

# NEBRASKA EARLY CHILDHOOD COACHING INITIATIVES



**Coaching Initiatives serve Family Child Care Homes, Child Care Centers, Preschool Programs, Head Start, and School-Based Programs.**

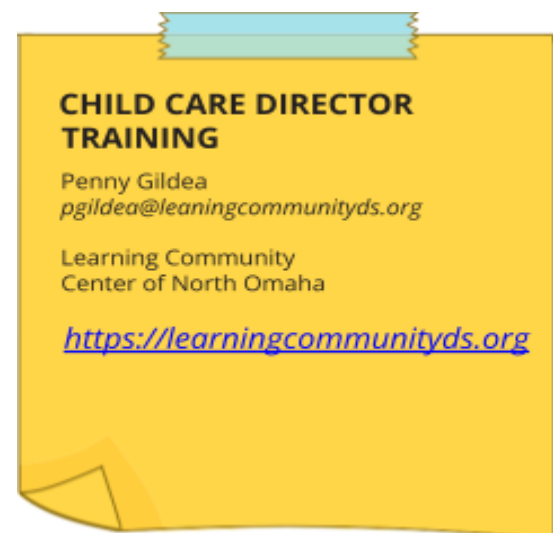
## CHILD CARE DIRECTOR TRAINING

### ABOUT THE PROGRAM

The focus of the “Child Care Director Training Project” is to develop a strength-based, ongoing professional learning community model. The model will consist of a Train-Coach-Train-Coach-Implement format.

For this project, early childhood/child care center directors will meet bi-monthly for 2-hour training sessions where they can learn, share, plan, collaborate in small groups that encourage dialog in a safe and private adult learning environment. Directors choose a focus teacher to implement the information taught in the training sessions.

Directors will also receive a coaching session after each workshop. Coaching logs/action plans are completed at the end of each workshop and coaching session. The coaching log/action plan is reviewed at the start of each coaching session. The intent is to prepare directors to be part of Nebraska Step Up to Quality. The program is evaluated by the Munroe Meyer Institute.



### COACHING FOCUS

The focus of this coaching model is to work with directors to deepen early childhood knowledge, work effectively with staff, and develop professionally.

### COACH TRAINING AND QUALIFICATIONS

Coaches need a minimum of a bachelor’s degree. A Master’s Degree is preferred. The advanced degrees need to be in early childhood education or a related field. Coaches also need direct experience working in early childhood programs. All of the coaches have attended the Nebraska Coach Training.

### COACHING DOSAGE

The child care center directors receive up to 4 hours of one-on-one coaching sessions each month. In addition, the directors also attend two, 2-hour workshops each month.

### WHO PARTICIPATES

Child care program directors whose programs are located in or are serving children/families living in the Sub Council Two area of the Learning Community Center of North Omaha. Priority areas are the neighborhood schools of Lothrop, Kellom, Conestoga, Skinner, Minne Lusa, and/or Franklin.

# GETTING READY

## ABOUT THE PROGRAM

Getting Ready is a strengths-based approach that enhances developmental outcomes for children birth to age five in home and center-based programs. It focuses on strengthening relationships between parents and their children, as well as parents and their children's educators. When they use Getting Ready, educators support parents' skills and build their confidence and competence.

## COACHING FOCUS

Early childhood educators receive ongoing coaching (virtual or in person) from a Getting Ready coach to support their use of eight (8) research-based strategies that promote responsive and effective parent-child and educator-child interactions, as well as parent-educator partnerships. In addition, coaches help educators learn to engage with families in targeted, collaborative problem-solving to set goals and support children's development.

## COACH TRAINING AND QUALIFICATIONS

**Coach Training:** Coaches attend 2 days of early childhood coach training or equivalent; and 3 days of Getting Ready training prior to beginning coaching. Additionally, coaches meet monthly for group support and monthly in individual sessions with a master coach.

