

Fidelity Assessment Implementation
At a Glance

Practitioner Requirements			
Practitioners Hired Prior to 10/1/17		Practitioners Hired on or After 10/1/17	
Time Period	Required Tasks	Time Period	Required Tasks
10/1/17 to 9/30/18 (1 st Year of Implementation)	Complete at least two (2) self-assessments using the <i>Coaching in Action Checklist</i>	1 st Year of Employment	1. Complete two (2) self-assessments using the <i>Coaching in Action Checklist</i> 2. Be observed at least once by a qualified observer. * Note that one of the self-assessments may be completed using the <i>Orientation to Coaching and Natural Learning Environment Practices</i> checklist
10/1/18 to 9/30/19 (2 nd Year of Implementation)	Complete two (2) self- assessments using the <i>Coaching in Action Checklist</i>	2 nd Year of Employment	1. Complete two (2) self-assessments using the <i>Coaching in Action Checklist</i> 2. Be observed at least once by a qualified observer.
10/1/17 to 9/30/19 (1 st and 2 nd Year of Implementation)	Be observed at least once by a qualified observer		
After 2 nd Year of Implementation	Frequency of additional self-assessments and observations determined by the practitioner’s direct supervisor based on the results of the 2 nd year of self-assessments, observation(s), record reviews and ongoing supervision	After 2 nd year of Employment	Frequency of additional self-assessments and observations determined by the practitioner’s direct supervisor based on the results of the practitioner’s 2 nd year of self-assessments, observation(s), record reviews and ongoing supervision

Qualified Observer Qualifications
1. a. Master coach and #2 below, or
b. At least six (6) months experience using Rush and Shelden or similar model of coaching plus 8 hours of professional development on coaching and #2 below, or
c. At least four (4) months experience plus four (4) hours of professional development on coaching and observed and approved by master coach or other qualified observer, and #2 below
2. Completion of the <i>Texas Coaching Families</i> module (http://legacy.hhsc.state.tx.us/ecis/providers/coaching/index.html)