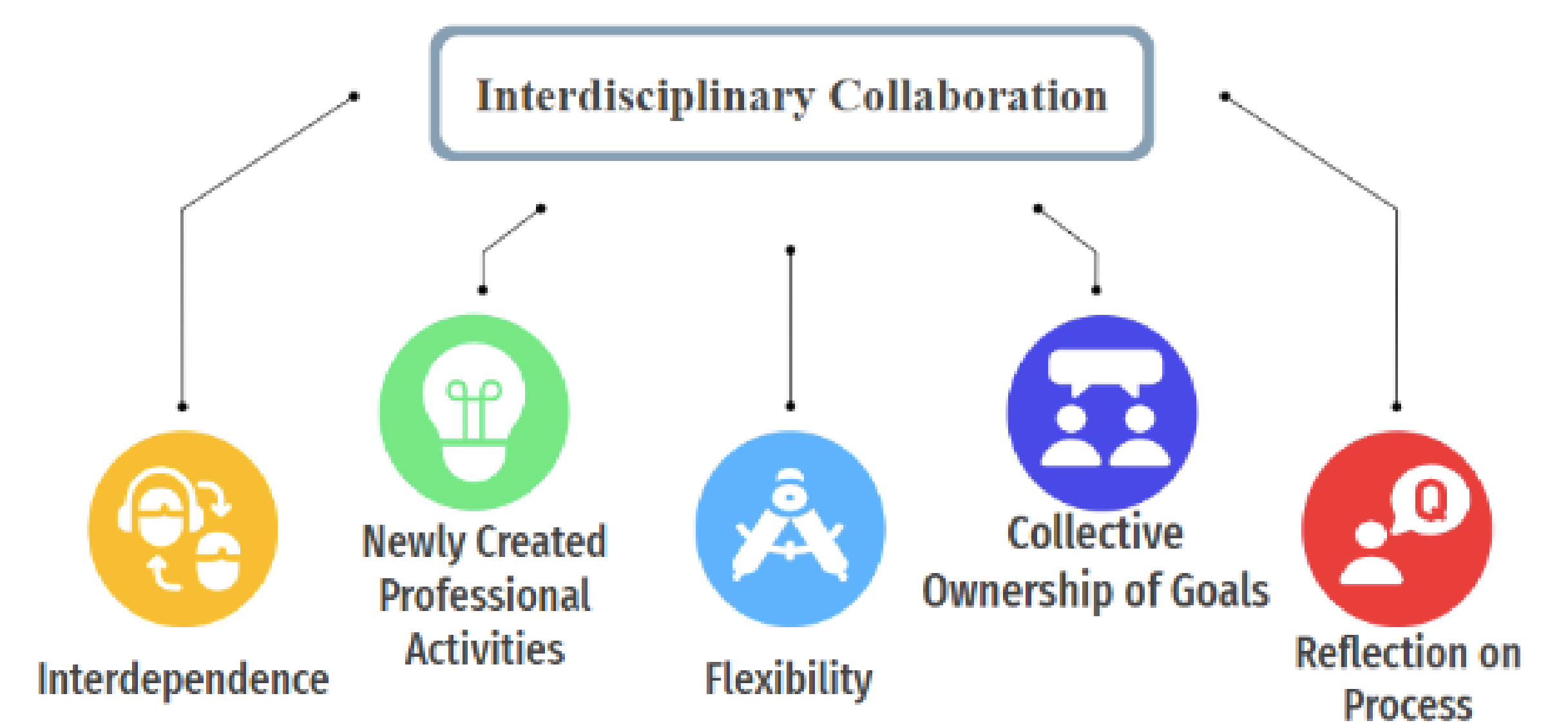


# Impact of Interdisciplinary Collaborative Behavior Coach Training for School Counselors, Social Workers, and Psychologists

## PURPOSE OF THE STUDY:

The purpose of this descriptive quantitative study was to investigate the impact of interdisciplinary collaborative behavior coach training on school counselors, social workers, and psychologists in a Midwest suburban school district.



## RESEARCH DESIGN:

### Subjects:

- 92 Behavior Coaches- school counselors, social workers, and psychologists

### Quantitative Design:

- Interdisciplinary team created surveys of actions to further learning
- Actions range in challenge level from fundamental, novice, intermediate, and advanced
- Participants were able to ask questions
- Administered at the end of each training session
- Follow-up surveys sent 6-8 weeks after training sessions
- Survey 3-B was adapted and Survey 4-A and 4-B were omitted due to COVID-19

### Data Analysis of Actions:

- Number and Percent of intended and completed actions
- Challenge level of actions using the National Institutes of Health's Competencies Proficiency Scale (2019).
- Challenge level and grade-level compare with a Chi-Squared test.
- Challenge level and primary position compared with a Chi-Squared test. Expected values were the intended actions. Observed values were the completed actions.

