

Measuring Maintenance to Coaching Fidelity to Inform Progress Monitoring

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Introduction

- OSEP's Results Driven Accountability System highlights an emphasis on results and wants EI systems to implement, scale up, and sustain, evidence-based practices.
- Despite guidance by IDEA, research evidence (Ciupe & Salisbury, 2020), Mission and Key Principles of Early Intervention, and Division for Early Childhood Recommended Practices (DEC RPs, 2014), advocating for EI providers to support caregivers as the agents of change in EI, a research-to-practice gap remains with implementing caregiver capacity-building practices (Bruder et al., 2010; Romano, 2020)
- Evidence-based PD employing a combination of information provision, demonstration, field-based practice, and sustained mentorship (Childress et al., 2021; Dunst et al., 2015; Spence & Santos, 2019) can close this gap and promote workforce development and sustained practices
- Sustained fidelity is supported when leaders prepare systems for implementation, colleagues and stakeholders collaborate, capacity-building professional development is implemented, all have access to resources, and evaluators make data-based decisions (Ai et al., 2022; Rieth et al., 2022; Vismara et al., 2013)
- We investigated the ability of EI providers to demonstrate sustained adherence to caregiver coaching with fidelity after they had completed a formal PD program (CEITMP: Coaching in Early Intervention Training and Mentorship Program)

