

Early Childhood Technical Assistance Certification: Coaching Program

Exhibit A

OVERVIEW

The University of Florida Certified Early Learning Coaching program offers an intense, job---embedded coaching program to develop the skills of early learning coaches and TAs that will improve instruction in early learning centers. The certified coaches that emerge from this program can assist early childhood professionals in creating a culture of learning and experimentation and promote collaborative work and discourse about effective care and instructional strategies.

The UF Certified Early Learning Coaching program will develop a cadre of skilled coaches working with Miami---Dade early learning centers who have new skills to work effectively with practitioners to improve their care and instructional practice. The UF Certified Early Learning Coaching program content draws on the latest research and evidence---based practice from adult learning theory, effective coaching and quality improvement, the CLASS program evaluation tool, early learning research, and the work of noted scholars in early childhood education.

OUTCOMES

The UF Certified Early Learning Coaching program will provide the United Way Center for Excellence in Early Learning and their Early Head Start partners:

- A cohort of skilled coaches with the tools to effectively model for and coach practitioners to improve program quality.
- Practical application of adult learning principles within a coaching structure that supports and enhances the work of practitioners and child outcomes.
- A common language of quality improvement that supports the development of coaches and practitioners across early learning centers.

PROGRAM FRAMEWORK

The UF Lastinger Center, in collaboration with the United Way Center for Excellence in Early Learning and their Early Head Start partners, will work to improve practitioner effectiveness and child outcomes by developing a cadre of up to 20 Certified Early Learning Coaches through intensive professional development over the year.

- **Intensive Induction into Classroom Observation:** During a three---day immersion facilitated by UF Lastinger team members, including instructional specialists, participants will explore high impact instructional strategies, reflect on their individual coaching practice, learn the philosophy and mechanics of collaborative coaching, and learn strategies for supporting practitioners and directors.

- **Implementation Support Sessions:** Participants will attend five interactive, one---day sessions with their UF Lastinger Instructional Specialist. In these sessions, coaches will utilize an inquiry approach to identify focus areas for improving their modeling, observation and coaching work. The UF Lastinger Instructional Specialist will provide support and constructive feedback to participants as they develop their skills in effective instruction, observation, collaborative planning and analysis, modeling, and Community of Practice development.

- **Performance Review:** Participants will produce video clips of coaching conversations they have with practitioners. Using structures from their induction experience and ongoing Communities of Practice, they will review the clips with their partner and the UF Lastinger Instructional Specialist.

- **Online Resource Center:** Participants will utilize an online forum to upload videos for analysis and to download resources to use with colleagues. Participants will need to be able to video themselves during coaching conversations and upload these videos to the website. It would be beneficial for all participants to have a tablet or mobile device with these capabilities.

- **Portfolio Documentation and Certification:** Participants will document their development in an electronic portfolio consisting of written reflections, video clips and reports on classroom observations and coaching conversations. UF Lastinger staff will review portfolios and during the final meeting of the cohort, successful participants will receive the UF Lastinger Certificate for Early Learning Coaches.

PRINCIPLES AND STRUCTURES

As UF Certified Early Learning Coaching participants will observe, evaluate, and coach the work of practitioners in early learning centers in support of improving program quality and ultimately child outcomes. Consistent with UF Lastinger Center programs, this initiative embodies the following set of core characteristics closely aligned with adult learning principles:

- Building learning partnerships and Communities of Practice within and across centers.
- Promoting collaborative learning and problem solving in Communities of Practice.
- Employing research---based design and implementation practices.
- Designing job---embedded learning to improve individual and group practice.
- Cultivating an inquiry stance that energizes practitioners and generates meaningful data to guide improvement.
- Using structured dialogue to analyze professional literature, design and plan events and solve complex practice problems.
- Providing a vibrant online platform for community building, resource sharing and distance learning.
- Modeling public sharing of practice to inform and inspire colleagues.

Developing deep content knowledge is fundamental to strong teaching. Participants should possess strong content knowledge in their respective content areas. Successful completion of the UF Lastinger Certified Early Learning Coaching Program provides certification in implementing observation tools, skills and strategies aimed at enhancing instruction and applied child outcomes. The certification programs are the starting points for continuous learning and skill refinement. Upon completing the certification program, participants will continue to expand and refine their skills in developing other practitioners to serve as Early Learning Coaches, attending particularly to developing adult---child interactions around the CLASS, using resources provided in the program and accessing follow---up learning opportunities offered by the UF Lastinger Center.

PROGRAM PARTICIPANTS

Effective coaching based on modeling and classroom observation is key to improving teaching and learning in early learning environments. Effective coaching has a positive impact on child outcomes, practitioner efficacy, instruction, and learning environment. Candidates for the UF Certified Early Learning Coaching program should be master practitioners serving as technical assistance providers or other instructional support roles, who are interested in helping practitioners improve their work and committed to child outcomes.

IMPLEMENTATION PLAN

Three---Day Intensive Induction into Classroom Observation and Coaching

- Establish criteria for effective coaching
- Establish an understanding of adult learning and change management theory
- Investigate approaches to coaching early learning practitioners at both the infant/toddler and pre---k levels
- Introduce conversation protocols as professional learning technology
- Review the certification process including the requirements and expectations

Five Implementation Support Sessions (approximately every 4---6 weeks)

- Initial, internal coaching focused on improving one’s own skills as a technical assistant or coach
- Subsequent external coaching focused on developing the skills of early learning practitioners
- Video observation and analysis of coaching conversations and modeling
- Ongoing feedback of coaching videos submitted based on the Lastinger Evaluation Rubric
- Presentations by participating coaches to share their learning
- Celebration and culmination activity for the year’s activities

COSTS

Total Participants	Cost per Participant	Subtotal	Indirect Cost*	Total Annual Cost
20	\$2,000	\$40,000	\$4,000	\$44,000