

Relationship-Based Professional Development Credential Course

Learning Activities for Session 3 – Professionalism: Ethical Practices

Please note: The RBPDP Credential materials are owned by the Minnesota Department of Human Services, Child Services Division. The materials will be available on Canvas during the course and for one week after the course ends. You are responsible for downloading any materials that you would like to keep for your records.

Session 3 Overview

Course Level:

2

Knowledge Competency Framework for Early Childhood Practitioners:

Content Area V: Historical and Contemporary Development of Early Childhood Education - 2 hours

Content Area VI: Professionalism- 1 hour

RBPDP KCF Content Areas:

I. Professional and ethical practices

CDA Content Area:

Professionalism

Learning Objectives:

- Objective 1: Describe codes of ethical conduct and standards relating to RBPDP work
- Objective 2: Analyze how and when mandated reporting applies to RBPDP specialists.
- Objective 3: Apply the foundation of a code of ethical conduct and standards to ethical dilemmas

Reading: Session 3 Documents

Lecture Notes, PPTs and Handouts:

- Module 2 Glossary (from “Ongoing Resources”)
- Session 3 PPT Ethical Practices
- Session 3 Lecture Notes A – Codes of Ethical Conduct and Ethical Dilemmas
- Session 3 Lecture Notes B – Mandated Reporting
- Session 3 Lecture Notes C – Boundaries
- Session 3 RBPB Ethical Dilemma Scenarios

Articles:

- Article: Supervision or Coaching- What’s the Difference. (Carter, M. 2003.)
https://childcareexchange.com/catalog/product_info.php?products_id=5015120
requires a log in but is free

Web Links:

- Code of Ethical Conduct and Statement of Commitment (2011.) NAEYC.
http://www.naeyc.org/files/naeyc/image/public_policy/Ethics%20Position%20Statement2011_09202013update.pdf
- Code of Ethical Conduct Supplement for Early Childhood Adult Educators (2004.) National Association for the Education of Young Children (NAEYC).
https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/position-statements/ethics04_09202013update.pdf
- International Coaching Federation Code of Ethics for Coaches
<https://coachingfederation.org/app/uploads/2021/01/ICF-Code-of-Ethics-1.pdf>
- *Mandated Reporter Resources*. Minnesota Department of Human Services:
<https://mn.gov/dhs/general-public/licensing/maltreatment-investigations/mandated-reporter-resources/>
- U.S. Child Welfare Information Gateway. *Child Welfare Practice to Address Racial Disproportionality and Disparity*: https://cwig-prod-prod-drupal-s3fs-us-east-1.s3.amazonaws.com/public/documents/racial_disproportionality.pdf?VersionId=7LTDL0gwLvXg1T1OYzJONN9hX_PfeL2D

Discussion Board:

Initial Post is due _____, with at least 3 additional posts to other participants by _____.

- Choose one of the scenarios from the Ethical Dilemma Scenarios handout. Describe how you would apply the steps for analyzing and problem solving a dilemma to your scenario (tell us which number scenario you are using):
 - Identify the two ethical responsibilities which are in conflict (use codes of ethics for help as needed)
 - Use ethical guidelines to brainstorm possible solutions (come up with at least 2)
 - Evaluate the possibility of a “both/and” resolution

Video Chat Discussion:

Before the chat, read Week 2 Lecture Notes A, B, and C (in session documents on Canvas) and register for and take 20-30 minutes to complete *the Eager to Learn Any Time Learning Module: Mandated Reporter* if you haven’t already done so within the past three years.

If you are approved as an RBPB Specialist through Develop/Achieve, or have taken the course within the past 3 years, you will have already received the Mandated Reporting training. Please send confirmation of that to your instructor.

For those who have not taken the course within the past three years:

1. Sign up and pay for the course through Eager to Learn at www.eagertolearn.org
2. Once registered, sign into Eager to Learn.
3. Click on “My Courses” to locate the ATL Mandated Reporter training
4. Complete the training and be sure to submit the final page so it will be reflected in your Develop learning record.

Video Chat questions:

Related to Ethical Guidelines

- How would you describe the difference between *personal* values and *professional* values?
- Share an example of putting aside what we/you value personally for professional ethics.
- How might/does a code of ethical conduct impact RBPB work?
- Share an example of how one of the ICF ethical codes listed in Lecture Notes A might apply to RBPB work.

Related to Mandated Reporting Lecture Notes and Course

- Do you have any questions about the ethical responsibility of mandated reporting for RBPB Specialists?? (Direct participants to contact their licenser if there remain any unanswered questions at the end of this session.)
- Based on the information in the training (or from the DHS website) on mandated reporting and the information in Lecture Notes B-Mandated Reporting, think about what you would do if you were providing RBPB in a classroom or family child care home

and saw a clear case of abuse or maltreatment. What thoughts or questions arise for you related to:

- Steps you would need to take?
- The potential impact on relationships, for example how you might handle it if you were going to continue to be in a working relationship with the person?
- Cultural considerations regarding reporting, including if the early childhood provider was an English Language Learner?

Related to Boundaries

- What is one boundary that stands out to you as particularly challenging in the RBPB relationships you have been part of or may be part of in the future (either as an RBPB provider or RBPB partner)? Explain your choice.
- Do you have any questions about the boundaries noted in Lecture Notes *C-Boundaries*?

Reflection Assignment:

Assignment (choose which level of assignment you plan to complete and note that level on your reflection). Decide the level based on whether you are currently doing RBPB work or not. If you are, please respond to Level 2, using examples from your own work. If you are not (yet) working in RBPB, respond to Level 1. Remember to include content and ideas from the rest of the session (readings, discussion, video chat) in your reflection:

Level 1:

- Read the article “Supervision or Coaching- What’s the Difference”.
- Write a 2/3 to a full page reflection on the article including:
 - Listing three ways that supervision and coaching are different,
 - And three ways they overlap or where there might be confusion about roles.
 - Explain why it is important to be aware of the possible confusion about boundaries between these two roles.

Level 2:

- Read the article “Supervision or Coaching- What’s the Difference”.
- Write a 2/3 to a full page reflection on the article including:
 - Listing three ways that supervision and coaching are different,
 - And three ways they overlap or where there might be confusion about roles.
 - Describe 2-3 strategies or specific ethical guidelines that might be used in situations where there is confusion between the role of a supervisor and the role of a coach. If possible, *use an example from your own experience.*