

# Coaches & Education Leaders Needs Assessment 2023

3

Thank you for your willingness to participate in this survey for coaches and education leaders! This data is being collected to inform future work and supports that will be offered by the National Center on Early Childhood Development, Teaching, and Learning. Your honest feedback is extremely important to us.

We expect this survey will take about **20 minutes** to complete. Your responses will be kept anonymous. If you wish to participate, please click the "Next" button or ">>" icon below to continue.

125

## THE PAPERWORK REDUCTION ACT OF 1995 (Pub. L. 104-13) STATEMENT OF PUBLIC BURDEN:

The purpose of this information collection is to determine the success of TTA offerings, to improve the responsiveness of TTA offerings to group needs, and to inform continuous quality improvement of future TTA efforts. Public reporting burden for this collection of information is estimated to average approximately 20 minutes per response, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information.

This is a voluntary collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information subject to the requirements of the Paperwork Reduction Act of 1995, unless it displays a currently valid OMB control number. If you have any comments on this collection of information, please contact Kate Brunick at [kbrunick@zerotothree.org](mailto:kbrunick@zerotothree.org).

OMB Control Number: 0970-0531

Expiration Date: 9/30/2025

### Page exit logic: Skip / Disqualify Logic

**IF:** #1 Question "What is your current **role**?" is one of the following answers ("I have another role not listed here.") **THEN:** Disqualify and display:

Thank you for your time! Your response has been recorded.

**LOGIC:** Show/hide trigger exists.

4

What is your current **role**? \*

- I am a **coach**.
- I am an **education manager/leader**.
- I serve in another role that **directly supports coaches**.
- I have another role not listed here.

5

Which **trainings** have you participated in **within the last 5 years?**

(Please select all that apply.)

- Practice-Based Coaching Training Institute (PBCTI)
  - iPD Practice-Based Coaching course
  - Teachers Learning and Collaborating (TLC) training
  - Practice-Based Coaching Leadership Academy (PBCLA)
  - Practice-Based Coaching Implementation Academy (PBCIA)
  - Other (please specify)
  - None of the above
- 

 6

How familiar are you with the **PBC Coach Competencies?**

- I have **never heard of** the PBC Coach Competencies
  - I have heard of, but never used, the PBC Coach Competencies
  - I use the PBC Coach Competencies **occasionally**
  - I use the PBC Coach Competencies **frequently**
- 

 36

Do you **currently use** the **Head Start Coaching Companion?** \*

- Yes
  - No
- 

**LOGIC** Show/hide trigger exists. Hidden unless: #1 Question "What is your current **role?**" is one of the following answers ("I am a **coach.**", "I am an **education manager/leader.**", "I serve in another role that **directly supports coaches.**")

 123

We plan to host an in-person event for coaches and those who support coaches in 2024. Would you potentially be interested in attending this in-person event?

- Yes
  - No
-

**LOGIC** Hidden unless: #5 Question "We plan to host an in-person event for coaches and those who support coaches in 2024. Would you potentially be interested in attending this in-person event?" is one of the following answers ("Yes")

**ID** 124

Which **months** in 2024 would you be **most likely to attend** an in-person event for coaches and staff who support coaches?

*(Please select all that apply.)*

- May
- June
- July
- August
- September

**Page entry logic:**

This page will show when: #1 Question "What is your current **role**?" is one of the following answers ("I am a **coach**.")

**ID** 8

How many **years** have you been a coach?

Less Than 1 Year  
1 - 2 Years  
3 - 4 Years  
5 - 10 Years  
10 Years or More

**VALIDATION** Must be numeric Whole numbers only Positive numbers only Max character count = 3

**ID** 9

How many **coachees** do you currently support?

*(If you're not sure of the exact number, please give us your best estimate.)*

**LOGIC** Show/hide trigger exists.

**ID** 11

Do you currently serve in any **other roles** in addition to being a coach (e.g. teacher, content manager, etc.)?