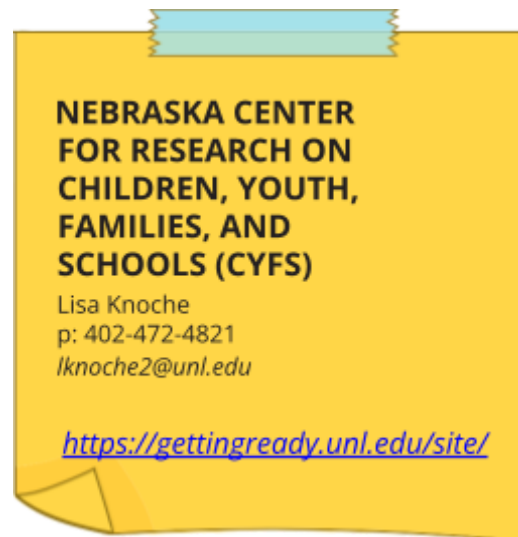
**Coaching Qualifications:** Bachelor's degree in early childhood, education or related field and five (5) years of experience working as early childhood/elementary teacher or home visitor in early childhood/early elementary settings and/or in a family support center. Experience working with professionals in early childhood settings, knowledge of child development, early childhood programming and family engagement is required.

## COACHING DOSAGE

Educators participate in up to six individualized coaching sessions to plan for interactions with children and families.

## WHO PARTICIPATES

Educators and administrators working in Early Head Start/Head Start, preschools and community based child care as well as Early Childhood Special Education providers and Services Coordinators in various communities across the state. Getting Ready is currently supported by UNL studies, NDE Part C programming, and Preschool Development Grant funding.



# HEAD START PROGRAM PERFORMANCE STANDARDS

## ABOUT THE PROGRAM

Coaching is a collaborative partnership where the distinction between coaching and supervising is clear. Coaches clarify the purpose of each visit.

### Coaches need time to:

- Observe
- Review needs assessments and observations
- Prepare for meetings
- Review video
- Find resources on teaching practices
- Review resources and videos
- Reflect

## COACHING FOCUS

**HSPPS 1302.92(c)** Head Start implements a research-based, coordinated coaching strategy for education staff. Practice-Based Coaching is used when working with teachers.

**HSPPS 1302.92(c)(4)** Head Start ensures intensive coaching opportunities for the staff identified through the process of aligning with the program's school readiness goals, curricula, and other approaches to professional development.

## COACH TRAINING AND QUALIFICATIONS

**HSPPS 1302.92(c)** Coaches have a minimum of a baccalaureate degree in early childhood education or a related field.

**HSPPS 1302.92 (c)(1)** All education staff are assessed to identify strengths, areas of needed support, and which staff would benefit most from intensive coaching.

**HSPPS 1302.92 (c)(4)(iii)** Coaches must have adequate training and experience in adult learning and in using assessment data to drive coaching strategies aligned with program performance goals.

### Experience includes:

- Experience in adult learning principles
- Experience with data
- Experience within the program setting
- Experience with young children
- Knowledge of the curriculum • Experience with policies, procedures, and culture of grantee

## COACHING DOSAGE

Dosage is individualized to the needs and goals of each teacher.

## WHO PARTICIPATES

Head Start Program Education Staff



# INFANT TODDLER QUALITY INITIATIVE

## ABOUT THE PROGRAM

The goal of ITQI is to increase the quality and availability of responsive care for infants and toddlers by:

- Strengthening the skills and knowledge base of early childhood professionals working with infants and toddlers.
- Supporting leadership and collaboration at the community level.
- Facilitating professional development and support for infant/toddler professionals and caregivers.

## COACHING FOCUS

ITQI provider visits focus on providing community resources and coaching providers to meet goals that improve the quality of care at their sites.

## COACH TRAINING AND QUALIFICATIONS

The Child Care Specialist meets BVCA and ITQI grant qualifications.

