

# Relationship-Based Professional Development in Minnesota

Relationship-Based Professional Development (RBPD) support focuses on learning through one-on-one interactions between practitioners and coaches, consultants, or mentors. The goal of this type of individualized support is to improve children’s developmental outcomes by increasing practitioners’ knowledge, skills, and abilities. RBPD Specialists provide practitioners with competency-based expert guidance and customized support to foster professional growth and career achievement.

RBPD Specialists do more than give advice and support! Specialists promote high-quality care and teaching practices based on research-based best approaches and strategies in the field (CEED, 2016).

## Types of Relationship Based Professional Development Endorsements

### Build Your Own Coach

The Build Your Own Coach is an independent staff member based out of Think Small. The coach performs the following functions:

- Recruits potential family child care and center based care that have an interest in becoming licensed
- Work with programs that are interested in expansion of their program
- Supports interested individuals through the licensing process with technical assistance and personal goal setting for achievement of getting licensed.
- Participants receive supports one on one through coaching and attending a facilitated Learning Communities
- Works in collaboration with Professional Development Advisors, Quality Coaches, County and State Licensors, Grant Administrators, Parent Aware Recruiter and community partners

### Business Consultant

Business Consultants are employees of First Children’s Finance. The Business Consultants provide a combination of training, consultation, coaching and technical assistance regarding the operation and financial management of child care and early education businesses.

Business consultants provide:

- Free or low-cost training
- Business leadership cohorts
- Business assessments
- Financial assessments
- Business improvement plans
- Financial position analysis
- Classroom-break event analysis
- Board development and governance

- Consultation on variety of business management and operational issues
- Access to low-cost financing for quality improvement

### Health and Safety Specialist

Health and Safety Specialists are employees of the Center for Inclusive Child Care. The specialists provide support, training, modeling, and resources to child care programs throughout Minnesota. A Health and Safety Specialist supports programs in:

- Reviewing their health and safety policies
- Increasing their knowledge of licensing regulations
- Identifying illness and injury prevention tactics
- Creating and modeling strategies for implementing health and safety best practices\

### Inclusion Coach/Consultant

Inclusion Coaches are employees of the Center for Inclusive Child Care. The coaches provide support, training, modeling, and resources to child care programs throughout Minnesota. An Inclusion Coach supports programs in:

- Supporting the successful inclusion and retention of children with special needs, social emotional concerns or challenging behaviors
- Facilitating communication between program staff and parents when there are concerns about a child's development
- Identifying environment accommodations
- Generating ideas for activities, routines and instructional modifications to meet the needs of all children enrolled in the program

### Infant CLASS® Coach

The Infant CLASS® Coach can be independent or employed by various agencies. An Infant CLASS® coach maintain reliability in the Infant CLASS® Observation tool, which is renewed annually, and understands they cannot coach if their certification has lapsed. They are responsible for performing the following activities:

- Coach programs using the Infant CLASS® Observation tool.
- Implement a baseline observation with a minimum of 4 observation cycles using Infant CLASS® Observation tool
- Build a relationship with the program director and teachers, explaining the foundations of the Infant CLASS® Observation tool
- Implement ongoing short observations
- Provide one-on-one feedback sessions
- Set SMART goals with the program director and teachers

## Infant-Toddler Specialist/Coach

Infant-Toddler Specialists are employees of the Center for Inclusive Child Care. The specialists provide support, training, modeling, and resources to child care programs throughout Minnesota. An Infant-Toddler Specialist supports programs in:

- Implementing best practices in the care of infants and toddlers
- Development of policies that support responsive care practices
- Accessing high-quality, useful and relevant infant and toddler resources
- Generating ideas for activities, routines and instructional modifications specific to infants and toddlers

## Mental Health Consultant

Mental Health Consultants are individuals employed by Grantee's of the Behavioral Health Division at the Minnesota Department of Human Services. The Mental Health Consultants provide a combination of training, supported skill building, and reflective consultation - active listening, exploration of the teacher's attitudes and beliefs about situations, and problem solving. They focus on building adult capacity to support infant and young children's emotional development and to prevent, identify, or reduce mental health challenges (Zero to Three, 2017).