Yes (please specify)

No

**VALIDATION** Min = 0 Max = 100

**LOGIC** Hidden unless: #9 Question "Do you currently serve in any **other roles** in addition to being a coach (e.g. teacher, content manager, etc.)?" is one of the following answers ("Yes (please specify)")

**ID** 10

What **percentage** of your time is spent on coaching duties/activities?

None (0%)



All (100%)

**LOGIC** Show/hide trigger exists.

**ID** 12

In which **settings** do you currently provide coaching to education staff?

*(Please select all that apply.)*

Center-based Head Start

Center-based Early Head Start

Home-based Head Start

Home-based Early Head Start

Family Child Care

Other (please specify):

**ID** 126

Do you work in Region XI or XII?

Region XI (American Indian & Alaska Native)

Region XII (Migrant Seasonal Head Start)

Neither of these

I'm not sure

Please rate your **experience with** the following **coaching focus areas**:

### Experience Level

Approaches to learning

 None  
 Low  
 Moderate  
 High

Social and emotional development

 None  
 Low  
 Moderate  
 High

Classroom and learning environments

 None  
 Low  
 Moderate  
 High

Language and literacy

 None  
 Low  
 Moderate  
 High

Cognition (including math and sciences)

 None  
 Low  
 Moderate  
 High

Perceptual, motor, and physical development

 None  
 Low  
 Moderate  
 High

Curriculum fidelity

 None  
 Low  
 Moderate  
 High

Please rate your **experience with** the following **coaching delivery methods**:

**Experience Level**

Expert coaching

None  
Low  
Moderate  
High

Together Learning and Collaborating (TLC)

None  
Low  
Moderate  
High

Peer coaching

None  
Low  
Moderate  
High

Self coaching

None  
Low  
Moderate  
High

On-site coaching

None  
Low  
Moderate  
High

Distance coaching

None  
Low  
Moderate  
High

What experience do you have with the following professional development (PD) supports?

	I currently receive this PD support.	I want to receive this PD support but do not currently receive it.	I am not interested in this type of support.
Support from my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coaching from a peer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coaching from an expert	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ongoing training within my program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community of practice (COP) within my program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community of practice (COP) within my Region	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Page entry logic:**

This page will show when: #1 Question "What is your current **role**?" is one of the following answers ("I am a **coach**.")

VALIDATION Min = 0 Max = 10

29

Please indicate the degree to which you **face challenges** in the following areas related to **the Components of PBC**:

Not at all challenging (0) Moderately challenging (5) Extremely challenging (10)

0 1 2 3 4 5 6 7 8 9 10

Developing a collaborative partnership with coachees



Not Applicable

Using needs assessment data to identify goals



Not Applicable

Developing measurable, observable goals with coachees



Not Applicable

Collecting appropriate data during focused observations



Not Applicable

Supporting reflection on goal progress by coaches



Not Applicable

Using data to prepare for reflection and feedback meetings



Not Applicable

Providing supportive and/or constructive feedback to coachees



Not Applicable

VALIDATION Min = 0 Max = 10

ID 30



Please indicate the degree to which you **face challenges** in the following areas related to **coaching strategies**:

Not at all challenging (0) Moderately challenging (5) Extremely challenging (10)

0 1 2 3 4 5 6 7 8 9 10

Identifying or providing resources to coachees



Not Applicable

Providing data-based feedback



Not Applicable

Providing video-based feedback



Not Applicable

Providing side-by-side support (e.g. verbal or gestural cues)



Not Applicable

Facilitating problem-solving discussions



Not Applicable

Using role-play



Not Applicable

Providing video examples



Not Applicable

Modeling practices



Not Applicable

Supporting environmental arrangement



Not Applicable

Graphing data to support feedback



Not Applicable

Time management



Not Applicable

Please indicate the degree to which you **face challenges** in the following areas related to **coachees, children, and families**:

Not at all challenging (0) Moderately challenging (5) Extremely challenging (10)

0 1 2 3 4 5 6 7 8 9 10

Supporting coachees to work with, and consider the cultures of, children and families (including linguistic diversity)



