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| **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(1st Year of Implementation) | Complete at least two (2) self-assessments using the *Coaching in Action Checklist* |  1st Year of Employment | 1. Complete two (2) self-assessments using the *Coaching in Action Checklist*
2. Be observed at least once by a qualified observer.

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

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| **Qualified Observer Qualifications** |
| 1. a. Master coach **and #2 below**, **or**
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| 1. 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**
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| 1. 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**
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| 1. Completion of the *Texas Coaching Families* module (<http://legacy.hhsc.state.tx.us/ecis/providers/coaching/index.html> )
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