



## *Sowing Seeds for Success: Implementing Reflective Supervision and Early Childhood Coaching*

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| also I like the streaming OHS clips and info that are between sessions. there should be an OHS channel.  |
| OHS channel, right? You click on and just stream it, when something sounds interesting you stop and watch, note to go to the site and dig deeper...the site has so much, this would be a great way to sample all of it!                        |
| Resource Guide Foundations for Quality Programming.  |
| Hello from Bozmean, MT. Is anybody using practice-based coaching as part of the EHS child care partnerships?   |
| We are about to start implementing PBC this new school year  |
| I am very excited to start implementing PBC  |
| I am starting the practice based coaching with child care partnerships now   |
| Yes, I really need this information about coaching. Thanks   |
| What does the PBC look like in your programs?  |
| Great, Nalleli! I'm looking to connect with others and see what curricula people are using and how PBC looks in their partnerships. If interested, please email me, <a href="mailto:slomme@aware-inc.org">slomme@aware-inc.org</a>             |
| That will be great, we can share ideas.. I will send you an e-mail so you can save mine  |
| How does this differ from a PLC?   |
| I was told we can view them within 2 weeks I do believe on ECLKC website   |
| I am grappling with implementing routine reflection time with center-based staff after working for many years in the home based model where reflection was embedded in the design.   |
| Renee what is your role at the center? As center director I found it almost impossible to do reflection due to do many other responsibilities.   |
| Diane, I am a T/TA provider and would love to share what we did to incorporate reflection into our projects. <a href="mailto:wfmhammad@gmail.com">wfmhammad@gmail.com</a>  |
| the sheer number of teachers, the fact that we also provide wrap around child care, and have to rely heavily on Fridays for office time and meetings   |
| getting to people talking at once\   |
| I supervise 40 EHS teachers and 5 Home Based teachers. It's almost impossible to coach and do everything else that is required of my position as Education Adviser.  |
| doesn't seem as natural as in home based   |
| I'm so glad EHSNRC...thanks so very much for this grand opp  |
| I have to say that Heath was my old director and are center did coaching and reflective supervision and this worked wonderful for us. I believe the extra support of the coach was well expected and needed. I found it very great experience. |
| I have had reflective supervision works good for me and helps me work better with my staff   |
| Renee it sounds like you have way too much on your plate to do coaching and reflective supervision but maybe as time goes on it will be better for you   |
| Candice, I found that I need to really think on how I could do it....since its such a good process! And it builds cohesiveness! I am thinking I need to schedule it, and make it part of teachers week experience?                             |



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| <p>We have found that having coaches works great! Our program has had coaches for 5 years, and this year we will be implementing the PBC model.</p>  |
| <p>Renee you will definitely need to schedule it in and make it a thing that doesn't get pushed to the side because it is so valuable</p>  |
| <p>I try to do a kind of reflective supervision for my 13 staff; this year our program had a coach but she worked part time and did not provide the intensity of support my staff needed due to the great demand of all the other staff that I do not supervise. That non-supervisory person to reinforce what was already addressed by the supervisor was a relief but we need a full time person, it seems.</p>                                  |
| <p>Nancy who is doing the coaching in your agency?</p>   |
| <p>That is what I was thinking, Candice. Since I am the one that does CLASS observations, and guides teacher training, etc...its that missing bonding piece. I really thank you for your input!</p>  |
| <p>We have Early Learning Mentor Coaches. So coaching is our only role.</p>  |
| <p>Question for Nancy - do your coaches have other responsibilities?</p>   |
| <p>Cathy, we also have full time coaches and they have very few other responsibilities other than coaching. It is really a full time position.</p>   |
| <p>Candice &amp; Cathy, The coaches only have the role of coaching.</p>  |
| <p>What a wonderful thing...full time coaches....how ever did you find the money...and I wonder about your org structure...too much to ask...but way to go!</p>  |
| <p>Our agency has Head Start mentor/coaches who fill only the coaching role. Then we also have Early Head Start Specialists (me)for our new child care partnership program who are coaches but are also home visitors and monitor/support the child care partners in implementing Head Start performance standards. So I have 3 major roles, but coaching is the main component of my role. This is the same agency as Julie Buresh, Hi Julie!</p> |
| <p>Yes, Julie it is a full time position. Right now there are 2 coaches split between 20 EHS teachers.</p>   |
| <p>We have coaches in some of our programs but sadly not in the program I'm with.</p>  |
| <p>Jessica, I'm looking to connect with other who are using PBC in the child care partnerships to learn how to implement it. If you'd like to connect, slomme@aware-inc.org</p>  |
| <p>Suzanne, I get asked that question often....how do we find the money. Our Director answers it well in saying that it has to be a priority for the budget. (Hi Jessica!)</p>   |
| <p>I do the Education and Disability part for 14 classrooms, and Coaching for 8 preschool classrooms. It is to much work for one person</p>  |
| <p>We have coaches and Mentors, but it seems hard to get quality time with the teachers out of the classroom. Especially with our Full day Full year EHS and HS classrooms.</p>  |
| <p>Truly wonderful that the Director supports this worthwhile concept for your program:-)</p>  |
| <p>Nancy - how was it determine the number of teachers each coach would work with? I am over 20 teachers and the only coach at the moment</p>  |
| <p>How often do your coaches meet with teachers and what is the caseload for any one coach or mentor?</p>  |
| <p>We will have mentors for our HS and our ECEAP classroom...so perhaps I focus on EHS</p>   |
| <p>mentors/coaches that are contracted</p>   |
| <p>Yes, Sareh! I'm not trained in PBC, but our Head Start coaches are and have given me a crash course so we use some of the practices. I'm definitely looking to connect with other CCP coaches/people. I will email you.</p>   |