Not Applicable

Supporting coachees to work with children with disabilities



Not Applicable

Coaching classroom teaching teams



Not Applicable

Coaching resistant coachees



Not Applicable

VALIDATION Min = 0 Max = 10

ID 32

Please indicate the degree to which you **face challenges** in the following areas related to **technology**:

Not at all challenging (0) Moderately challenging (5) Extremely challenging (10)

0 1 2 3 4 5 6 7 8 9 10

Technology to implement coaching (e.g., video recording, virtual meetings/Zoom)



Not Applicable

Supporting coachees to use technology



Not Applicable

Technology to track coaching activities



Not Applicable

**VALIDATION** Min = 0 Max = 10

**LOGIC** Hidden unless: #11 Question "In which **settings** do you currently provide coaching to education staff? (Please select all that apply.)" is one of the following answers ("Home-based Head Start", "Home-based Early Head Start")

**ID** 33

Please indicate the degree to which you **face challenges** in the following areas related to **coaching home visitors**:

Not at all challenging (0) Moderately challenging (5) Extremely challenging (10)

0 1 2 3 4 5 6 7 8 9 10

Developing a collaborative partnership with families



Not Applicable

Conducting focused observations in the home



Not Applicable

**ID** 35

What are the **most rewarding** parts of being a coach?

**Page entry logic:**

This page will show when: #1 Question "What is your current **role**?" is one of the following answers ("I am an **education manager/leader.**", "I serve in another role that **directly supports coaches.**")

**LOGIC** Hidden unless: #1 Question "What is your current **role**?" is one of the following answers ("I serve in another role that **directly supports coaches.**")

122

What is your current **role**?

**LOGIC** Hidden unless: #1 Question "What is your current **role**?" is one of the following answers ("I am an **education manager/leader.**")

81

How many **years** have you been an education leader?

Less Than 1 Year  
1 - 2 Years  
3 - 4 Years  
5 - 10 Years  
10 Years or More

**LOGIC** Hidden unless: #1 Question "What is your current **role**?" is one of the following answers ("I serve in another role that **directly supports coaches.**")

121

How many **years** have you been in your current **role**?

Less Than 1 Year  
1 - 2 Years  
3 - 4 Years  
5 - 10 Years  
10 Years or More

82

Which **settings** do you currently support?

(Please select all that apply.)

- Center-based Head Start
- Center-based Early Head Start
- Home-based Head Start
- Home-based Early Head Start
- Family Child Care
- Other (please specify):

127

Do you work in Region XI or XII?

- Region XI (American Indian & Alaska Native)
- Region XII (Migrant Seasonal Head Start)
- Neither of these
- I'm not sure

**VALIDATION** Must be numeric Whole numbers only Positive numbers only Max character count = 3

83

How many **coaches** do you currently support?

(If you're not sure of the exact number, please give us your best estimate.)

84

Which of these **data sources** are you using to identify supports for coaches?

*(Please select all that apply.)*

- Anecdotal data (i.e. what my coaches tell me they need)
  - Information from coaching logs or coach reports
  - Observed coach fidelity (i.e. listening or watching a coaching session)
  - Other (please specify)
  - Other (please specify)
  - I do not use coaching data for this purpose.
- 

 85

Which of these **supports** do you provide to coaches?

*(Please select all that apply.)*

- Training on coaching
  - Training on effective practices
  - Coaching
  - Communities of Practice (COPs)
  - Reflective Supervision
  - Other (please specify)
  - None of these
- 

 86

Which of these supports **do you need** to provide support to coaches?

*(Please select all that apply.)*

- Training on PBC
  - Training on coaching practices
  - Training on coaching support strategies
  - Training on how to review data to guide coaching
  - Training on how to run an effective Community of Practice
  - Additional iPD course offerings
  - Other (please specify)
  - Other (please specify)
  - Not Sure
- 

 87

What are the areas of **needed development or improvement** in your program related to coaching?

