

Parent Coaching

Taking Coaching to the Next Level: Helping Parents Make Behavior Changes that Stick!




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Personal disclosure statement...


Toby Stephan is contracted as a workshop instructor and U.S. Representative by the Hanen Centre who owns It Takes Two to Talk – The Hanen Program® for Parents of Children with Language Delays.

- Does not derive any financial benefit from the intervention program
- A Hanen member since 1998
- Used and will continue to use Hanen resources and programs in his daily clinical work with families




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Introductions...



My clinical journey:

- Began by being hands on with child
- Asked, though, that parents sit in and observe each session
- A bit nerve wracking!!!!
- Wanted a framework for involving parents, a partnership



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Raise your hand if you are with me...

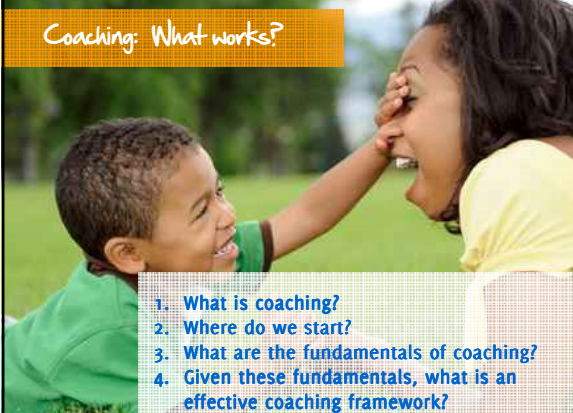


Coaching...

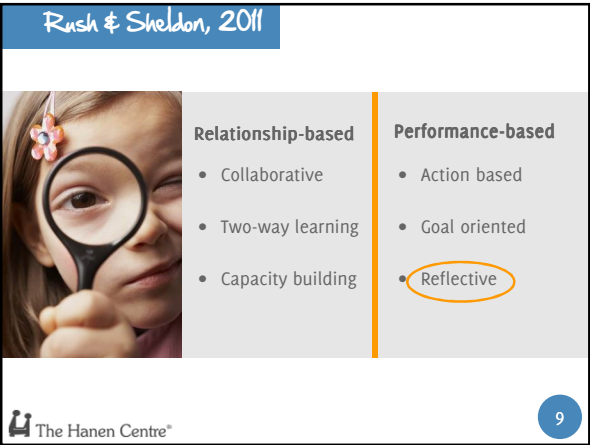
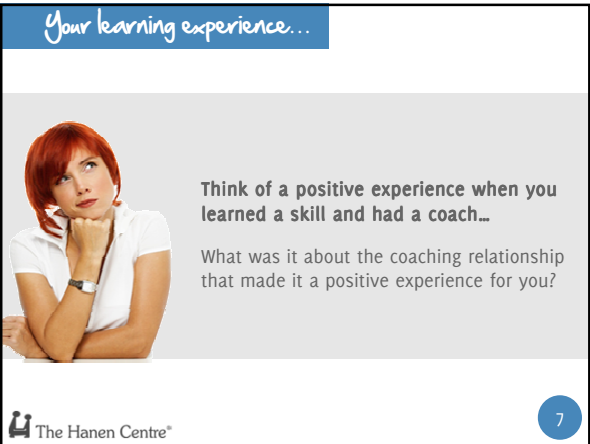


1. What do you see happening now?
2. What would you like to see happen?

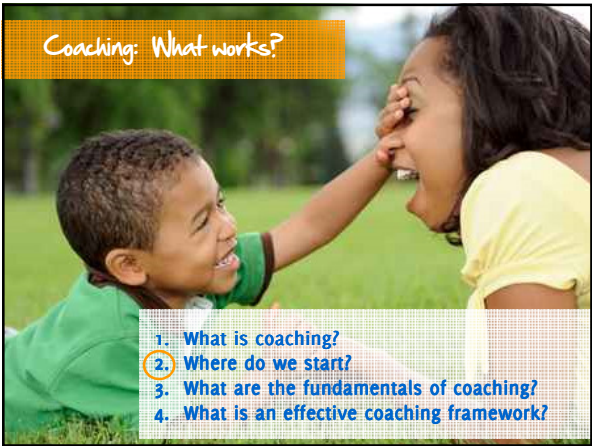
Coaching: What works?



1. What is coaching?
2. Where do we start?
3. What are the fundamentals of coaching?
4. Given these fundamentals, what is an effective coaching framework?



