Pyramid Model Equity Coaching Guide

The Pyramid Model Equity Coaching Guide provides the classroom coach with a reflection tool to examine the implementation of Pyramid Model practices through the lens of culturally responsive practices and identification of implicit bias. The Pyramid Model Equity Coaching Guide is used within the collaborative coaching partnership and ongoing coaching activities to identify when there are equity concerns related to practice implementation.

The tool provides: (1) reflective questions that are used by the coach to identify areas of concern; (2) guidance for identifying the concern and supportive data; (3) links for resources that might be used to address areas of concern; and (4) conversation starters and strategies for supporting the coachee in addressing concerns.

The Pyramid Model Equity Coaching Guide is used by the coach in the following manner:

Step 1: The coach uses the reflection questions to identify concerns related to culturally responsive practices and implicit bias.

Step 2: The coach examines all sources of data to develop a comprehensive understanding of the concern or potential issue. The coach defines the issue to be addressed.

Step 3: The coach identifies resources related to the concerns that might be helpful in guiding the teacher in understanding and addressing the concerns.

Step 4: The coach uses the Pyramid Model Equity Coaching Guide in a reflection and feedback session with the teacher to initiate a process for creating an action plan to address the concerns.

The tool can be used at any point during the practice-based coaching process, but should only be used after assessing classroom practices with the Teaching Pyramid Observation Tool (TPOT). The TPOT provides the coach with a comprehensive assessment of Pyramid Model practice implementation and the Pyramid Model Equity Coaching Guide examines the implementation of those practices through an equity lens. In addition to the TPOT, the coach might use other data sources in the identification of concerns. These data sources might include Behavior Incident Report (BIR) summaries at the program and classroom level, direct observations of classroom interactions, review of records and classroom products, and other forms of data related to classroom practices (e.g., ECERS, CLASS).

The Pyramid Model Equity Coaching Guide is designed to be used by coaches after the coach has established a strong collaborative coaching partnership, an initial TPOT assessment has been completed, the coach and teacher have begun working together, and the coach has conducted several observations in the classroom.