## MN Association for the Education of Young Children (MnAEYC) Coach

The MnAEYC Coach is employed (or contracted) by the Minnesota Association for the Education of Young Children. The MnAEYC Coach provides support, training, resources and consultation. The MnAEYC Coach promotes quality in early care and education by focusing on professional development, leadership, and program improvement. A MnAEYC Coach offers the following services:

- NAEYC Accreditation Support Services – customizable onsite
- Curriculum and assessment consultation
- Leadership and quality consultation
- A variety of consultation and professional development topics, customizable onsite
- Leadership Journey Series for child care center directors

## MN School-Age Care Alliance (MnSACA) Coach

The MnSACA Coach is employed (or contracted) by the Minnesota School Age Care Alliance (MnSACA). The MnSACA Coach provides support, training, resources and consultation. The MnSACA Coach promotes quality in afterschool settings focusing on professional development, leadership, curriculum and assessment and program improvement. A MnSACA Coach offers the following services:

- MN Afterschool Accreditation Program (MAAP) Accreditation Support Services – customizable onsite

## Parent Aware Quality Coach

A Parent Aware Quality Coach is an employee of a Child Care Aware of Minnesota local agency. Quality Coaches perform the following activities:

- Recruit licensed child care centers and family child care programs to join or Re-rate in a Building Quality Cohort or Full-Rating Cohort of Parent Aware
- Support all participants in the Full-Rating Pathway in one-to-one and group settings
- Implement the Parent Aware Building Quality coaching model with fidelity
- Provide technical assistance to programs in the Full-Rating Cohort
- Work in collaboration with Recruiters, Professional Development Advisors, Grant Administrators, and CLASS® Coaches

- Facilitate partnerships through community outreach

### Pre-K CLASS® Coach

The Pre-K CLASS® Coach can be independent or employed by various agencies. The Pre-K CLASS® coach maintain reliability in the Pre-K CLASS® Observation tool, which is renewed annually, and understands they cannot coach if their certification has lapsed. They are responsible for performing the following activities:

- Coach programs using the CLASS® Observation tool
- Implement a baseline observation with a minimum of 4 observation cycles using the CLASS® Observation tool
- Build a relationship with the program director and teachers, explaining the foundations of the CLASS® Observation tool
- Implement ongoing short observations
- Provide one-on-one feedback sessions
- Set SMART goals with the program director and teachers

### Professional Development Advisor (PDA's)

- Professional Development Advisors (PDA's) are employees of Child Care Aware of Minnesota. PDA's offer career advising services to child care programs and individual providers to help them plan and meet their career goals. They offer the following services: Advising any individuals about training needed for licensing, career goals, and Parent Aware
- Support all Parent Aware participants in Building Quality, Full Rating and Accelerated cohorts
- Reviewing individual Learning Records in Develop
- Assisting in creation of individual professional development plan
- Assisting in creation of a program professional development plan
- Work in collaboration with Recruiters, Grant Administrators, and Coaches

### Reading Corps Family Child Care Coaches

Reading Corps Family Child Care Coaches are employees of Reading Corps. Coaches provide feedback, support, problem solving, brainstorming, encouragement, and onsite supports. Coaches facilitate a coaching process designed to support student outcomes and adult learning. A typical coaching session has three elements including a pre-observation (typically via phone, email, or text), an onsite observation, and a post-observation coaching session. The Reading Corps Family Child Care Coach supports providers in implementing the following into daily routines:

- Quality interactions with children
- Data-driven instruction
- Responses to Intervention, including Tier 1, 2, and 3 instruction
- Family Engagement
- Literacy and math rich environments

## Toddler CLASS® Coach

The Toddler CLASS® Coach can be independent or employed by various agencies. A Toddler CLASS® coach maintain reliability in the Toddler CLASS® Observation tool, which is renewed annually, and understands they cannot coach if their certification has lapsed. They are responsible for performing the following activities:

- Coach programs using the Toddler CLASS® Observation tool.
- Implement a baseline observation with a minimum of 4 observation cycles using Toddler CLASS® Observation tool
- Build a relationship with the program director and teachers, explaining the foundations of the Toddler CLASS® Observation tool
- Implement ongoing short observations
- Provide one-on-one feedback sessions
- Set SMART goals with the program director and teachers
- Curriculum and assessment consultation
- Leadership and quality consultation
- A variety of consultation and professional development topics, customizable onsite
- Leadership Journey Series for afterschool leadership