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| In the proposed performance standards isn't the Mentor Coach mentioned as a stand alone position?   |
| My EHS program had a part time coach to share with all the Head Start staff in the county. The program is in process of assessing what to do moving forward in regard to a coach next year since the coaching was being received well by staff and staff wanted more but there was not enough of the one person to go around.                   |
| Organizational values...and belief in these concepts..so true and so difficult  |
| As far as time for reflection, we made it a point to meet with the CD and let them know when we will be there and that coverage will be needed when we do the reflection piece. We have been very fortunate that everyone is receptive.   |
| How many coaches should a program with more than 100 teachers have ?  |
| Renee you are making a good plan so you will have a starting point  |
| Thanks for all of the kudo's to our director. We are fortunate to have her and I will ensure you that if your programs find the money for coaches/mentors, it will pay off in staff satisfaction and retention. Most importantly it will benefit the children and families by creating more competent and effective teachers and home visitors. |
| Thanks Kallie, I thought so. Hopefully some quality improvement funds to go along with that if it goes into effect.   |
| Candice, right now we are working with the partnership and expansion classrooms. Ideally we would target new teachers and struggling teachers.  |
| I am hoping for the same. We are a small program but I know that there is no wiggle room with our funding.  |
| We have coaching at are site  |
| The number of coaches needed would depend on the coaching structure and how intensive you would like it to be. I don't think there is a set number that would work for everyone.  |
| We had coaching when we had our Early Learning Mentor Coach grant. It was great.  |
| Can a supervisor be an effective coach?   |
| this is great info  |
| I would love to talk with others that are working with and developing Family Child Care Partnerships in your programs. If you would like the same please let me know your email address.  |
| Thank You . We have teachers that help each other when in need and I as the manager help them too.  |
| Great info  |
| I think a supervisor can be an effective coach if you use reflective supervision and you build a trusting relationship with the staff you are supervising/coaching.   |
| Lisa Eisenberg, we are developing Family Child Care Partnerships in our program. Here is my email address <a href="mailto:creteria@ccrcca.org">creteria@ccrcca.org</a> . I am on vacation this week, but can get back to you on Monday.   |
| Thank you Nancy, that is what I kinda thought. Hopefully coaches will be able to be used by any teacher that would like one.  |
| Lisa, I am working with Family Child Care! <a href="mailto:hsites@knoxheadstart.org">hsites@knoxheadstart.org</a>   |
| Jennifer, each program may have a different target teacher group.   |
| Lisa, my email is <a href="mailto:jessicad@familiesfirstmn.org">jessicad@familiesfirstmn.org</a> Would like to connect about CCP! Can you send out a group email to everyone who is working on CCP so we can all keep in contact? Like a CCP collaborative.   |



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| This is a really good session...I can truly see this used as a way to implement this very usable a great method of improving quality  |
| Can a teacher be a coach also   |
| Love the idea of using a pilot program to begin implementation  |
| Lisa, ngomez@ydimn.org. I am a coach working with EHSCCP classrooms.  |
| Perfect!  |
| Do you guys have a good volunteer base? We are fortunate to have a good amount of volunteers, and many have extensive backgrounds in early childhood education, etc. Maybe other programs could use these kinds of volunteers as coaches if funding is limited? We have a retired nurse who volunteers and is a great mentor for myself, being a health and disabilities coordinator! |
| What a great networking opportunity this is for so many..I wonder if any of this chat will be available later?  |
| I love this Empathy Map   |
| You have hit the nail right on the head   |
| Such a great tool to use!   |
| Suzanne, there are some Head Start facebook groups that could be utilized to continue the conversations.  |
| Anyone that would like to be part of a collaborative group for Family child care partnerships please let me know my email is SRRAdmin@douglassonline.org  |
| Maxine Howe, can we get hand outs on empathy map.   |
| i like the sharing even if you don't adapt to their ways of doing things  |
| I love this map   |
| I do not supervise or coach. I am a home visitor and this sounds great to me.   |
| Remember the ppt in pdf format should be available to you in the Resource folder.   |
| Google empathy map  |
| it was valuable indeed  |
| This Empathy Map would also be great to use for our staff to consider how our parents feel, think, etc.   |
| I like the map. Nice exercise   |
| It does, I'm a home Visitor also.   |
| Also to use for say a mom and dad. I have had partners who made it a goal to better communicate and understand each other. Perfect exercise.  |
| Very true, Nancy. I think this is all moving in a very positive direction.  |
| I like the Empathy Map!   |
| Empathy Map is great  |
| I too see a wide variety of ways to use this map...a grand tool   |
| Empathy map is great  |
| Yes, the empathy map could be used on making goals and even doing a parent meeting on this!   |
| I think flexibility on the team is really key to good coaching and reflection   |
| Do we have the empathy map as part of the resources I have not downloaded but dont see it labled  |
| This would be a perfect job for me, too bad we don't have it.   |