Coaching: What works?



1. What is coaching?
2. Where do we start?
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4. What is an effective coaching framework?

Coaching:
Where do we start?



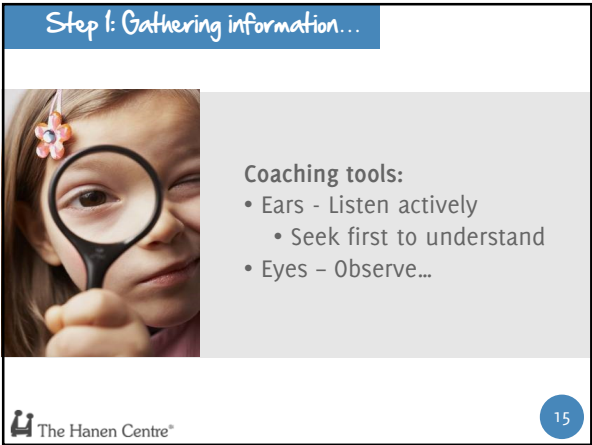
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Step 1: Gathering information



- Identifying parent's priorities for their child's development
- Determining what the parent already knows + is doing

Step 1: Gathering information...



Coaching tools:

- Ears - Listen actively
 - Seek first to understand
- Eyes - Observe...

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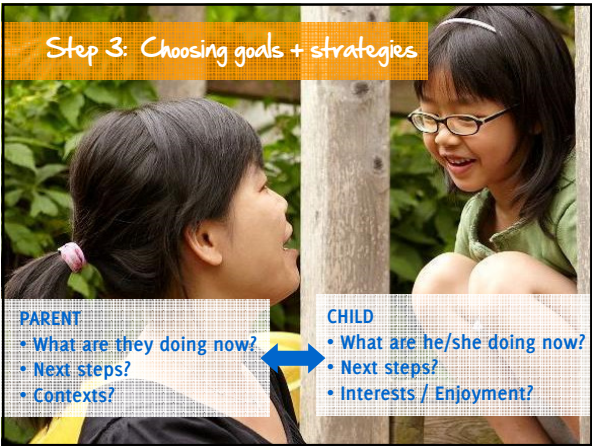
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Step 2: Collecting a baseline

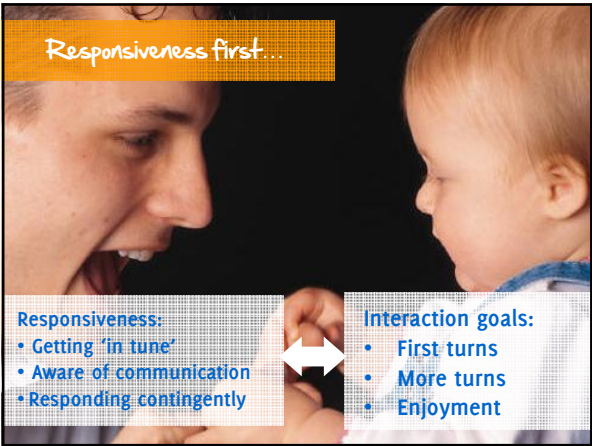
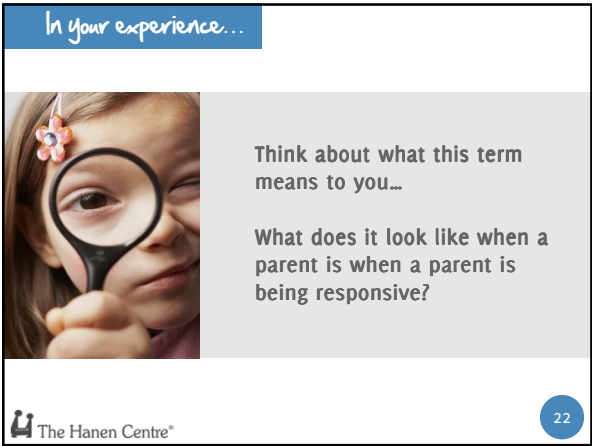


PARENT	CHILD
• Interaction style	• Interaction skills
• Motivations	• Communication skills
	• Interests / Enjoyment

Step 3: Choosing goals + strategies



PARENT	CHILD
• What are they doing now?	• What are he/she doing now?
• Next steps?	• Next steps?
• Contexts?	• Interests / Enjoyment?



Responsiveness first...



