

Bullying Prevention and Education Grant Program Implementation Coach Competencies

An Implementation Coach can play a key role in establishing and maintaining focus on the implementation of the Colorado School Bullying Prevention and Education Grant (BPEG). This is largely driven by purposeful school site visits and coaching that build the school leader's capacity to focus on change at the school. Through trusting relationships with school-level leadership, the Implementation Coach engages in authentic problem solving while holding school leaders to high levels of accountability. This position can be someone currently on staff or a new hire but must fulfill the duties and have the competencies listed below.

The Implementation Coach should:

- Lead monthly BPEG Implementation Team meetings for each school in the grant
- Monitor short-term and long-term goals for strengthening the bullying prevention efforts
- Support school(s) with bullying prevention program implementation fidelity and sustainability
- Support schools with developing and/or improving school climate
- Support implementation of effective data meetings, data analyses, and use
- Work with school leadership team to actively support BPEG activities by conducting purposeful site visits
- Maintain regular communication with CDE:
 - Participate in monthly Implementation Coach meetings with CDE
 - Monitor budget to ensure funds are drawn down in a timely manner

The ideal Implementation Coach has experience in:

- Evidence-based bullying prevention theories and programs
- Implementation of Colorado's Multi-Tiered System of Supports (CO-MTSS) framework
- Implementation science
- Developing and/or improving school climate
- Development and implementation of school-wide positive behavioral practices
- Working with historically underserved populations (minority students, students experiencing poverty, students with disabilities, and English Language Learners)
- Conducting purposeful school site visits to monitor and evaluate the effectiveness of implementation.
- Monitoring the implementation of strategies
- Identifying barriers to improvement, problem solving and effective change
- Budget development
- Effective communication and partnerships with stakeholders (district administration, school staff, CDE staff)
- Effective data reflection and evaluation
- Providing targeted support through observations and coaching
- prevention curriculum.