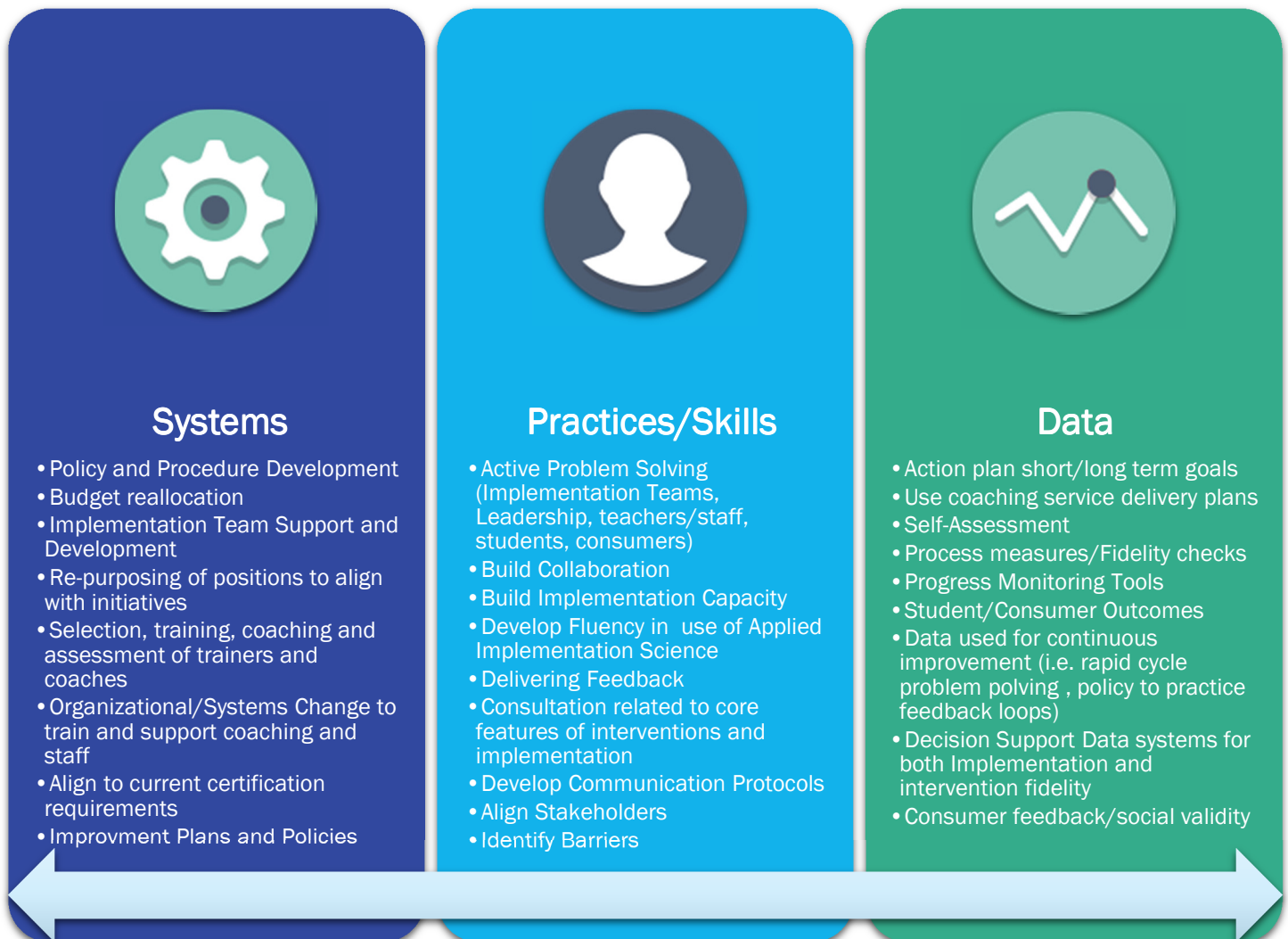# System Coaching at a Glance

Function (Why?)

System coaching helps achieve three core functions across multiple levels simultaneously: 1) Ensure Intervention (Evidence-Based Practices (EBP)) Fidelity; 2) Ensure Implementation (process) Fidelity; 3) Develop Professional Judgment

Membership (Who?)

It is recommended that more than one individual within your organization serve the critical System Coaching functions. Systems coaches need to have adequate time and expertise to engage with others (ex. consumers, practitioners, leaders), identify and build upon current organization and system strengths, and ensure that consumers are experiencing the intended outcomes.

Capacity Development (What?)

System Coaches require many skills since they work at multiple levels of the system (i.e. school, community, district, region, state). They are accountable for building implementation capacity across systems by specifically attending to and integrating their unique skills as outlined in the following three domains.

Systems

- Policy and Procedure Development
- Budget reallocation
- Implementation Team Support and Development
- Re-purposing of positions to align with initiatives
- Selection, training, coaching and assessment of trainers and coaches
- Organizational/Systems Change to train and support coaching and staff
- Align to current certification requirements
- Improvment Plans and Policies

Practices/Skills

- Active Problem Solving (Implementation Teams, Leadership, teachers/staff, students, consumers)
- Build Collaboration
- Build Implementation Capacity
- Develop Fluency in use of Applied Implementation Science
- Delivering Feedback
- Consultation related to core features of interventions and implementation
- Develop Communication Protocols
- Align Stakeholders
- Identify Barriers

Data

- Action plan short/long term goals
- Use coaching service delivery plans
- Self-Assessment
- Process measures/Fidelity checks
- Progress Monitoring Tools
- Student/Consumer Outcomes
- Data used for continuous improvement (i.e. rapid cycle problem polving , policy to practice feedback loops)
- Decision Support Data systems for both Implementation and intervention fidelity
- Consumer feedback/social validity

Adapted from: Michelle A. Duda & Susan Barrett (2014), v.2