Excellent Schools Detroit works to ensure that every child in Detroit receives a high-quality education, from cradle to career.
ESD Developed the Early Educators Excel (E3) Coaching Model
E3 Coaching Features & Timeline

- **2015**
  - Summer Institute
  - Coach Training
  - Coach Training
  - Coach Training
  - Teacher Training
  - CLASS Observations

- **2016**
  - Coach Training
  - Teacher Training
  - Teacher Training
  - CLASS Observations
  - CLASS Observations
  - CLASS Observations
Coaching was challenging to implement.
Educator participation in the E3 trainings was low.
Coaches conducted fewer coaching sessions with educators than intended.

On average, coaches meet with teachers 4 times throughout the year.
Even in the context of low implementation, CLASS scores improved.
Some parts of E3 were related to improved classroom quality

- The number of coaching sessions that educators received was associated with higher Emotional Support CLASS scores

- Attendance in large group trainings was not associated with higher CLASS scores
Looking Forward
Considerations for the Future

• Increase the duration and frequency of the one-on-one coaching sessions, ensuring that each educator receives at least one hour of coaching each month

• Consider different ways to select teachers for coaching

• Add more topics on classroom management and family engagement into coaching and training sessions

• Revise measurement to better understand how coaching is delivered
Denise L. Smith, M.A.  
Phone: 313-285-9156  
E-Mail: dsmith@excellentschools.detroit.org  
Excellent Schools Detroit  
2111 Woodward Avenue  
Suite 506  
Detroit, MI 48201

Ann-Marie Faria, Ph.D.  
Phone: 202-403-5356  
E-Mail: afaria@air.org  
American Institutes for Research  
1000 Thomas Jefferson Street, NW  
Washington, DC 20007

Natalie Tucker, MSW, MPP  
Phone: 734-369-2037  
E-Mail: ntucker@air.org  
American Institutes for Research  
1000 Thomas Jefferson Street, NW  
Washington, DC 20007