### Data Analysis of Questions:

- Sophistication level using the Webb's Depth of Knowledge (DOK) Model.

## RESEARCH QUESTIONS:

### Question 1:

What is the impact of interdisciplinary collaborative behavior coach training?

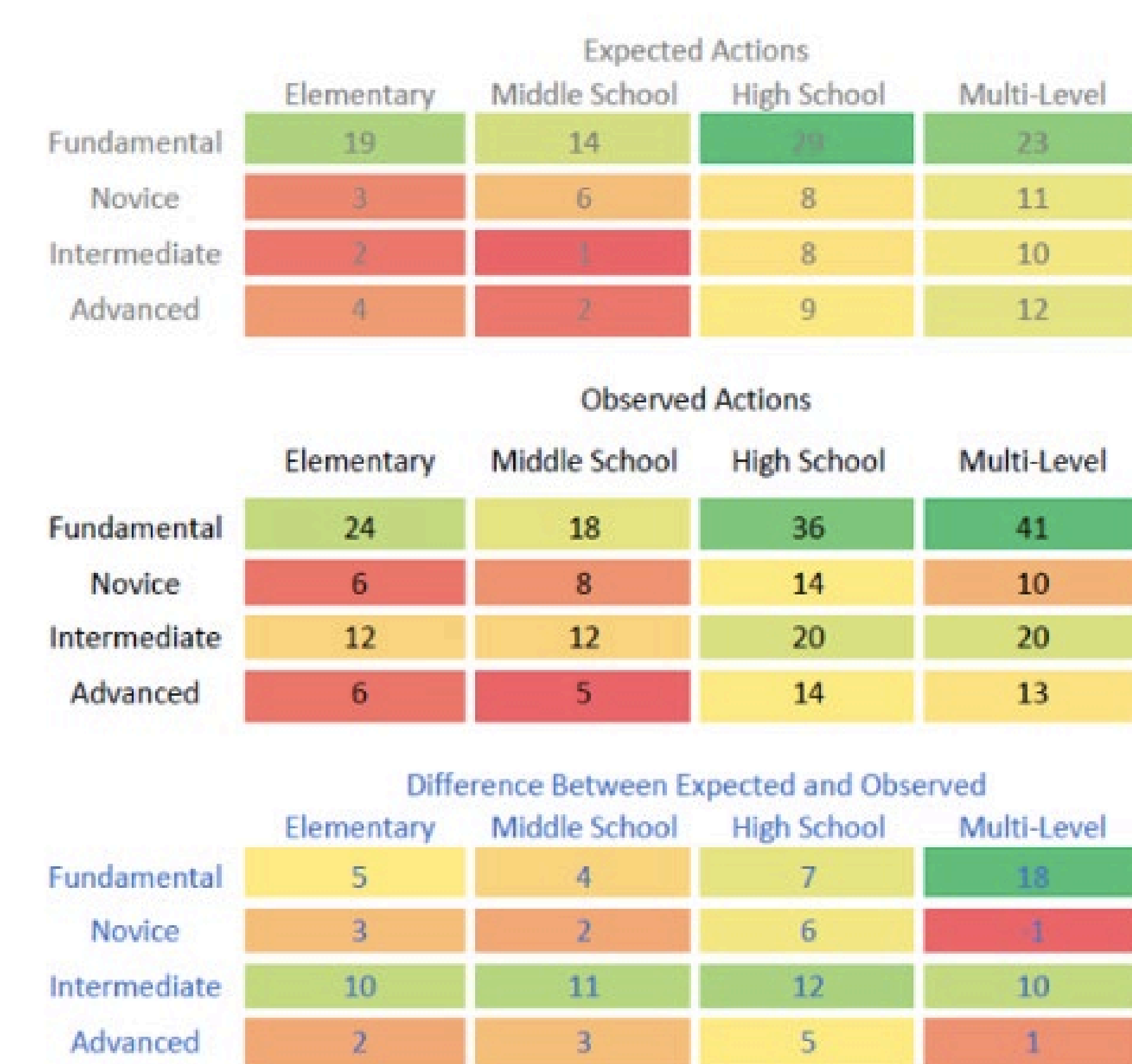
Completed and Incomplete Actions from Follow-up Surveys

Challenge Level (CL)	Number of intended actions	Number of actions intended & completed	Percent of intended & completed actions	Number of actions completed without intending to first
Survey 1-B				
CL 1 - Fundamental	58	55	94.83%	12
CL 2 - Novice	26	19	73.08%	10
CL 3 - Intermediate	15	8	53.33%	27
CL 4 - Advanced	19	15	78.95%	10
1-B Overall	118	97	82.2%	59
Survey 2-B				
CL 1 - Fundamental	26	25	96.15%	29
CL 2 - Novice	5	4	80%	10
CL 3 - Intermediate	8	7	87.5%	30
CL 4 - Advanced	11	10	90.91%	16
2-B Overall	50	46	92%	85

### Question 2:

Does the impact vary by grade?