Responsiveness:

- Getting 'in tune'
- Aware of communication
- Responding contingently

Interaction goals:

- First turns
- More turns
- Enjoyment

Build responsiveness: Let the child lead

Observe → To see her child's interest
To tune-in to her child's message

Wait → Expectantly for her child to take the first turn (initiate) or get involved

Listen → To understand her child's message

Build responsiveness: Follow the child's lead



Respond contingently:

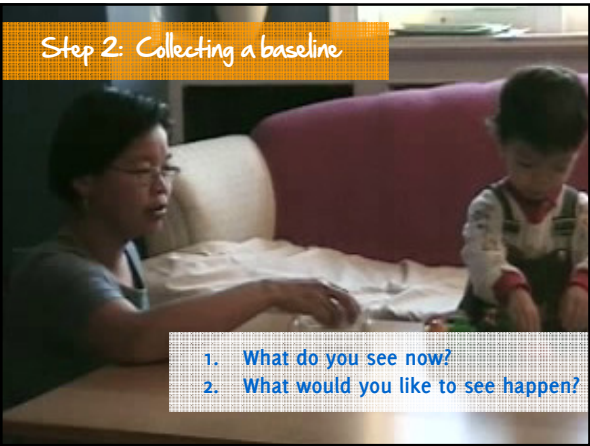
1. Join in
2. Imitate
3. Interpret
4. Comment

How easy or hard is this for parents to learn?

As a coach, are we:

- Acknowledging + enhancing a parent's existing skills?
- Teaching a parent new skills + changing their behavior?

Step 2: Collecting a baseline



1. What do you see now?

2. What would you like to see happen?

Step 3: Choosing goals and strategies


Build responsiveness:

- OWL
- Follow Jacob's lead

Interaction goals:

- First turns
- More turns
- Enjoyment

Will it be easy or hard for a parent to learn a skill?



How much change?

- Enhancing an existing skill?
- Learning a new skill?

How long?

- 21 days?
- How long the existing habit...
- Physical changes in the brain...

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Step 3: Choosing goals and strategies



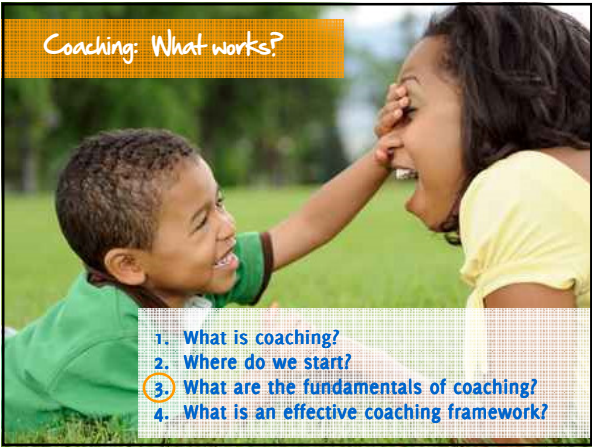
1. What do you see now?
2. Easy or hard?

Where do we start?



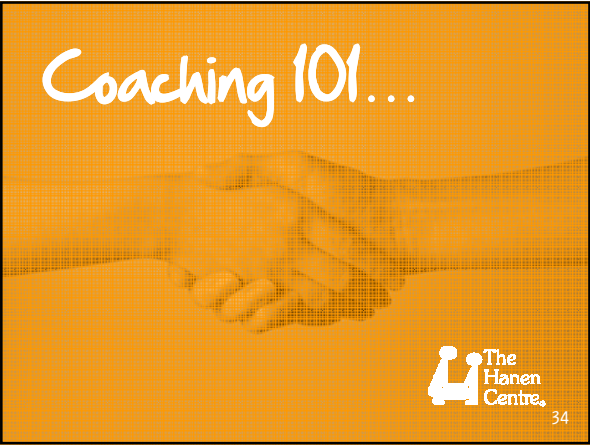
Step 1: Gathering information
Step 2: Collecting a baseline
Step 3: Choosing goals + parent strategies

Coaching: What works?



1. What is coaching?
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Coaching 101...



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Stages of learning ...



Awareness
Initial Action
Long-term Action

Stages of learning ...