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| i like the many ways the map could be used between different groups.  |
| I'm a home visitor for pregnancies and I plan to use the empathy map with them  |
| Love the Collaboration: Team Work WORKS!  |
| I believe the empathy map is included in the ppt that has been converted into a pdf   |
| Bonnie: If you google "empathy map" lots of different maps come up  |
| Yes the empathy map will work in our agency   |
| This session was very informative and so practical! Thank-you to the presenters for sharing your knowledge.   |
| That question was meant for me!   |
| I was thinking just that as she talked about the issues we were discussing  |
| Totally agree with the importance of making resources available to support mentor/coaching.   |
| My agency just started a coaching/mentor programming and I'm thrilled to get the opportunity to utilize their assistance.   |
| Having done both ways supervisor/ coaching together and coaching separately it can work either way but the quality of the coaching is much better without the dual role.  |
| Coaching time needs to be protected and supported.  |
| We have found seperating the roles is the most beneficial as well.  |
| Yes it does in order to be successful.  |
| I would imagine it would be much more effective without the dual role.  |
| Are consultants also part of this model?  |
| Everyone in the program needs to buy into coaching, from the governing boards all the way to the cooks as Heath mentioned earlier.  |
| It is pretty set as to what constitutes a well qualified trainer, coach etc...for 3-5 but setting the standards for those in Home visiting and birth to three is still hard to get a handle on. Working on that would be great. That and formalized training for people in that field/age group would be helpful. I did see the latest email about the current opportunities and those are a great start. |
| Great answers/feedback!   |
| Working with Family Child Care Providers, who are frequently independent contractors, does require specialized approach.  |
| He has made excellent points  |
| I agree Carole! If we approach it the wrong way, they may feel we are trying to invade their space or completely change what they do.   |
| FCCP is a very delicate area.   |
| Any good leads for training on Motivational Interviewing?   |
| I have found that there is more buy-in from teachers and directors when they are involved in the decision-making process. Their input is valued, and a good coach acknowledges that!  |
| here is a website on Motivational Interviewing<br><a href="http://motivationalinterviewingonline.com/Welcome.html">http://motivationalinterviewingonline.com/Welcome.html</a>   |
| That's a problem our program has! Teachers opinions and ideas are not valued. So hard to get managers to change their views!  |
| there are many ways to learn the technique of Motivational Interviewing (IM)-on-line or in-person. There are many similarities in the approach. similarities  |



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| It is so very helpful and gives you better ways to communicate and listen to the families we work with. Just validating what they are saying really goes a long way. |
| it is based on reflective listening and reflective responding  |
| and is effective whether or not there is an agenda or goal   |
| Teacher input helps to create a positive classroom climate and school culture.   |
| Great information. Thank you   |
| Great job Nancy and Health! Good session!  |
| Thanks, great job!!!   |
| Really enjoyed the session Thank you everyone!   |
| Great information thank you  |
| Great session!   |
| Thanks for the information.  |
| great information and resources! Thank you   |
| Thanks everyone for great information and being willing to create some helpful connections!!   |
| really enjoyed this session  |
| Great sessions!!   |
| Great session  |
| Thank you for the information  |
| The expertise and knowledge base of the presenters was very evident. Great session!  |
| Great job!   |
| Awesome info. Cant wait to try   |
| so inspiring   |
| great session!   |
| This was very helpful!   |
| Thank you.   |
| Everyone that work with young children should take a CDA class and study Early Childhood Development that includes all staff members                                 |
| Thank you presenters!  |
| Thank you.   |
| Teachers are the most important people in ours programs.   |
| WoW this was very helpful!!!Thanks   |
| Thank You...Great Info and Resources!  |
| Thank you!   |
| Thank you presenters very informative  |
| Thank you  |
| thank you,   |
| Thank you  |
| Great resources to share with others.  |
| That was AWESOME news shared!  |
| Thank you  |



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| great session.   |
| Great info!  |
| Great material! Thanks!  |
| It was great, a wealth of information to research. Thanks for all the input, I will use all ideas and recommendations. |