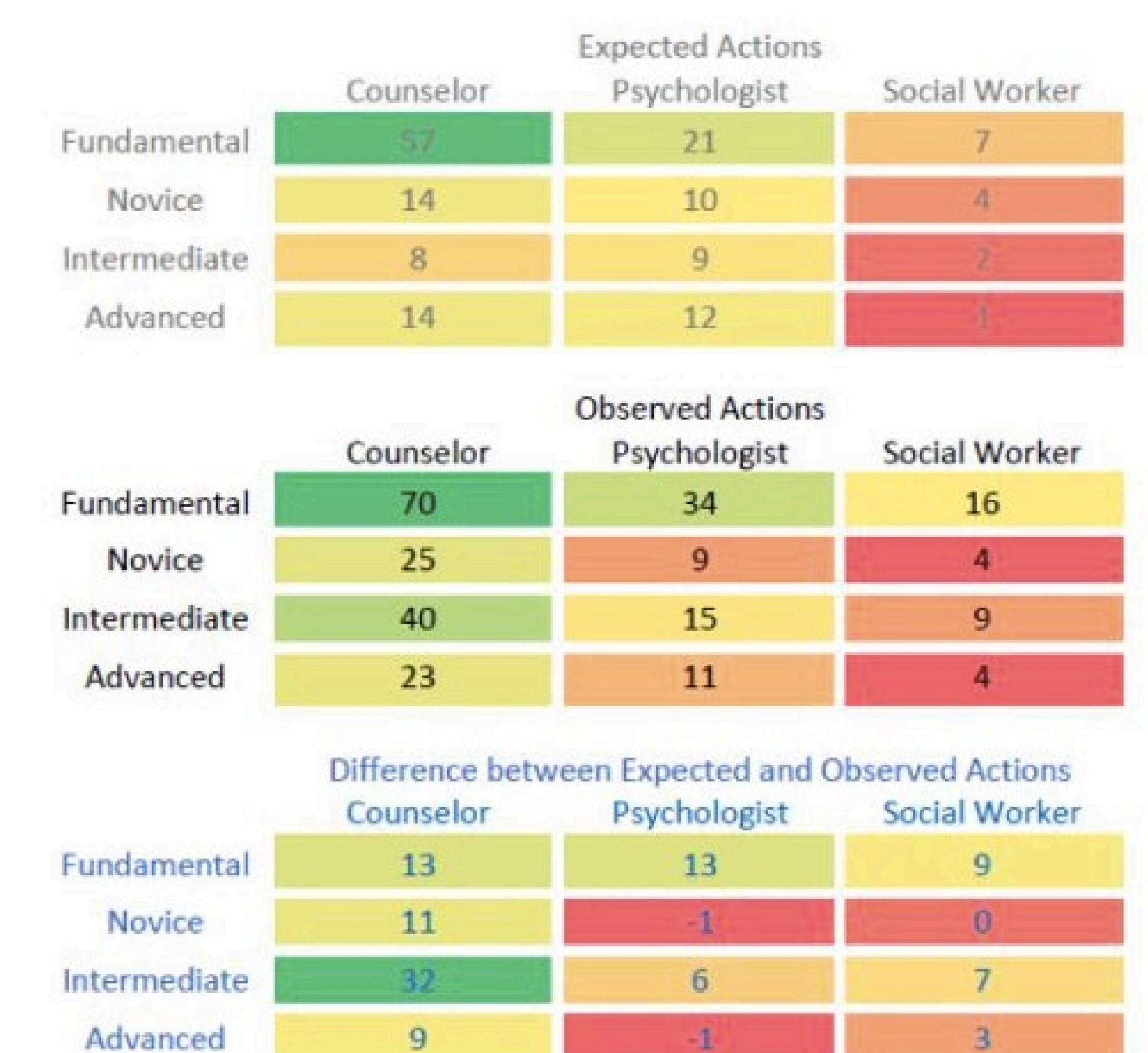
Heat Map Comparing Challenge Level of Action and Grade-Level of Behavior coach.



### Question 3:

Does the impact vary by primary position?

Heat Map of Expected and Observed Outcomes for Both Follow-up Surveys, 1-B and 2-B, Combined



## INTERDISCIPLINARY COLLABORATIVE TEAM PROCESSES:

- Building Relationships and Trust
- Gathering Input
- Reflection and Transparency
- Flexibility and Change

## CONCLUSIONS:

