

Before We Begin...

Before the webinar begins, we encourage you to print the following documents from the Resource Widget:

- PowerPoint slides handout
- Notetaker handout



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Coaching Corner Webinar Series

Culture of Coaching

January 22, 2020

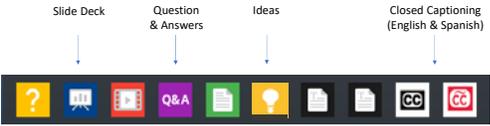
Facilitators:
Mary Louise Hemmeter, NCECDTL
Joyce Escorcia, NCECDTL



NATIONAL CENTER ON
Early Childhood Development, Teaching and Learning

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Webinar Features



Slide Deck Question & Answers Ideas Closed Captioning (English & Spanish)

Help Media Player Resource List Webinar Tips (English & Spanish)

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 Ask the Expert



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Session Objectives

At the end of this presentation, you should be able to:

- Explore the importance of building a culture of coaching
- Discuss how to promote a culture of coaching
- Identify resources and strategies that support building a culture of coaching

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 Building a Culture of Coaching

Program level: policies, coaching agreements, PBC planning, communication with coaches, coachees, and other program staff

Coach/Coachee level: Collaborative partnership, ongoing communication



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MyPeers Feedback

What do you think is an essential ingredient to creating a culture of coaching in your program?

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Culture of Coaching?

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Why are some coachees not engaged in coaching?

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Reasons for Non-engagement in Coaching

- Concerns with time or energy required for coaching
- Previous experience with coaching
- Belief that they already implement the identified practices
- Misunderstanding the purpose of coaching or feel that coaching is a punishment or extra supervision



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CULTURE OF COACHING: COLLABORATIVE PARTNERSHIPS



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Ask the Expert

What are some strategies to strengthen coaching collaborative partnerships?



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Collaborative Partnerships

- Coaches have enough time to build partnerships.
- Coachees are given choices.
- Confidentiality of coaching is clearly communicated and assured.
- Sharing of data/information is clear.
- Focus on supportive feedback or strengths first.



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Ask the Expert

What are some solutions for non-engagement?



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Solutions for Non-Engagement

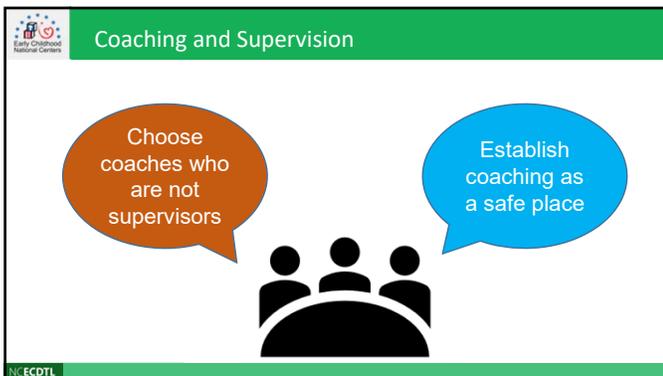


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Early Childhood National Centers

Ask the Expert

What suggestions do you have about being both the coach and supervisor?

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Coaching and Supervision



- Make the distinction between coaching and supervising clear.
- Coaching is a collaborative partnership.
- Clearly define roles.
- Transparent data collection

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Early Childhood National Centers

Ask the Expert

How could a coach prepare coachees for coaching?

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 **Preparing Coachees**

| | |
|-------------------------------|--------------------------------|
| Equipment or documentation | Delivery of coaching |
| Goals and purpose of coaching | Communication with the coach |
| Communication | Clarify roles and expectations |



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CULTURE OF COACHING: COACHING AGREEMENTS



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 **Coaching Agreements**

Statements of coach's and coachee's responsibilities and commitment to coaching that is agreed upon and signed by coaching partners



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Coaching Agreement Components



- **Must include:**
 - Coach's responsibilities
 - Coachee's responsibilities
- **May include:**
 - Supervisor/other personnel responsibilities and commitments
 - Communication/data sharing expectations
- Signed and agreed to by all coaching partners
- Developed or modified by coaching partners together

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Ask the Expert

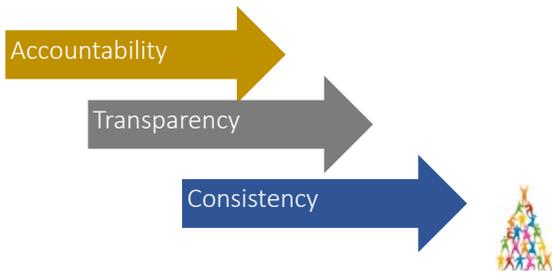


Why are coaching agreements important?

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Why are coaching agreements important?



Accountability

Transparency

Consistency

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Resources

What are some resources that could support a Culture of Coaching?

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MyPeers

HEAD START COACHING COMPANION
BRINGING EFFECTIVE PRACTICE INTO FOCUS



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Head Start Coaching Companion Updates

HEAD START COACHING COMPANION
BRINGING EFFECTIVE PRACTICE INTO FOCUS

- Updated user-friendly design
- Mobile responsive
- Guided prompts
- Search & sort coaching cycles
- Archive feature

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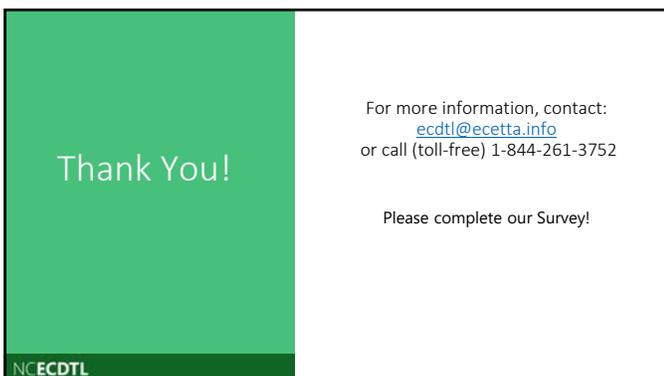
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