are utilized throughout the intervention, and the Coaching Procedural Fidelity Checklist which is designed to help coaches stay organized during the intervention and to help track needed data.

CBP Module presentation

Training Contents:

- CBP.1 Coaching Procedural Fidelity Checklist
- CBP.2 OTR and Positive Feedback One-Pager
- CBP.3 Teacher Interview Form
- CBP.5 Sample Observation Graphs
- CBP.4 Values Discovery Activity
- CBP.6 Teacher Action Plan
- Media.CBP.1 - OTRs & Positive Feedback (video)

Please Note: The CBP module was designed without Motivational Interviewing content, in later iterations of the project there will be one group introduced to the CBP module and the MI skills modules – while a second comparison group will only be introduced to the CBP module.

Link 2 - Motivational Interviewing Materials

The following modules are a comprehensive training on the use of Motivational Interviewing skills for coaches (MISC) in the school setting. Module A provides an introduction to MI: key concepts, definitions, and an overview of the relational and technical skills and strategies. Modules B-D introduce coaches to MI skills, process, and strategies that correspond with each of the CBP Steps 1-4. Each module has numerous opportunities for active engagement embedded within the presentations, as well as exercises that correspond with to exercises completed in the CBP. Trainees are also introduced to quick guides for each step of the CBP to help them successfully utilize MI throughout the intervention, primers to help them keep track

of important MI concepts after training, and other MI tolls and resources. A list of materials covered is provided within each module folder.

Module A, Introduction to MI

This module provides a foundational understanding of Motivational Interviewing for trainees to build on throughout the remaining MI modules, as well as an overview of how MI skills can be integrated within the Coach Best Practices (CBP) procedures. From a conceptual standpoint, this first module is focused on what makes MI unique (MI Theory), the posture we take in MI (the MI Spirit), the tools we use within the approach (OARS), and the steps we follow to move through the processes of change (MI Processes). At the end of this stage, coaches should have a clear sense of how to engage teachers in a conversation about their classroom ecology, as well as their values related to their current classroom management practices.

Module A presentation

Training Contents:

- QG.0 CBP Meeting Timeline
- MISC.A.1 Ambivalence Exercise
- MISC.A.2 Reflections Exercise 1
- MISC.A.3 Audio Exercise – Introduction to OARS
- Media.A.1 - https://vimeo.com/66753575
- Media.A.2 – Into to OARS (audio)

Module B - Module B, Engagement

Module B focuses on the first step of the CBP procedures, Initial Meeting, and the corresponding MI process of Engagement. Additionally, the module instructs coaches on the use of the MI technical skills (the OARS) by placing these skills within the first step of the CBP procedures, the Initial Meeting. The module will utilize the Teacher Interview exercise and the Values Discovery exercise to practice the use of the MI technical skills, the OARS. The training will highlight that this step in the process is exploratory: focused on building an alliance, trust, and rapport with teachers, and establishing a nonjudgmental and collaborative relationship with them. It will guide coaches in their use of MI skill to facilitate this work.

Module B presentation

Module Contents:

- QG.1 Initial Interview Quick guide
- CBP.3 Teacher Interview Form
- CBP.4 Values Discovery Activity
- MISC.B.1 Audio Exercise – Reflections
- MISC.B.2 Audio Exercise – Open-ended Questions
- MISC.B.3 Affirmations Exercise

- MISC.B.4 Summaries Exercise

Module C, Focusing & Evoking
Module C will introduce Coaches to the second and third steps of the CBP procedures, *Providing Feedback* and *Reviewing Feedback* respectively. Their complimentary MI processes *Focusing* and *Evoking* will also be introduced. Coaches will be encouraged to view these steps as an opportunity for teachers to reflect on their practices, elicit internal ambivalence towards these practices, and draw out the pros and cons of making changes to identified behaviors – thus increasing the likelihood of behavior change.

Module C presentation

Module Contents:
- QG.2 Providing Feedback Quick Guide
- QG.3 Reviewing Feedback
- CBP.2 OTR and Positive Feedback One-Pager
- CBP.5 Sample Observation Graphs
- MISC.C.1 Sustain Talk Exercise

Module D, Planning
Module D focuses on the fourth step of the CBP procedures, *Planning,* as well as the corresponding MI process of the same name. Coaches will be encouraged to view this step as an opportunity for teachers to direct their motivation for change into a plan of action. The fourth step in the CBP procedure is designed to facilitate the process of detailing a plan for changes moving forward; which includes goals, supports and barriers, and implementation strategies. Additionally, coaches will learn when and how MI skills might be beneficial in the context of step four. Coaches and teachers should end this procedure with a Teacher Plan completed. Finally, coaches will learn how to conduct follow-up sessions to support the teacher's goals.

Module D presentation

Module Contents:
- QG.4 Planning Quick Guide
- CBP.6 Teacher Action Plan

Link 3 - Standardized Teacher Practice Materials
The Standardized Teacher folder contains materials utilized in the "Standardized Teacher" portion of the training process, during which instructional coaches are provided 1-on-1 practice sessions for the Coach Best Practices procedures. A trainer plays the role of the teacher in these sessions.

- Standardized Teacher Practice - Coach Instructions
- Standardized Teacher Practice - Teacher Instructions