



CENTER FOR INCLUSIVE CHILD CARE

Tip Sheets

Coaching for Educators

Relationship-Based Professional Development



Coaching is a relationship-based professional development tool intended to support an

educator or administrator in building awareness and refinement of their professional practice.

Coaching allows educators and administrators to consider the questions:

- What do I need now?
- What will I need later?

Coaching can also help educators and administrators:

- Develop new routines, practices, and policies.
- Strengthen their identity as a professional.
- Reframe their approach to children/families.
- Reflect on current practice and relationships.
- Identify what works and what doesn't.
- Take risks and stay persistent as they try new strategies.
- Identify goals for growth.
- Examine beliefs that guide practice.

Benefits of Coaching for Educators

Coaches help build skills and capacities for individuals by framing agreements that move the partnership forward. They create a work plan and help track progress toward goals and identify strategies for success.

This process leads to both personal and programmatic outcomes such as achieving higher quality ratings and improving:

- Classroom assessment scores.
- Inclusion and health and safety practices.
- Instructional practices like teaching emotional regulation or using assessment data effectively.
- Specific child outcomes like language, motor development, or self-help skills.
- Instructional leadership/organizational systems.

Because the benefits of coaching can have so many significant, lasting impacts on the adults working in childcare, more state and federal policies encourage or require coaching.

How to Get the Most Out of Coaching

Connect with your coach.

Connection and trust between the coach/coachee are crucial for open and honest communication. This starts by establishing what you have in common and building a relationship from there.

Vocalize your goals.

Identify your goal and/or area of focus so you can approach each session prepared for a meaningful conversation. The more specific you are, the more targeted your coach can be with their support.

Be prepared.

Bring documentation. This could be a journal, a video of practice, or guided reflection around your area of focus. Reviewing documentation together can allow a coach to point out strengths to use while identifying targeted knowledge and skills to address.

Expect change.

Be prepared to be challenged! Coaching is a framework that helps a coachee look inward while providing support to achieve individual and group goals. This may challenge some people to get out of their comfort zone. Your coach should ask you powerful questions to help challenge your thinking and lay the foundation for environmental and/or behavioral changes needed to meet your goal(s).

Coaching Resources in Minnesota

Center for Inclusive Child Care

<https://www.inclusivechildcare.org/coaching>

Offers support, training, modeling, and resources for child care programs throughout Minnesota at no cost to the program. CICC coaching promotes:

- Inclusion.
- Health and Safety best practices.
- Addressing the unique needs of infants and toddlers in group care.

Early Childhood Mental Health Consultation

Active listening, problem solving, and skill building to assist those working in early learning environments so that they can support the social emotional development of young children. These services are currently offered through a contract with the Department of Human Services.

<https://www.house.leg.state.mn.us/comm/docs/0d6a4620-f301-41e2-b638-879598ee34cf.pdf>

Parent Aware Coaching

Provides support for programs as they prepare for quality rating.

<https://www.parentaware.org>

Head Start Performance Standards

Requires programs to assess all education staff to identify strengths and areas of needed support to help achieve the program's school readiness goals and curriculum implementation.

<https://education.mn.gov/MDE/dse/early/elprog/headstart/index.htm>

Additional Resources

Forbes | How To Get The Most Out Of Your Next Coaching Session

<https://www.forbes.com/sites/forbescoachescouncil/2018/08/22/how-to-get-the-most-out-of-your-next-coaching-session>

CSCCE | Mentoring and Coaching: Distinctions in Practice

<https://cscce.berkeley.edu/mentoring-and-coaching-distinctions-in-practice>

For more information, visit www.inclusivechildcare.org.

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