

Attachment #3: Coaching Requirement and Qualifications

A Hub that wants to fully implement its own coaching model instead of using the DEEL coaching model must have a staff that meets the following coach qualifications and has the experience and ability to deliver the elements in the coaching and training categories.

QUALIFICATIONS

- Master of Arts Degree in Human Development, Child Development, Early Childhood Education, or a Teaching Credential with emphasis on preschool through 3rd grade education
- Four years of professional experience working in early childhood education, coaching, and teaching adults
- Ability to be approved by the Washington State Trainer Approval System
- Trained and/or certified on:
 - HighScope Preschool Curriculum
 - Creative Curriculum for family child care homes
 - Classroom Assessment and Scoring System certification
 - Family Child Care Environmental Rating Scales certification
- Bilingual English and Somali, Vietnamese or Spanish

Additional Coach Qualifications

Will need to understand:

- The cultural and social context of children and families from all backgrounds
- The value of quality improvement plans and corrective action plans
- How to facilitate inquiry groups among teachers and paraprofessionals
- A variety of early learning assessment tools
- The process of implementing curriculum

Will need to have experience in:

- Providing on-site spot and group coaching, modeling and training to early childhood educators
- Teaching adult learners with a wide range of learning styles
- Reviewing, analyzing and interpreting assessment data for many customized reports
- Working with diverse communities
- Observing early learning programs
- Utilizing and interpreting assessment tools (such as CLASS, Family Child Care Environmental Rating Scale, Teaching Strategies GOLD)

You will need to be:

- Flexible in your approach
- Extremely detail oriented
- Collaborative with many individuals and groups
- Passionate about continuing education
- Extremely skilled in written and oral communication
- Comfortable negotiating with community groups, agencies, and service providers

{See additional requirements on next page}

Attachment 3: SPP Pilot Qualifications for Hub Coaching and Professional Development

REQUIREMENTS

Coaching

- Provide four hours per month of group coaching and differentiated spot coaching as needed.
- Conduct baseline Classroom Assessment Scoring System (CLASS), Family Child Care Environmental Rating Scale (FCCERS), and curriculum assessments to inform coaching and training focus
- Help providers create individual professional development plans that include the required trainings
- Develop quality improvement plans (QIPs) in collaboration with each FCC provider
- Enter all required coaching documentation in Child Information Provider System (CHIPS)

Training- provide 3 hours per topic:

- Instructional support for English Language Learner (ELL) children
- Working with children with special needs, including behavioral-health needs
- Culturally and linguistically responsive teaching
- Partnering with families
- Strategies to achieve racially equitable policies and practices
- Creating and sustaining a language-rich classroom environment

All training must be Washington State Department of Early Learning Managed Education and Registry Information Tool (MERIT)-approved and all completed training by each FCC provider will need to be entered in MERIT.