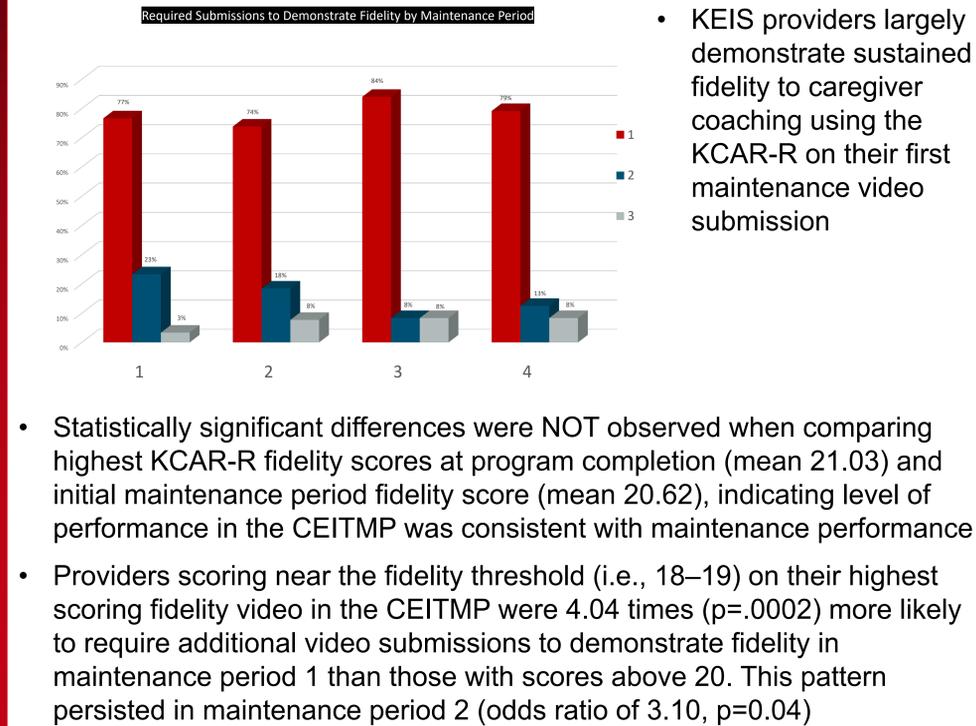
Evidence Informed PD: CEITMP

PD Feature	Reflective Mentorship and Training Activities
Introduce and illustrate coaching	<ul style="list-style-type: none"> • Syllabus introduces caregiver coaching and outlines program objectives, activities, resources, and measure • Asynchronous coaching exemplar video demonstrations • Dunn & Pope Coaching eLearning lessons • Early Childhood Coaching Handbook (Rush & Shelden, 2020) • PDS introduce, discuss, and model coaching practices during group meetings
Job-embedded practice	<ul style="list-style-type: none"> • EI providers transition to/strengthen embedding coaching practices into sessions.
Provider Self-Reflection	<ul style="list-style-type: none"> • EI providers self-select coaching components to practice during the discovery phase and reflect on progress • EI providers video record their sessions and self-assess their coaching practices with time synced reflections • EI providers self-reflect on coaching practices via anonymous survey questions responses, eLearning lessons, and journaling activity
Collaborative Teaming	<ul style="list-style-type: none"> • Cohorts of 30 EI providers are assigned a dedicated PDS mentor in teams of 3-6 • PDS facilitate 90-min monthly virtual small group discussion and reflection
Performance Feedback from PDS	<ul style="list-style-type: none"> • PDS offer time-synced written performance feedback to providers on recordings of their EI visits via TORSH • Mentoring PDS offer individualized support and feedback throughout CEITMP
Duration, Intensity & Maintenance	<ul style="list-style-type: none"> • CEITMP spans 32 weeks anticipating 0-90 min/week • Providers offered flexibility in cohort enrollment and opportunities for individualizing learning and mentorship, including extensions and early completion

Methods

- **Study Design:** Group research design with retrospective data collection
 - **Measure:** Kentucky Coaching Adherence Rubric – Revised (KCAR-R) measured adherence to a defined set of caregiver coaching skills with a max score of 28 and fidelity cut-score of 18
 - **Participants:** 155 EI providers in Kentucky's EIS who had completed the CEITMP and participated in 292 maintenance fidelity checks
- | Fidelity Checks (n) | Maintenance Period | | | |
|---------------------|--------------------|----|----|---|
| | 1 | 2 | 3 | 4 |
| 155 | 65 | 48 | 24 | |
-
- | Initial Maintenance Period | |
|-------------------------------------|-----------|
| Total of 2 highest scores in CEITMP | |
| 0-38 | 6 months |
| 39-43 | 9 months |
| 44-50 | 12 months |
| 51-56 | 18 months |
-
- | Subsequent Maintenance Periods | | |
|--------------------------------|-------|-----------|
| Videos to Fidelity | Score | Next |
| 1 | 18-22 | 12 Months |
| 1 | 23-28 | 18 Months |
| 2 | 18-28 | 6 Months |
| 3 | 18-28 | 3 Months |
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- **Procedures:** EI provider performance on KCAR-R at CEITMP completion and in a maintenance period determines frequency:
 - **Data Analysis:** We used descriptive statistics to analyze videos required and fidelity scores. We used a repeated measure t-test to analyze differences in EI providers' application of coaching practices at CEITMP completion and initial maintenance period using the KCAR-R.

Results



Conclusion

- We found that the CEITMP effectively supports sustained fidelity to caregiver coaching, with majority KEIS providers demonstrating continued fidelity on their first video submission during fidelity maintenance checks
- Findings that KEIS provider level of performance in the CEITMP was consistent with performance in maintenance validated the variable schedule of fidelity checks
- Evidence informed PD facilitated sustained fidelity to implementing the practice of caregiver coaching

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Figure 1 Kentucky Coaching Adherence Rubric - Revised

CO	PROVIDER	Item	Knowledge	Application	Mastery
CO1	Fulfills training requirements	Focuses attention mostly on child	Details tasks steps that caregiver should follow to complete task	Implements responsibility, actively listens, shares ideas and models for family members	Shows engaged with caregiver to enhance a team conversation and complete task
CO2	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation
CO3	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation
CO4	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation
CO5	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation
CO6	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation
CO7	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation	Engages caregiver in conversation



- PDS support provider PD plans to sustain coaching practices after CEITMP completion
- PDS facilitate monthly group discussions for past participants to review content and promote reflection on coaching practices prior to sending video of EI session for fidelity check
- Periodic maintenance videos submitted by providers receive performance feedback from PDS to ensure sustained coaching practices

Results

