



Early Childhood Education Coaching Design & Decision Worksheet

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This framework, adapted from “Primetime for Coaching”, is meant to help program leaders, coaches, and educators think through the components and design decisions that go into a successful instructional coaching program in an ECE setting. Contact bonnie.okeefe@bellwethereducation.org if you have any questions.

Category	Key Decisions	Notes
Theory of change and goals	What are the program’s goals? How will coaching lead to teacher and student outcomes?	
Targeting	Which educators receive coaching? Is it targeted, or tiered? How is it differentiated?	
Staffing	Who are the coaches? What are their qualifications, and relationship to programs?	
Dosage and duration	How often does coaching happen, for how long?	
Leadership	How should coaches work with program leaders?	

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Content	What is the content focus of the coaching? Literacy and language? Social-emotional learning?	
Process	What strategies do coaches use in their work? How consistent should they be?	
Context	How does coaching fit into the context of PD, evaluation, curriculum, and improvement strategies?	
Venue	Is coaching in-person, virtual, or a hybrid?	
Evaluation	What metrics determine success or inform program strategy? How will the program reflect and improve over time?	

Learn more about “Primetime for Coaching” at www.BellwetherEducation.org