*(Please select all that apply.)*

- Data analysis to identify program needs/practices for coaching
  - Fiscal guidance
  - Staff buy-in
  - PBC Implementation Team / Teaming resources at a program level
  - Other (please specify)
- 

 119

What is the **most rewarding part** of supporting coaches in your work?

**LOGIC** Show/hide trigger exists.

**ID** 88

How familiar are you with the National Center on Early Childhood Development, Teaching and Learning (NCECDTL) **Coaching Corner** webinar series?

- I've **never heard of** Coaching Corner
- I have heard of Coaching Corner, but **never watched** it
- I have seen **fewer than 3 episodes** of Coaching Corner
- I have seen **between 3 and 5 episodes** of Coaching Corner
- I have seen **more than 5 episodes** of Coaching Corner

**LOGIC** Hidden unless: (#1 Question "What is your current **role**?" is one of the following answers ("I am an **education manager/leader.**") AND #33 Question "How familiar are you with the National Center on Early Childhood Development, Teaching and Learning (NCECDTL) **Coaching Corner** webinar series?" is one of the following answers ("I have heard of Coaching Corner, but **never watched** it", "I have seen **fewer than 3 episodes** of Coaching Corner", "I have seen **between 3 and 5 episodes** of Coaching Corner", "I have seen **more than 5 episodes** of Coaching Corner"))

**ID** 89

Have you encouraged the coaches you work with to view the Coaching Corner webinars?

- Yes
- No

**VALIDATION** Min = 0 Max = 10

**LOGIC** Hidden unless: (#1 Question "What is your current **role**?" is one of the following answers ("I am a **coach.**") AND #33 Question "How familiar are you with the National Center on Early Childhood Development, Teaching and Learning (NCECDTL) **Coaching Corner** webinar series?" is one of the following answers ("I have seen **fewer than 3 episodes** of Coaching Corner", "I have seen **between 3 and 5 episodes** of Coaching Corner", "I have seen **more than 5 episodes** of Coaching Corner"))

**ID** 90

How applicable is the content of Coaching Corner to your coaching experience?

Not at all  
applicable



Extremely  
applicable

**LOGIC** Show/hide trigger exists. Hidden unless: #33 Question "How familiar are you with the National Center on Early Childhood Development, Teaching and Learning (NCECDTL) **Coaching Corner** webinar series?" is one of the following answers ("I have seen **fewer than 3 episodes** of Coaching Corner", "I have seen **between 3 and 5 episodes** of Coaching Corner", "I have seen **more than 5 episodes** of Coaching Corner")

**ID** 91



Would you recommend Coaching Corner to others?

- Yes  No

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**LOGIC** Hidden unless: #36 Question "Would you recommend Coaching Corner to others?" is one of the following answers ("Yes")

 92

What about Coaching Corner makes you want to recommend it to others?

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**LOGIC** Hidden unless: #36 Question "Would you recommend Coaching Corner to others?" is one of the following answers ("No")

 93

What factors prevent you from wanting to recommend Coaching Corner to others?

**Page entry logic:**

This page will show when: #4 Question "Do you **currently use** the **Head Start Coaching Companion**?" is one of the following answers ("Yes")

 94

How long have you been using **Head Start Coaching Companion**?

- Less than 1 year
- 1 - 2 Years
- 3 - 4 Years
- 5 years or more

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 95

In an **average month**, how often do you use the Head Start Coaching Companion?

- Less than once per month
  - About once per month
  - About once every two weeks
  - About once per week
  - About 2-3 times per week
  - Almost every day
- 

 96

Who **initiated** your use of Head Start Coaching Companion?

- Me
  - My supervisor/admin (e.g. program director, CEO, manager)
  - Other (please specify)
  - Not Sure
- 

 97

Please rate the ease of your experience with the following parts of Head Start Coaching Companion:

	<b>Very Easy</b> (I had little or no problems)	<b>Somewhat Easy</b> (I had a few issues or questions, but they were resolved)	<b>Somewhat Difficult</b> (I have experienced issues, some of which were not resolved)	<b>Very Difficult</b> (I had many issues and questions where I needed support)	<b>Not Sure / Not Applicable</b>
Registering for an account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Logging into HSCC through the ECLKC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navigating the site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating a goal and PBC cycle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging with and completing components of the PBC cycle (e.g. action steps)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accessing resources from the resource library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uploading a video or audio file	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with my coach and team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**105**

What **challenges** do you face to using the Head Start Coaching Companion?

*(Please select all that apply.)*

- I feel unfamiliar or uncomfortable navigating the platform
- I have difficulty accessing the platform altogether
- I don't have time to integrate the platform into my daily practices
- I don't have the support or resources I need to learn about the platform

Other (please specify):

**107**

What **resources or supports** would best support you in using the Head Start Coaching Companion?

(Please select all that apply.)

- More written information about the HSCC on the ECLKC
  - Short video tutorials or how-to clips
  - Longer instructional videos that cover comprehensive use of the platform
  - Interactive webinars/live demos
  - In-person tutorials at events
  - Other (please specify):
  - None of these would be helpful for me
- 

 110

The Head Start Coaching Companion was designed to be **flexible**, meaning users can use the platform in the ways that best suit their needs. From your perspective, which of the following best describes your experience using the Head Start Coaching Companion?

- The site is **too flexible**. I wish it was more structured
  - The site is **just right**. I like that I can pick and choose which features to use based on my needs and goals.
  - The site is **not flexible enough**. I wish it was less structured.
- 

 109

Do you use any **additional tools** other than Coaching Companion to guide your professional development or track your instructional goals?

- No
- Yes (please specify):

 108

What, if any, **remaining questions** do you have about Head Start Coaching Companion?

**Page entry logic:**

This page will show when: #4 Question "Do you **currently use** the **Head Start Coaching Companion**?" is one of the following answers ("No")

 112

The **Head Start Coaching Companion** is a video-sharing and coaching-feedback application for early care and education staff and providers offered by the National Center on Early Childhood Development, Teaching, and Learning (NCECDTL). This application is designed to be flexible and to help coaches, coachees, and peer-coaching teams work together, even between coach visits or from a distance. With the Head Start Coaching Companion, users can share video files, ask questions, exchange feedback, and develop individualized coaching plans that support quality teaching and positive outcomes for young children.

**LOGIC** Show/hide trigger exists.

 113

You told us earlier that you **do not currently use** Head Start Coaching Companion. Have you **ever** used it?

- I had **never heard of** the Head Start Coaching Companion before taking this survey.
- I've **heard of** the Head Start Coaching companion before, but I've **never used it**.
- I **have previously used** the Head Start Coaching Companion, but I stopped using it.

**LOGIC** Hidden unless: #47 Question "You told us earlier that you **do not currently use** Head Start Coaching Companion. Have you **ever** used it?" is one of the following answers ("**I have previously used** the Head Start Coaching Companion, but I stopped using it.")

 114

What **challenges** did you face to using the Head Start Coaching Companion?

*(Please select all that apply.)*

- I felt unfamiliar or uncomfortable navigating the platform
- I had difficulty accessing the platform altogether
- I didn't have time to integrate the platform into my daily practices
- I didn't have the support or resources I needed to learn about the platform
- Other (please specify):

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 116

Do you currently use any **platforms or tools** to guide your professional development or track your instructional goals?

- No
- Yes (please specify):

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 117

What **resources or supports** would best support you in potentially using the Head Start Coaching Companion in the future?

*(Please select all that apply.)*

- More written information about the HSCC on the ECLKC
- Short video tutorials or how-to clips
- Longer instructional videos that cover comprehensive use of the platform
- Interactive webinars/live demos
- In-person tutorials at events
- Other (please specify):

- None of these would be helpful for me

Thank you very much for completing this survey! Your responses are very important to us and will help us create high quality content to support Head Start professionals like yourself.

Questions about this survey? Please contact Kate Brunick, Research Manager for NCECDTL, by clicking [here](#).

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