



## EARLY LEARNING COALITON OF PALM BEACH COUNTY Proposal for Professional Services

The Early Learning Coalition of Palm Beach County has a long history of partnership with the Lastinger Center for Learning. They have been loyal partners of the Center's Flamingo Early Learning program since 2015, formerly known as Early Learning Florida. The Coalition has a strong group of early learning professionals who initially went through the Communities of Practice (CoPs) Institutes and has gained new team members since then, prompting the need to offer a virtual, Foundational CoP Institute to a cohort of internal individuals.

The Lastinger Early Learning Community of Practice Program is a vehicle for professional transformation that develops early childhood leaders who can build effective learning partnerships with educators within and across programs. This comprehensive quality improvement strategy incorporates both technical and adaptive approaches to professional learning and growth. Deeply rooted in a partnership philosophy that prioritizes individualized and scaffolded supports for adult learners, this responsive approach provides organizations collaborative tools to collaboratively problem solve and work better together internally and with external partners.

The goal of this training is to build the Coalition's capacity to facilitate CoPs, strengthening their staff's ability to utilize CoP tools and processes internally in order to work better together, and externally to engage with stakeholders in order to best address the needs of the community, centers, workforce, and children.

### **Overview**

The University of Florida Lastinger Center would like to offer the staff of Early Learning Coalition of Palm Beach County a 3-day face to face (F2F) Foundational Community of Practice facilitator institute to a cohort of individuals across multiple roles. The most

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pressing educational issues of the day are socially and structurally complex, difficult to define and almost always require systemic responses. Successfully addressing and managing complex challenges depends on a group's capacity to inspire and mobilize individuals to work in ways that enable them to grow and apply their individual assets to maximize collective impact. Understanding the importance of collaboration, reflective dialogue, and authentic engagement to results-driven action in early childhood education, this institute provides a professional development experience focused on the facilitation of explicit tools specifically designed to help groups work better together.

### Objectives

During this Foundational CoP Institute, participants will:

- Build internal community and co-construct a highly collaborative action space within which to tackle issues to improve practice and increase quality in the early childhood programs they serve.
- Experience the key elements of communities of practice (CoP)—*community, domain, and practice*—as a job-embedded structure to enhance learning, communication, and collaboration in the workplace.
- Assess collaboration in their respective workplace according to the four key considerations of the “Cookie” framework.
- Analyze and employ a set of collaborative tools and processes to address issues of practice including complex challenges in a way that enables collective impact.
- Align the nature and purpose of collaborative tools and processes experienced during the institute to address the specific needs of work groups they support and/or facilitate including internal teams and external stakeholders.
- Understand the intent and process of giving and receiving productive, actionable feedback on practice as one of the core practices of collaborative communication.