

Building a Coach Designation System: CEELO Leadership Academy Job- Embedded Project

Laura Reid
Professional Learning Specialist
Bright from the Start:
Georgia Department of Early Care and Learning

Project Need and Background

Project Objectives

- All birth – five teachers statewide have access to qualified, skilled coaches
- Training and coursework on job-embedded professional learning is available statewide
- Coach designation system is embedded in the Training Approval system
- State professional learning policies are inclusive of job-embedded professional learning

Population Results Statement

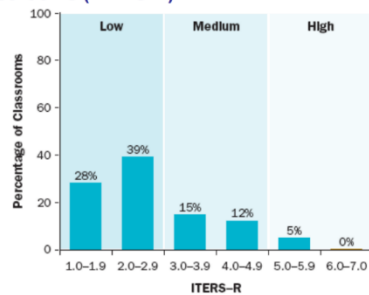
All birth – five teachers
in Georgia are well-
prepared to teach young
children.



Indicator: Data on Classroom Quality 2008 - 2009

Child Care Center Findings: Quality

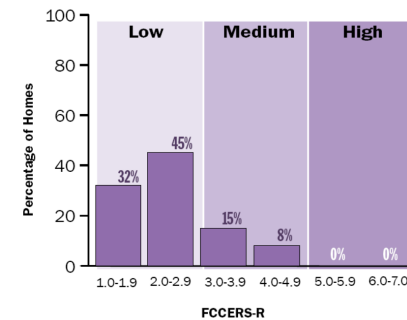
Quality of Georgia's Infant/Toddler Classrooms (ITERS-R)



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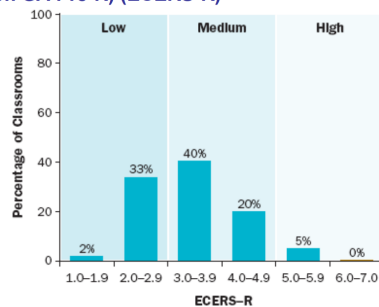
Family Child Care Quality (FCCERS-R)



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Child Care Center Findings: Quality

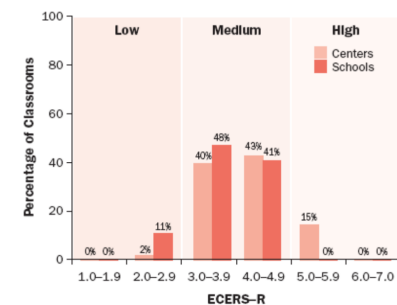
Quality of Georgia's Preschool Classrooms (non GA Pre-K) (ECERS-R)



