

First 5 California Early Learning Coaching & CoP – Tasks 2 & 3

Task 2: Coach Development & Support

WestEd has partnered with the two strongest early childhood coaching leaders in the nation to develop the CA Early Childhood Coaching Certification and Coaching Institutes: the Childcare Quality and Early Learning Center for Research and Professional Development (CQEL) at the University of Washington (UW) and the University of Florida Lastinger Center for Learning (UF).

Each of the partners brings an approach that is deeply aligned to the values and priorities of First 5 CA and includes cultivating skills around the following: cultural responsiveness; culturally and linguistically relevant materials and trainings; equity; respect and reciprocity; inclusiveness; leadership competence; representation and participation of diverse participants and ranges of experience (novice to expert); reflective practice; support and empowerment; strengths-based orientation; sensitivity to balance between statewide consistency and local flexibility.

Task 2A: Coaching Certification Process: The partners will develop the CA Early Childhood Coaching Certification with a minimum of three levels—novice, career, master, with the potential for a fourth level of Mentor—that will distinguish appropriate experiences, abilities, knowledge, skills, and capacity at each level.

Task 2B: Coaching Institutes: WestEd, UF, and UW will create a Coaching Institute model that is grounded in research on coaching effectiveness and informed by the significant collective training experience of the three organizations.

Task 2C: Coaching Resources and Supports: The UW Coaching Companion will be made available to all Coaching Institute participants through a unique licensing agreement. The Coaching Companion is a video sharing and coaching feedback app available through UW. WestEd, in partnership with F5CA, UW and UF, will develop a robust collection for coaches, ensuring all resources, webinars, and materials integrate into an existing platform of F5CA's choosing. The resources will be delivered through portable, stackable, multimedia approaches. All resources will be available in English and translated into Spanish and at least two other dominant languages spoken by CA early educators, as specified in the RFP.

The resources will be updated and expanded during and after the Coaching Institutes and as part of **Task 3**, informed by local needs.

Communities of Practice:

- Co-design Training of Trainer institutes.
- Lead COP Facilitator Training in partnership with ZTT, i3, WestEd.
- Provide ongoing capacity building support in form of resource development, virtual check-ins and calibrations with COP facilitators.
- Share relevant COP materials from FL that can be adapted for CA.