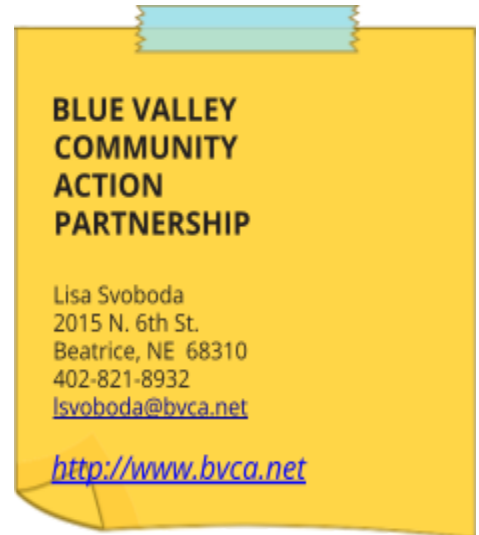
They must complete 15 hours annually of early childhood training. This includes completing the Early Learning Guidelines and attending Introductions to ITERS and FCCERS.

## COACHING DOSAGE

Providers and the Child Care Specialist meet monthly (minimum of 9 times a year) to go over goals and strengths of their centers/sites. Providers may request to have additional visits when they feel it is necessary to meet their goals.

## WHO PARTICIPATES

The Infant/Toddler Quality Initiative program ( ITQI) works with infant and toddler classroom teachers/ center directors and with family child care home providers in an effort to improve the quality of care in their environments.



# KID SQUAD

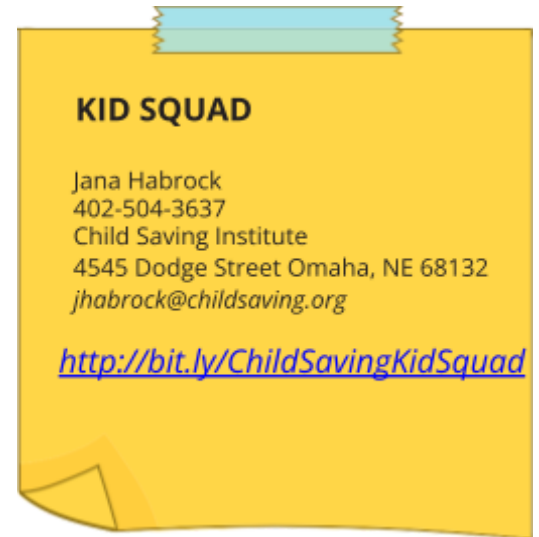
## ABOUT THE PROGRAM

Kid Squad is an early childhood mental health and education consultation service. All childcare centers, homes and early childhood education programs in Douglas and Sarpy Counties taking Title XX or Free and Reduced Lunch and serving children ages 5 or under are eligible.

## COACHING FOCUS

Kid Squad provides two types of consultation services using the framework of the Teaching Pyramid:

- Child-focused consultation is provided by licensed mental health practitioners who coach teachers and parents to implement prevention and intervention strategies for challenging behavior.
- Classroom-focused consultation is provided by either, mental health practitioners or early childhood educators who coach teachers to promote children's social and emotional development and increase the quality of the classroom environment and teacher practices.



## COACH TRAINING AND QUALIFICATIONS

### **Coach training:**

Kid Squad consultants receive over 40 hours of training that include the Teaching Pyramid, early childhood coaching and the use of evidence-based assessment tools. Consultants co-consult with an experienced consultant on at least one case prior to their own caseload.

### **Coach qualifications:**

Kid Squad's mental health consultants are licensed mental health practitioners. Kid Squad's education consultants have at least a bachelor's degree in early childhood education or a related field.

## COACHING DOSAGE

Dosage is individualized to the needs and goals of each child, family and/or classroom.

## WHO PARTICIPATES

Childcare centers, family child care homes or early childhood education programs located in Douglas or Sarpy Counties who accept Title XX or Free & Reduced Lunch are eligible. Parents and the classroom teachers participate in child-focused consultation. Classroom teachers participate in classroom-focused consultation.

# NEBRASKA AEYC COACHING

## ABOUT THE PROGRAM

**The Early Head Start Infant/Toddler Quality Initiative (ITQI)** works with community based child care providers (center or home based) to improve the quality of care for infants and toddlers.

