Frequently Asked Questions
Potential Coach Candidates

PYRAMID PLUS COACH

The goal of Pyramid Plus: The CO Center for Social Emotional Competence and Inclusion is to increase the use of evidence-based, early childhood social emotional and inclusive practices in early care and education settings, to improve the social, emotional and behavioral outcomes of all young children, and to support early childhood professionals.

The Pyramid Plus Center has been in existence for nearly 10 years and to date has certified 96 coaches. The Center is dedicated to supporting state, regional, and local Certified Coaches in the Pyramid Plus Approach. We invite you to join us in the high fidelity implementation of coaching. Below are frequently asked questions regarding the Coach Certification process.

What does the certification fee cover?
This fee covers the costs involved in the certification process. This process consists of a 4 day Certification Institute with lunch, and materials. In addition, the certification process includes direct individualized support to you from your Certification Reviewer, the creation of an individualized professional development plan, and videotape review of your coaching sessions focused on the coaching skills of the Pyramid Plus Coach Circuit. The certification fee also includes 2 live inter-rater reliability observations using the Teaching Pyramid Observation Tool (TPOT™) and/or The Pyramid Infant Toddler Observation Scale (TIPTOS) and access to online materials and videos. Upon completion of all requirements, Pyramid Plus certification is valid for three (3) years.

How long is the certification process?
The certification process is one year. Certification activities begin with the Certification Institute in July and all certification requirements must be completed and submitted by June of the following year.

How much time will I need to devote to complete certification?
On average certification will take 20% FTE which equates to one day per week for one year to complete.

Is there any Colorado funding available that might help support Pyramid Plus Coach Certification?
Some early childhood councils have been awarded grants to support local Pyramid Plus implementation. Should The Pyramid Plus Center become aware of available resources, those resources will be posted on the Pyramid Plus website. Please remember, as a Certified Pyramid Plus Coach, your name will be placed on the Pyramid Plus website which is an excellent

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marketing tool since programs and communities looking for a Certified Coach access our website when seeking to contract with a Certified Coach.

**Will the certification process improve my coaching practice?**
Yes. The Pyramid Plus Coach Circuit is an ongoing, activity-based, skill-focused approach for full implementation of Pyramid Plus practices. The Pyramid Plus certification process focuses on the “what” of Pyramid Plus Approach content, as well as the “how” to coach utilizing evidence-based coaching skills and activities synthesized into a coaching model by the Pyramid Plus Center. Coaches will learn these skills and then videotape the activities for their Pyramid Plus Certification Reviewer. A Coach Circuit Rubric is used to review videotaped coach skills. The certification process is designed to ensure that Coach Candidates are focused on supporting fidelity implementation of Pyramid Plus practices for social emotional competence and inclusion and are using data to track a Coachee’s (an individual being coached) progress to ensure positive outcomes.

**What are the major benefits Coach Certification?**

- Direct (on-site and/or off-site) supports are provided to Coach Candidates participating in the certification process.
- Professional growth related to all aspects of coaching is supported and fostered; certification can be seen as part of a career ladder in early childhood and is recognized in the Colorado Professional Development Information System (PDIS).
- Video and/or on-site observations are used to give each Coach Candidate personalized feedback.
- Access to the Pyramid Plus Approach (PPA) materials is available to inform coaching the PPA content for high fidelity implementation.
- Programs and/or communities report that Certified Coaches are an asset in the implementation of the Pyramid Plus Approach.
- Embedded in this process are Relationship Based Professional Development (RBPD) and Reflective Supervision, as required for application to and renewal of the Colorado Coaching Credential.
- Pyramid Plus Certified Coaches are able to post their information on the Pyramid Plus website with geographic listings to contract with programs and communities seeking coaching support.

**What are the expectations / requirements for coach certification?**

- Complete an online application; submit all requested qualification documents and information including: a program administrator/supervisor support letter, resume, and brief statement on the potential candidate’s ability to complete self-directed tasks. The cost of Coach Certification must be paid online with a credit card and accompanies the application. Application deadline is mid-May.
- Attend a “certified” 45 hour Pyramid Plus Approach training (trained by a Certified Trainer or Pyramid Plus staff member). The Pyramid Plus Approach includes 18 training sessions and embeds evidence-based inclusion practices into the Pyramid Model framework for
promoting social emotional competence and addressing challenging behavior; content based on the birth to five developmental continuum.

- Participate in the 4 day Certification Institute.
- Participate in the 2 day TPOT™ training.
- Participate in quarterly Pyramid Plus Coach Technical Assistance (TA) calls.
- Provide at least weekly on-site (hands-on) coaching with a Coachee in a community program/agency using the Pyramid Plus Approach content.
- Develop a Coaching Agreement and foster a relationship with a Coachee.
- Complete a Professional Development Plan (PDP) with Coachee - based on data from the Inventory of Practices and a fidelity tool (TPOT™/TPITOS/Family Coaching Checklist).
- Have easy access to and comfort working with a video camera (technology support is also suggested).
- Be observed and/or video recorded during coaching sessions and provide videotape to your Pyramid Plus Certification Reviewer for all specified coaching activities.
- Utilize the “Coach Circuit Rubric” for self-reflection.
- Obtain inter-rater reliability twice on measures of fidelity (i.e., TPOT™ or TPITOS; IRR is not required on the Family Coaching Checklist).
- Complete and submit all necessary Coach Certification data (TPOT™, TPITOS, Inventory of Practice, Memletics, self-assessments of coaching skills, etc.).
- Develop and monitor a Pyramid Plus Coach Certification Candidate Professional Development Plan (skill development plan) with your Certification Reviewer.
- Develop and foster a relationship with the Coachee’s supervisor. Demonstrate effective team building strategies for program-wide and community-wide implementation of the Pyramid Plus Approach by collaborating with the Pyramid Program and/or Community Leadership Team.
- Collaborate with Early Childhood Council, Child Care Resource and Referral Agency and/or Leadership Team to provide at least one Introduction to the Pyramid Plus Center presentation to your community.

Can a Coach Candidate and/or Coachee claim professional development contact hours for participating in the certification process?
The Pyramid Plus Center aligns with the state Professional Development Information System (PDIS).

What if I need to end the certification process? Can I get a refund?
A refund will be given if the Pyramid Plus Center is notified in writing by September 1st of the year you apply. The Certification Institute fee plus a 10% administration fee will be deducted from the certification fee. If you cancel before attending the Certification Institute, a full refund minus a 10% administrative fee will be given.

More questions about the application process?
For more information please contact: Geneva Hallett, Director PPC at geneva.hallett@ucdenver.edu