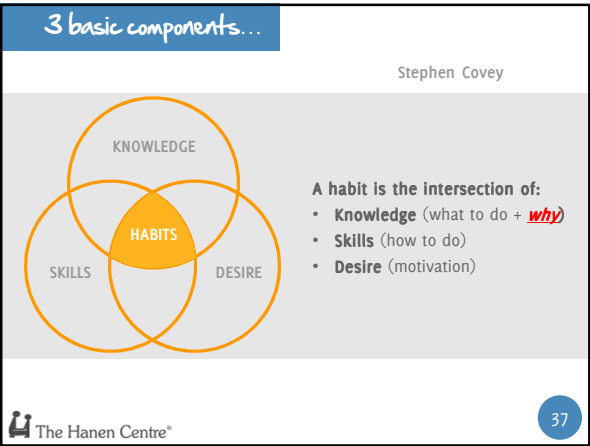
Long-term Action

Use a strategy:

- Independently
- Consistently
- Flexibly
- Across contexts

3 basic components...

Stephen Covey



A habit is the intersection of:

- Knowledge (what to do + *why*)
- Skills (how to do)
- Desire (motivation)

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Coaching: What works?



- ☐ Giving & sharing information
- ☐ Observing
- ☐ Showing or demonstrating
- ☐ Practicing, with provider feedback
- ☐ Parent reflecting & problem solving
- ☐ Joint planning

Dunst & Trivette, 2009
Friedman, Woods & Salisbury, 2012
Rush & Shelden, 2011

Coaching: What works?



A. Planning

1. Introducing new knowledge
2. Demonstrating

B. Application

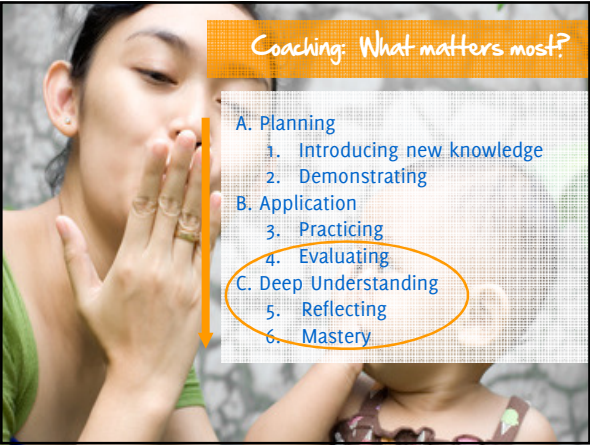
3. Practicing
4. Evaluating

C. Deep Understanding

5. Reflecting
6. Mastery

Multiple coaching methods! (Dunst & Trivette, 2009)

Coaching: What matters most?



A. Planning

1. Introducing new knowledge
2. Demonstrating

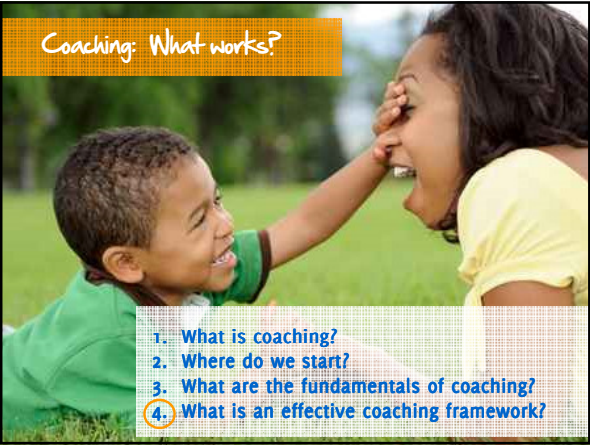
B. Application

3. Practicing
4. Evaluating

C. Deep Understanding


5. Reflecting
6. Mastery

Coaching: What works?




1. What is coaching?
2. Where do we start?
3. What are the fundamentals of coaching?
4. What is an effective coaching framework?

Coach the parent.
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step model...