Providers can participate in the project in three different ways:

**Option 1:** full participation including ERS observation with feedback, monthly coaching, funds for purchase of materials/supplies, professional development opportunities and access to the Lending Library.

**Option 2:** partial participation including ERS observation with feedback, limited access to coach via phone or email, professional development opportunities and access to Lending Library.

**Option 3:** minimal participation including professional development opportunities and access to the Lending Library.

**The Quality Enhancement Project (QEP)** works with community childcare programs to improve the quality of care for children.

## COACHING FOCUS

Using the results of an ERS classroom assessment, the coach works with the child care provider to set goals for improvement. During monthly coaching sessions, the coach and the provider assess progress on these goals, set new goals as appropriate, and work together to solve problems/issues. At the end of the project, another ERS assessment is completed and scores are compared to show program quality improvement.

***The project provides funds for the following activities:***

- Purchase of materials/supplies that will address specific items of need as indicated on the ERS
- Professional resources for the providers
- Professional development opportunities specific to needs of the provider/program
- Access to a Lending Library

Using the results of an ERS classroom assessment (ITERS, ECERS, FCCERS), the coach works with the child care provider to set goals for improvement. During monthly coaching sessions, the coach and the provider assess progress on these goals, set new goals as appropriate, and work together to solve problems/issues. At the end of the project, another ERS is completed and scores are compared to show program quality improvement.

## COACH TRAINING AND QUALIFICATIONS

Coach must complete the Nebraska Coach Training and become reliable in the ERS classroom observation assessment. Coach must have a Bachelor's Degree in Early Childhood Education (or related) and experience working in an early childhood education program.

## COACHING DOSAGE

This is a one year project. Coaching occurs monthly with 1 hour coaching sessions.

## WHO PARTICIPATES

Participants include community based child care providers in center based or home-based environments.



# NEBRASKA EARLY CHILDHOOD COLLABORATIVE'S FAMILY CHILD CARE NETWORK CONSULTING AND MENTORING PROGRAMS

## Licensing Toolkit

### ABOUT THE PROGRAM

Through the Licensing Toolkit Program, NECC provides materials, guidance, and support to help potential and non-licensed providers fulfill state licensing requirements, meet health and safety standards, and become part of a professional network of family child care business owners.

### COACHING FOCUS

Licensing Toolkit allows participants the opportunity to work individually with a Family Child Care Network Specialist as they enter and complete the licensing process.

### COACH TRAINING AND QUALIFICATIONS

The Family Child Care Network Specialist requires a Bachelor's degree and a minimum of two years relevant experience in early childhood education. Experience working with family child care providers is highly preferred along with experience in business, economic development, entrepreneurship, small business development, management, adult education, or related fields. A strong emphasis is placed on knowledge of Children's Services Licensing regulations and the licensing process in Nebraska.

### COACHING DOSAGE

The Family Child Care Network Specialist conducts 6 scheduled mentoring sessions called Toolkit Connections per participant. This may vary depending on the need of the provider and the program. The Family Child Care Network Specialist also conducts one Licensing Readiness Visit, assessing the provider on the childcare environment's readiness for the DHHS Provisional License Compliance Review required for licensure.

### WHO PARTICIPATES

Potential and non-licensed family child care providers across Nebraska

## Family Child Care Network Tier 3 Mentorship

### ABOUT THE PROGRAM

Nebraska Early Childhood Collaborative's Family Child Care Network partners with Wonderschool to provide mentorship and technical assistance for Continuous Quality Improvement (CQI) in licensed family child care programs. Our mentorship is aligned with NECC's Quality & Safety Vision standards.

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## COACHING FOCUS

The Family Child Care Network Specialist guides family child care providers through a Tier 3 CQI Plan consisting of provider-led goal setting and a **Professional Development Plan** prior to beginning the Continuous Quality Improvement mentoring sessions. CQI sessions consist of ongoing support and the provision of resources for providers to meet their goals and training requirements.