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GA Pre-K Findings: Quality

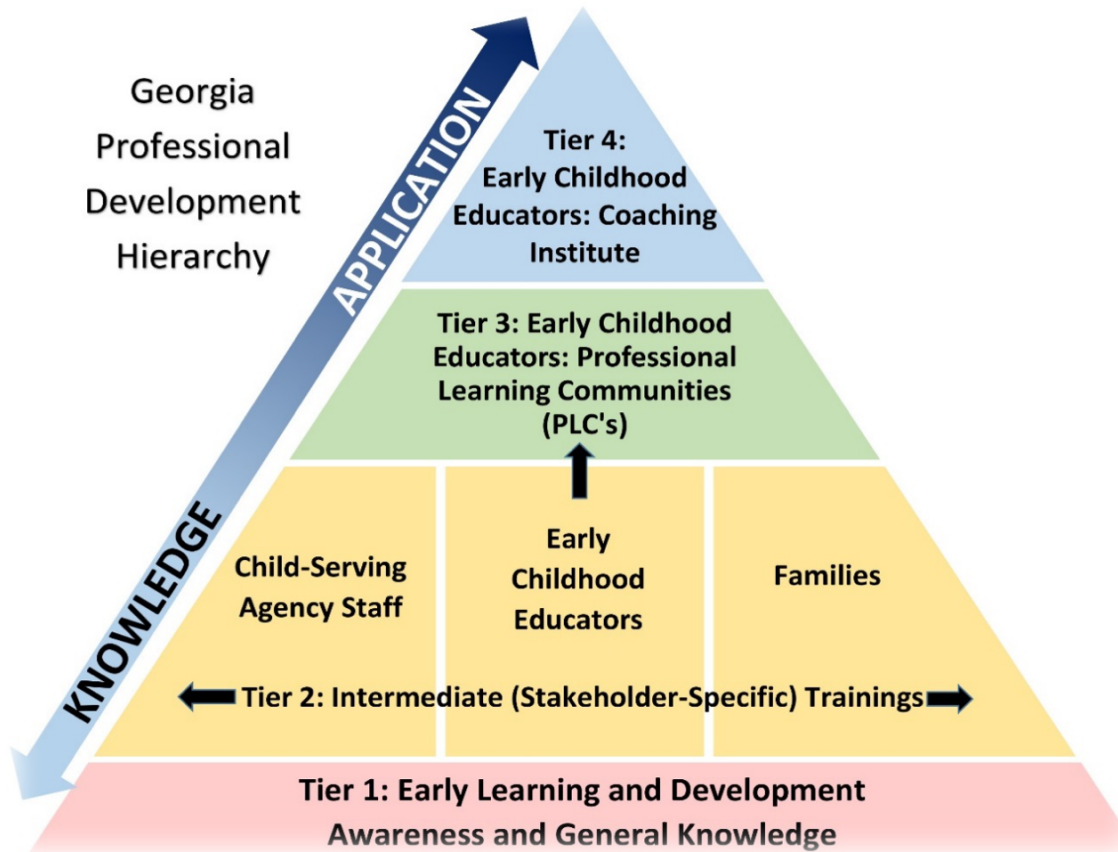


ECERS-R Means:
4.16 (Center)
3.74 (Schools)

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Georgia's Professional Development Hierarchy



Program Results Statement

All birth-five teachers in Georgia have access to a qualified and skilled early learning coach.



Whole Population Data

Birth – 5 Teachers and Family Child Care Home Providers in Georgia, 2016*

* Economic Impact Study, 2016

| | Total Employees | % of Employees | Statewide Estimated Number |
|-------------------------------------|-----------------|----------------|----------------------------------|
| Lead teachers, non-GA Pre-K/HS | 5,763 | 23% | 15,349 |
| Lead teachers, GA Pre-K/HS | 3,064 | 12% | 8,161 |
| Assistant teachers, non-GA Pre-K/HS | 5,178 | 20% | 13,791 |
| Assistant teachers, GA Pre-K/HS | 2,909 | 12% | 7,748 |
| Family child care home operators | 1,173 | 5% | 3,124 |
| Paid Assistants | 290 | 1% | 775 |
| | | Total | 48,948 |

Survey of Currently Available Professional Learning Related to Coaching

State-approved Trainings

- 23 trainings are currently available
- 2.0 clock hours (average)
- Majority (17) beginner level
- Formats:
 - 48% face-to-face
 - 48% online
 - 4% webinar

Longer courses

- Coaching, mentoring and technical assistance courses available from a private training organization
- Courses toward a coaching endorsement (teaching certificate add-on) available at two universities and a Regional Educational Services Agency
- Foundations of Coaching - available through DECAL (pilot)

Coach Training Accessed by DECAL and CCR&Rs

- **Teachstone:** myTeaching Partner Coaching, CLASS Feedback Strategies, and Instructional Support Strategies
- **Child Care Aware Training Academy:** Strengths-Based Coaching
- **Early Childhood Professional Development Associates:** Consultation & Coaching in Early Childhood Settings
- **Marcus Autism Center:** Autism Navigator
- **Pyramid Model Consortium:** Practice-Based Coaching
- **Babies Can't Wait:** Parents Interacting with Infants

Project Timeline and Current Status

Working Group on Coaching

- **May 2016**
 - Facilitated by UF
 - Strategic planning: SWOT Analysis, vision statement
- **June 2016**
 - Facilitated by UF
 - Coaching presentations; small group work
- **October 2016**
 - Facilitated by UF
 - Feedback on Coach Competencies draft

Working Group on Coaching

- **January 2017**
 - Facilitated by UF
 - Refocusing the group; initial conversation about designation levels
- **March 2017 – present**
 - Facilitated by Laura
 - Group began meeting monthly
 - Completed draft of competencies
 - Began drafting designation levels

Coach Competencies Draft Completed

- **Building Relationships**
- **Communicating Effectively**
- **Facilitating Learning and Change**
- **Monitoring Progress and Assessing Outcomes**
- **Professionalism and Ethics**

Coach Designation

- **Levels are currently being drafted**
- **Elements will include:**
 - Career level
 - Experience in early childhood education
 - Coaching experience
 - Coach Training
 - Knowledge assessment
 - Renewal requirements

Performance Measurement

Performance Measurement Data

How Much?

- Number and location of coaches who have applied for and received the Coach Designation
- Number of teachers who have received coaching from an early learning coach with a coach designation
- Number of coaches who participate in approved professional learning opportunities specific to coaching
- Number of hours of coaching (dosage) teachers have received from an early learning coach with a coach designation
- Number and location of organizations providing coaching

Performance Measurement Data

How Well?

- Percent of coaches at each designation level (Self-Study, Associate, Professional and Master)
- Percent of teachers who felt that coaching had value and had positive perceptions of their early learning coach
- Percent of coaches who felt that coach-specific training had value
- Percent of center directors who noticed improvements in teachers' daily practices

Is anyone better off?

- Percent of birth-five teachers who received coaching and demonstrated improved quality in their classrooms (ITERS, ECERS, FCCRS or CLASS scores)

Contact Information:

Laura Reid
Professional Learning Specialist
laura.reid@dec.al.ga.gov
404.463.0788

www.dec.al.ga.gov