



# CENTER FOR INCLUSIVE CHILD CARE

## CICC Coaching Agreement

### Our Approach to Coaching

The focus of coaching is to build trusting relationships with educators in order to create inclusive environments for children in early care and education settings. We do this by focusing on incorporating each child's unique skills and abilities in the environment to build a foundation for lifelong success. The overall goal is to promote healthy development and accessibility for all children.

### Commitment to Anti-Discrimination

The Center for Inclusive Child Care is committed to fostering an environment of respect, equity, and inclusiveness. We stand firmly against racism, discrimination, and microaggressions in any form, recognizing their profound impact on individuals and communities. This commitment is integral to our coaching practices, ensuring that all interactions and strategies are conducted in a manner that upholds these values and promotes an inclusive atmosphere.

### What to Expect from Coaching

- Coaching is interactive and requires consistent participation by both the coach and program participants in order to be most effective.
- The coach will use methods such as observation and modeling to provide feedback and reflection on best practices.
- Together the coach and participants will create a plan for coaching, including a focus of coaching and agreed upon goals. Participants will actively work to implement the plan and suggested strategies.
- Coaching sessions will be conducted using a hybrid of virtual and in-person visits (when available). The coach and participants will agree on a weekly (or biweekly) schedule for the duration of coaching.
- The program is responsible for protecting the identity of children and families and obtaining written consent of parents/guardians for any photos or videos taken.
- Participants will offer feedback on their coaching experience through CICC's evaluation tools which includes surveys and interviews.
- Participants will receive professional development credit through Develop.

## Health and Safety of Children

In the course of working together, the Coach or the Participant may become concerned about the health and safety of children, even though there is no immediate danger to the children. During and after such instances:

1. The Coach will support the Participant in using best practices in the moment.
2. The Coach will work with the Participant to find resources to support the program into the future, such as technical assistance, training and gathering information from child care licensing.
3. If needed, the Coach and Participant will seek consultation from child care licensing.

Both the Participant and the Coach are Mandated Reporters and are required to follow MN Statute 626.556 to determine if/when a situation is reported to the appropriate agency.

I understand that it is my responsibility to obtain the necessary permissions to obtain and share photos or videos of children.

If at any time, you have questions or concerns about your coaching experience, have a conversation with your coach. If you aren't comfortable discussing it with your coach, please contact the Program Manager, Kellee Nelson at [nelson@inclusivechildcare.org](mailto:nelson@inclusivechildcare.org).

During this coaching cycle, I agree to use the coaching process to improve practices and skills to enhance program quality and promote healthy development and accessibility for all children.

Participant Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_