## COACH TRAINING AND QUALIFICATIONS

The Family Child Care Network Specialist requires a Bachelor's degree and a minimum of two years relevant experience in early childhood education. Experience working with family child care providers is highly preferred along with experience in business, economic development, entrepreneurship, small business development, management, adult education, or related fields. FCCN Specialists are trained on the Brief Early Quality Inventory Family Child Care Version (BEQI-FCC) and FCCERS Introductory Training.

## COACHING DOSAGE

The Family Child Care Network Specialist conducts scheduled mentoring called Continuous Quality Improvement (CQI) mentoring sessions. Mentoring is individualized based on the need, skill level, and experience of the provider.

## WHO PARTICIPATES

Licensed family child care providers enrolled in Tier 3 of NECC's Family Child Care Network. Providers must be licensed in good standing, enrolled in Step Up to Quality, committed to using the Wonderschool automation platform, and committed to continuous quality improvement in their child care programs.

## **Business Training Series**

### ABOUT THE PROGRAM

The Business Training Series (BTS) and Consulting is a training curriculum that was created by an organization based in Connecticut called "All Our Kin (AOK)". It is a 10-week training, totaling 30 hours, that works through content on operating a Family Child Care as a small business. The Family Child care provider is taught how to act as a business owner regarding his / her home child care. Coaching, or "consulting" as it is referred to in this program, is offered upon completion of the series. Consulting is for an additional 10-weeks and aligns with the Business Administration Scale (BAS).

## COACHING FOCUS

Consulting is focused on the business topics delivered in the BTS series; Marketing, policy handbook, contracts, record keeping, risk management, accounting and taxes.

## COACH TRAINING AND QUALIFICATIONS

Consultants are trained in collaboration with All Our Kin and NECC on the content of the Business Training Series. A coach in this program will have a minimum of a Bachelor's degree with content and training in business, experience in Early childhood, coaching, and the Family Child Care field.

## COACHING DOSAGE

Consulting occurs for 10-weeks based on the goals set by the provider around the content presented in the BTS. Consulting is 2 hours weekly, for 10 weeks.

## WHO PARTICIPATES

Qualifying family child care graduates of the 10-week Business Training Series. Qualifications are based on business owner needs and scheduling/staffing.



# NEBRASKA EARLY CHILDHOOD COLLABORATIVE PRACTICE-BASED COACHING

## ABOUT THE PROGRAM

Nebraska Early Childhood Collaborative (NECC) partners with the Omaha Early Learning Centers to provide high quality coaching and professional development on a consistent basis. Our coaching initiative is aligned with Head Start Performance Standards.

## COACHING FOCUS

Coaches guide teachers through a Shared Goal Setting and Action Planning process prior to beginning a coaching session. Once the coach and teacher have collaborated and created a goal, coaching sessions begin. Coaching sessions consist of exemplar modeling, observation, reflection, and feedback. In addition to this, coaches support teachers as they analyze data to guide instruction and individualize goals and experiences for each child.

## COACH TRAINING AND QUALIFICATIONS

All coaches must have a Bachelor's degree in early education, education, or a related field. Coaches must attend the following trainings: Nebraska Early Childhood Coach Training, Pyramid Model Training, ITERS Introductory training. All coaches are trained and reliable in both TPITOS and CLASS observation tools.

## COACHING DOSAGE

Each coach conducts up to 10 coaching sessions per month. This varies depending on the need, skill level, experience, and learning rate of the teacher. It can also vary depending on scheduling and staffing.

## WHO PARTICIPATES

All classroom teachers (leads, associates, teacher aides) who are partnering with NECC through Early Head Start services receive coaching.

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### **Suzy Boynton**

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# ROOTED IN RELATIONSHIPS - THE PYRAMID MODEL

## ABOUT THE PROGRAM

Rooted in Relationships partners with communities to implement evidence-based practices that enhance the social-emotional (SE) development of children, birth through age 8. Communities implement the Pyramid Model, a framework of evidence-based practices that promote the social, emotional, and behavioral competence of young children, in selected family child care homes and centers. Communities also develop and implement a long-range plan that influences the early childhood systems in the community that support the healthy SE development of children.

