

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

Assessment Coach-GOLD®

Assessment Coach-GOLD is an assessment trainer with training from Teaching Strategies, qualified to help early educators implement the use of the GOLD assessment. Assessment Coaches perform the following activities:

- Help child care centers and family child care programs use the GOLD assessment
- Onsite coaching one-on-one
- Work with a community of practice within a child care program, or a group of individuals from multiple child care programs

Assistance Network- Wayfinder

Assistance Network Wayfinders are employed by local Child Care Aware agencies. Wayfinders perform the following activities:

- Outreach and recruitment of individuals interested in starting a licensed family child care or group family child care program or child care center
- Guide interested parties through the process of starting their own child care business
- Assist licensed family child care programs or child care centers experiencing challenges by problem-solving solutions and connecting to appropriate resources
- Provide technical assistance to licensed programs looking to expand their business
- Work in collaboration with Local and State Licensors, Professional Development Advisors, Grant Administrators, Parent Aware Quality Coaches and Recruiters, and other local agencies to establish, sustain, and expand early childhood programs

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
- Community conversations for Early Childhood Entrepreneurs cohorts (program for BIPOC providers)
- Business planning and assessments
- Financial budgeting and assessments
- Financial modeling and analysis
- Classroom-break event analysis
- Rate study and analysis
- Enrollment and staffing analysis
- Marketing and recruitment
- Contracts and policy development
- Board development and governance
- Other 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, environmental accommodations 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
- Development and implementation of policies and practices that prevent suspension and expulsions when possible
- Generating ideas for activities, routines, behavior guidance 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 Specialists 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 caregiving practices specific to infants and toddlers

Mental Health Consultant

Mental Health Consultants are individuals employed by Grantees of the Behavioral Health Division at the Minnesota Department of Human Services. The Mental Health Consultants provide a combination of reflective consultation (active listening, exploration of the teacher's attitudes and beliefs about situations) training and supported skill building. 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

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:

- Advise and guide 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
- Assist programs with setting quality improvement goals and expenditure requests for Parent Aware Grants earned
- 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

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