



EARLY LEARNING COALITION OF ORANGE COUNTY Proposal for Professional Services

The Flamingo Early Learning Coaching Program

The Flamingo Early Learning Coaching program will develop a cadre of certified coaches with the necessary skills to effectively coach adult learners. The Lastinger-certified coaches that emerge from this program can assist providers in creating a culture of continuous quality improvement using reflective practice as the vehicle for improving teaching and learning. Beyond certifying a new cadre of coaches, UF Lastinger Center will work with previously certified coaches through calibration sessions and the opportunity for recertification.

Flamingo Early Learning Coaches will be able to:

1. Engage in brave, reflective, transformational conversations that shift teacher beliefs and practice;
 2. Prioritize teachers' voices and enter a coaching relationship as a partner;
 3. Promote, affirm, and model inclusive teaching practices that support learning for all children;
 4. Partner with teachers to identify individual starting points for equity-oriented dialogue; and
 5. Maximize opportunities to surface the assumptions about teaching, learning, and children from which educators operate.
- Create data displays that help teachers see how their beliefs are unfolding in practice and what impact they are having on children.
 - Ask probing questions that serve as access points for critical conversations about culturally responsive teaching practices.
 - Identify allies and develop collaborative networks as a mechanism to advance change.
 - Critically reflect on their practice and refine their skills via a parallel learning process.

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Lastinger Center for Learning
UNIVERSITY of FLORIDA



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Scope of Work

The UF Lastinger Center proposes designing and implementing job-embedded learning experiences to support the development of the ELC of Orange County coaches. This multi-month program develops the skills of early childhood professionals to deliver high-impact, teacher-centered coaching support to early learning practitioners. Participants learn the fundamentals of coaching, strategies to aid in goal setting, and modeling best practices. Participants will learn how to effectively collect and use data to engage in coaching conversations that improve teacher practice and child outcomes. It consists of a 3-day initial immersive coaching institute experience and five face-to-face implementation support sessions.

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