

## OEL PDG-R Coaching Year 2

### Online Coaching Certification Program

The Lastinger Center will provide the following services:

- Deliver the first four modules in the Lastinger Online Coaching Certification (Virtual) to sixty-six (66) new OEL-designated participants that teaches participants to:
- Deliver one-on-one technical assistance coaching sessions.
- Introduce that coaching conversations can be guided by a data display that documents teaching and learning.
- Support implementation of best practices in early childhood programs.
- Support the improvement of teacher-child interactions in the classroom setting as measured by the CLASS.
- Deliver online content that includes:
  - Principles of Adult Learning practices.
  - Change Management Theory.
  - Modeling and reinforcement of effective communication skills.
  - Principles of Reflective Practice and questioning strategies to promote practitioner reflection that will support content application.
- Ensure coach training provides opportunities to practice and refine coaching skills with peers in the training setting.
- Provide participants ongoing feedback and coaching on how to enhance coaching skills.
- Deliver the Lastinger Online Coaching Certification Program virtually through the Lastinger Flamingo Learning Platform through the Early Learning Florida platform.

### Recertification of Lastinger Certified Coaches

- Recertify (75) current Lastinger certified coaches utilizing the Lastinger Center coaching recertification model. The recertification model must, at a minimum, include the following:
  - Confirmation of completion of a calibration session to provide current trends and research regarding early childhood technical assistance and coaching.
  - The calibration session should include best practice updates, as well as knowledge checks on how to implement coaching conversations that are guided by a data display that documents teaching and learning.
  - The calibration session shall provide current trends and research regarding early childhood technical assistance and coaching.
  - Fidelity checks of the technical assistance coaching recertification, including the submission of a one-on-one technical assistance coaching session video with educator/teacher.
  - Notification to certified coaches of expiration period for current certification, including a grace period. For example, the notice may state, "If Certification has not been renewed by the recorded expiration date, the Certification status will be changed to "Inactive" for a period of six months. During this time frame the coach

may revert to an “Active” status by submitting the required documentation in this notice and completing the Recertification process.”

- Include an audit process.
- At the time of recertification, the Contractor will need to determine if the Certified Coaches are required to submit a Recertification Application and verification of maintenance of prerequisite(s). However, it is the responsibility of the Certified Coach to retain all documented proof of obtained continuing coaching education credits for verification of maintenance. Examples of documented proof would include certificate copies, letters of attendance, pre-approved course transcripts, client coaching hour logs, etc.
- This audit shall be conducted throughout the recertification process. If audited, the Certified Coach will be required to provide documented proof of all continuing coaching education credits to the Contractor within 30 days of the audit.
- The Contractor will review all audited paperwork for validity. If all paperwork is complete, the certified coach will be notified that the certification credential is valid until the next recertification due date. If valid and documented proof is not provided within 30 days, certification status is changed to “Inactive” and the Coach will have six months to complete the recertification process by providing the required documentation. After that deadline, the status will be changed to "Invalid".

Lastinger will edit the scope of work to include language such as putting them on a “pathway” to certification and only include the content that is covered in modules 1-4.