

Georgia Department of Early Care and Learning (DECAL) Professional Development Supports and Services

University of Florida Lastinger Center Background

The University of Florida Lastinger Center for Learning is an education innovation hub that blends cutting-edge academic research and practice to transform education and accelerate learning. We work to create equitable educational systems where every child and educator, regardless of circumstances, experiences high-quality learning every day to support the achievement of critical milestones in children's trajectory through school that are predictive of success in life. Our innovations include Flamingo Early Learning and Math Nation serve more than 500,000 students and 50,000 teachers across ten states in the nation each year.

Georgia's Department of Early Care and Learning (DECAL) is responsible for meeting the child care and early education needs of Georgia's children and their families. It administers the nationally recognized Georgia's Pre-K Program, licenses child care centers and home-based child care, administers Georgia's Childcare and Parent Services (CAPS) program, federal nutrition programs, and manages Quality Rated, Georgia's community powered child care rating system.

GA DECAL has partnered with the University of Florida Lastinger Center since 2015. UF Lastinger enhanced the facilitation capacity of several cohorts of DECAL staff and CCR&R coaches through the creation of a Professional Learning Community (PLC) Institute and Professional Learning Community Advanced Certification program. Beyond the external PLC supports, UF Lastinger has worked with GA DECAL's internal leadership to provide executive leadership and middle management learning opportunities focused on implementing PLC tools and processes to work collaboratively.

Purpose

The University of Florida Lastinger Center for Learning will enhance facilitation capacity of the Georgia DECAL Professional Development team through the implementation of Professional Learning Communities and Coaching across the state.

Scope of Work

Through a multi-layered approach, the UF Lastinger Center proposes the development and implementation of a set of systemic, learning experience to Georgia Professional Development Team leaders. These experiences focus on designing, facilitating and supporting Professional Learning Communities and Coaching in the workplace and virtual follow along supports to assist them in applying their new knowledge to practice.

- **Coaching:** Beyond providing specialized technical assistance to the DECAL Coaching Specialist, UF will provide coaching support for up to 40 preschool teachers and 2 preschool specialists. The 8-10 week coaching learning event will consist of 3 online, asynchronous modules offered with two virtual professional learning communities

introducing coaching as a teacher leadership strategy focused on partnership principles. Modules will focus on:

- o Interrogating ideas about coaching
- o Encouraging professional growth through effective feedback
- o Coaching as a comprehensive approach to quality improvement

- **Professional Learning Community:** UF Lastinger will provide supports to the Professional Learning Community Manager and the PLC Lead Facilitation Team. Supports will be tailored to the needs of the team and my focus on adult learning principles, integrating equity into facilitation design, agenda design, virtual facilitation. Beyond providing specialized technical assistance to the PLC Specialist, UF will provide 16 hours (4 sessions of 4 hours each) to the lead facilitation team to coincide with the fall and spring PLC institute trainings.
- **Leadership Development:** UF Lastinger will work with DECAL leaders in two learning events: (a) a two-day strategic planning meeting and (b) Professional Learning Community for Middle Manager. The Middle Management PLC will consist of two groups. Group 1 are new Middle Managers and will receive 36 hours of facilitation. Group 2 will consist of the Middle Managers who have attended the PLC in the past, and follow up will consist of 20 hours. The goal for both trainings is to enhance facilitation capacity of a selected cadre of Georgia DECAL leaders who supervise staff participating in PLCs and/or responsible for facilitating internal staff meetings. This unique learning experience will help participants collaboratively problem solve, celebrate successes, and work towards the group’s vision and prioritizing goals.

Activity	Purpose	Dosage/Duration
Targeted, individualized technical assistance to the coaching specialist	Support GA DECAL around coaching video submissions, rubric creation, and coaching designation	Up to four hours a week to prepare, support, research, and meet with coaching specialist
Coaching learning event for up to 40 preschool teachers and building capacity of preschool specialist (2) who will support the teachers throughout this learning event and beyond this introduction to coaching course	Support preschool teachers who want to learn more about coaching and how they can grow as teacher leaders through coaching practices	Eight to 10 weeks for two cohorts of up to 20 teachers to participate in 15 hours of professional development. Each cohort will participate in 3 asynchronous coaching modules and two virtual Communities of Practice sessions to support the learner and preschool specialist
Targeted, individualized Technical Assistance to the	Support GA DECAL around designing and facilitating	Up to four hours a week to prepare, support, research,

PLC Specialist and PLC design team	virtual fall and spring professional learning community institutes	and meet with PLC Specialist to design, facilitate, and debrief PLC institutes and ongoing PLC supports to facilitation teams
Lead Facilitation Team (LFT) Development- 16 hours of support to team of PLC facilitators.	Continue to build agenda design, facilitation capacity, and whole group team building to GA DECAL's PLC Lead Facilitation Team	Sixteen hours (4 sessions of 4 hours each) that would coincide with the fall and spring PLC institutes
Middle Management PLC to serve a new cohort of middle managers and to offer a refresher for managers who attended the previous training.	Enhance facilitation capacity of a selected cadre of Georgia DECAL Middle Managers who supervise staff participating in the Professional Learning Community Facilitator Designation program and to support facilitating of internal staff meetings	Cohort 1: New Middle Managers (up to 20) <ul style="list-style-type: none"> • Two 16-hour institutes (fall/spring) • 4 hours of virtual follow up Cohort 2: Returning Managers (up to 15) <ul style="list-style-type: none"> • Two 8-hour institutes • 4 hours of virtual follow up
Strategic Planning Meeting	Continue to support the team as they <ul style="list-style-type: none"> • Take Inventory of the programs, strengths and challenges working to meet the internal goals of GA DECAL • Revisit team vision and mission and prioritize internal goals 	Sixteen hours of facilitation provided either as a 2-day face to face learning event or spread into four 4-hour virtual sessions