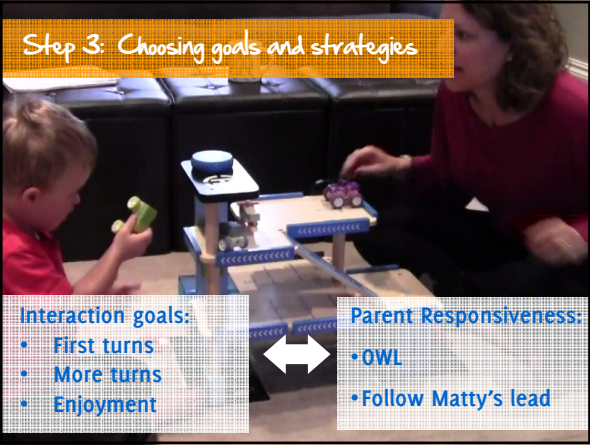


Step 3: Choosing goals and strategies



1. What do you see now? (What is already working?)
2. What would you like to see happen?

Step 3: Choosing goals and strategies



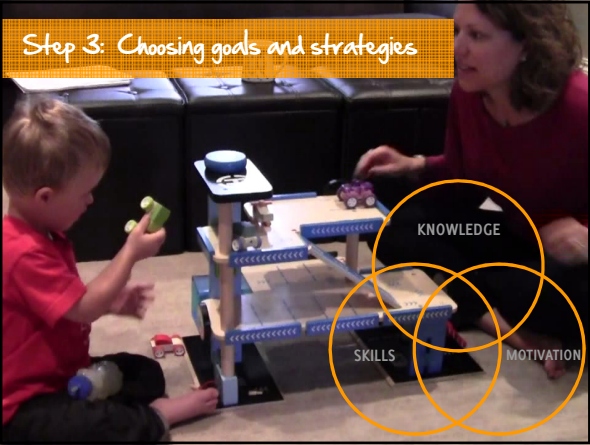
Interaction goals:

- First turns
- More turns
- Enjoyment

Parent Responsiveness:

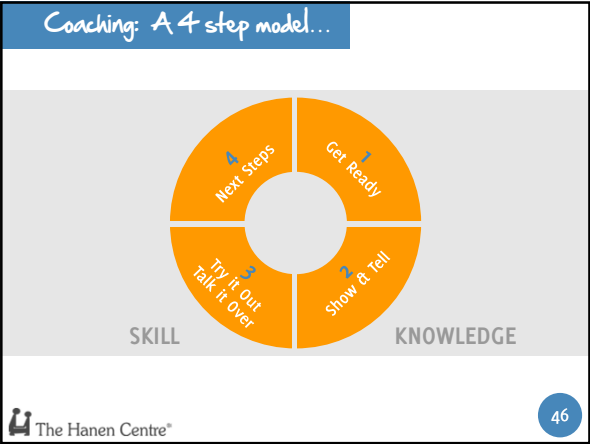
- OWL
- Follow Matty's lead

Step 3: Choosing goals and strategies



KNOWLEDGE
SKILLS
MOTIVATION

Coaching: A 4 step model...

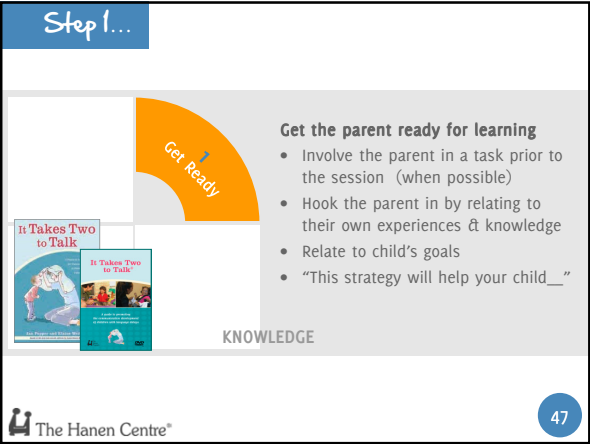


SKILL

KNOWLEDGE

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Step 1...



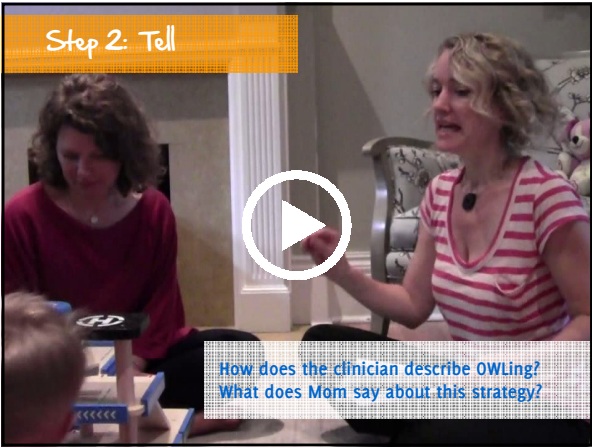
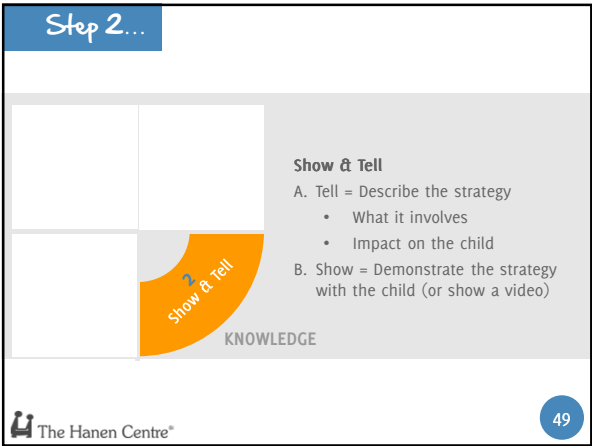
Get Ready

KNOWLEDGE

Get the parent ready for learning

- Involve the parent in a task prior to the session (when possible)
- Hook the parent in by relating to their own experiences & knowledge
- Relate to child's goals
- "This strategy will help your child..."

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Step 3...

Try it Out
Talk it Over

SKILL

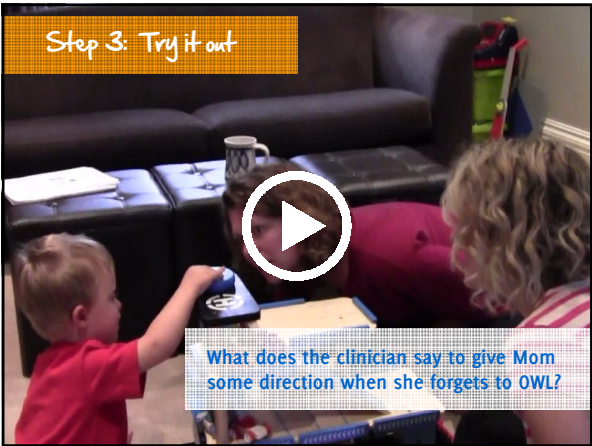
Try it out & talk it over

A. Help the parent try it out
B. Give them direction if needed
C. Talk it over

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Step 3: Try it out



What does the clinician say to give Mom some direction when she forgets to OWL?

Step 3: When to give more direction – or hold off?




More direction

- Parent is not using the strategy properly
- Parent is unsure
- Parent wants help
- Child not engaged
- Activity

Hold off

- Parent is using the strategy
- Parent has already made a change

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How to give direction?

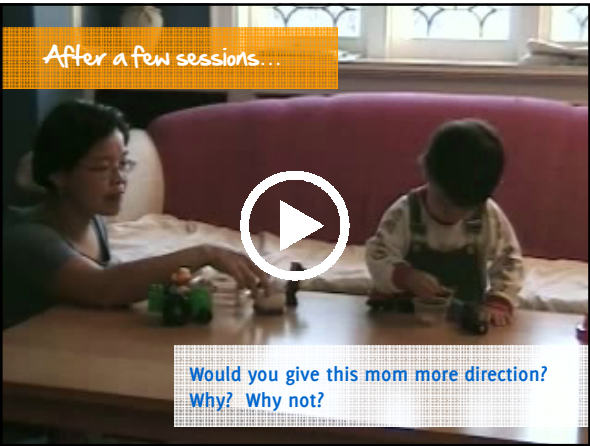


On the fly – quick reminder, easy for parent to apply, parent is aware

Time out – longer explanation, parent is less aware, needs to change

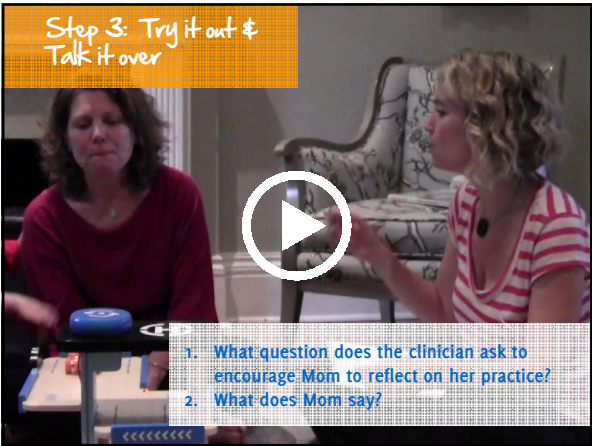
Demonstration – parent needs more ‘show & tell’, bit by bit

After a few sessions...



Would you give this mom more direction? Why? Why not?

Step 3: Try it out & Talk it over



1. What question does the clinician ask to encourage Mom to reflect on her practice?

2. What does Mom say?

Self-reflection is the key to change...



“Change Talk”

People are more persuaded by what they hear themselves say than by what someone tells them.

(Self-perception theory: Bem, 1972)

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Self-reflection is the key to change...

Reflect on strategy use...

- How did it feel to OWL?
- Same/different from typical?
- What was easy? Hard?
- Did anything help?

Tie it to the child outcome...

- Did you see what happened when...?
- How did your child respond?
- How is this strategy helping...?



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Step 4...



Next Steps – Joint planning

1. Help parent summarize
 - Consolidate goal + strategy
2. Choose activity
3. A way to remember

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Allison's Action Plan

Activity:

• _____

My child will:


• (goal) _____

I will help my child do this by:

• (strategy) _____

I will remember to do this by:

• _____



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Report Back...

When I _____, my child _____

It was easy for me to _____

It was hard for me to _____

Questions I have are _____



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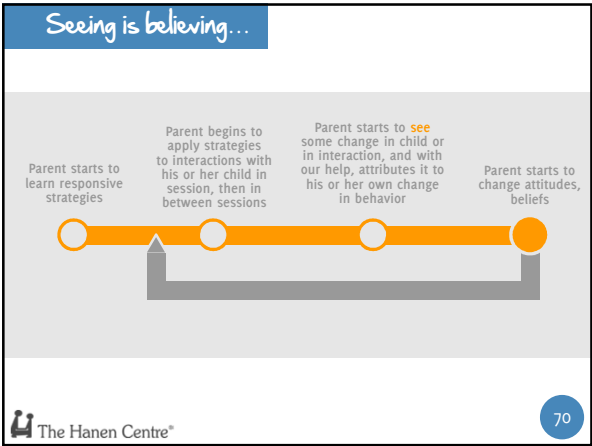
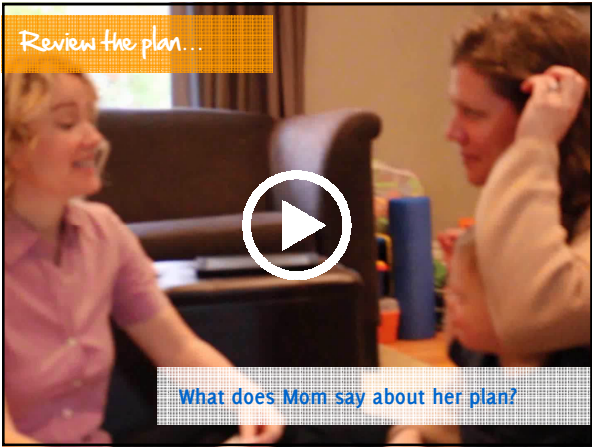
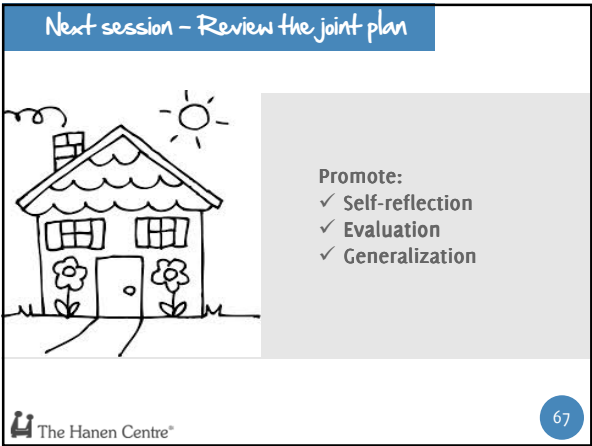
Stages of learning ...



Awareness

Initial Action

Long-term Action



Develop a new joint plan...

Activity:

- _____

My child will:


- (goal) _____

I will help my child do this by:

- (strategy) _____

I will remember to do this by:

- _____



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In closing...



- ✓ What is coaching?
- ✓ Where do we start?
- ✓ What are the fundamentals of coaching?
- ✓ What is an effective coaching framework?

Final self reflection...




In my role as a coach...

1. It will be important for me to bring the following to the coaching relationship...
2. Something I am already doing that I'm plan to do *more of* is...
3. Something *new* I am going to add to my practice is...

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Thank you...



- Toby Stephan
- Workshop Instructor and U.S. Representative for The Hanen Centre®

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