## COACHING FOCUS

Through a train-coach-train approach, Rooted in Relationships coaches promote growth and increase the knowledge and skills of providers in order to effectively implement and sustain Pyramid Model practices that promote social-emotional skills and, in turn, minimize challenging behaviors.

**Coaching Definition:** Coaching is an interactive process based on a collaborative relationship. It is intentionally designed to promote sustainable growth in attitudes, skills and knowledge to effectively implement best practices for the optimal development of young children and their caregivers. Through observation, discussion, and reflection the coach promotes the person they are coaching's ability to work toward and accomplish identified goals.

## COACH TRAINING AND QUALIFICATIONS

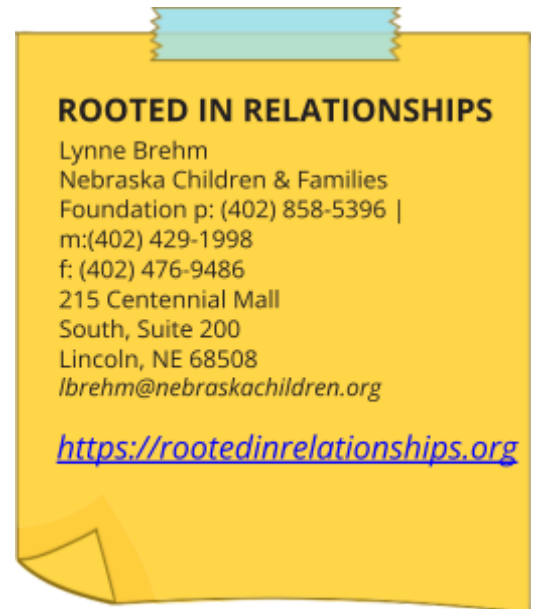
**Coaching Qualifications:** To learn more about the required qualifications, please visit <https://tinyurl.com/RiRProviderCoach>

## COACHING DOSAGE

- Year 1:** 2.5 hours
- Year 2:** 1.5 hours
- Year 3:** Individualized

## WHO PARTICIPATES

Providers in selected family child care homes and centers in various communities across the state.



# SIXPENCE CHILD CARE PARTNERSHIPS

## ABOUT THE PROGRAM

Sixpence Child Care Partnerships (CCP) are 100% federally funded through a subaward from Nebraska Department of Health and Human Services to Nebraska Children and Families Foundation using Child Care Development Funds that are allocated to school districts. Child Care Development Funds are utilized in licensed childcare programs to promote high-quality early childhood development and education and support vulnerable infants and toddlers so they can lead a successful, thriving life.

## COACHING FOCUS

CCP Coaching focuses on Curriculum, Learning Environments, Teacher-Child Interactions, Child Outcomes, Professional Development and Program Administration. Coaching Collaboration Plans are created with Coaches and Partners to ensure that Step Three is achieved by year three of signing a Letter of Agreement. Action Steps, Activities and Purchases are also identified in the plan to ensure that Child Care Development Funds are utilized to increase the quality of care for infants and toddlers. Every effort is made to collaborate with other coaching initiatives to ensure the programs' needs are met without being burdensome.

## COACH TRAINING AND QUALIFICATIONS

**Coaching Qualifications:** Coaches should have a degree in childhood education or a related field, have excellent oral and written communication skills, strong interpersonal skills and the ability to develop reports and track data. Coaches should have at least five years of experience working in early childhood or a related field in a leadership role or as a coach or mentor.

**Coach Training:** Must have training/knowledge/experience in reflective supervision, infant-toddler development, family engagement, and management of an early childhood program.

- Prior to coaching, PC/Coach shall attend 2-day Nebraska Early Childhood Coach Training.
- Coaches shall attend the Introduction to Environment Rating Scale and Practice Using the ERS (Environment Rating Scale) training, and Introduction to Toddler CLASS.
- Coaches will participate in required meetings and training facilitated by Sixpence.
- Coaches will participate in required Coach Booster Trainings
- Coaches will participate in required Pyramid Model Trainings

## COACHING DOSAGE

Each CCP coach partners with a minimum of five classrooms/homes. Coaches meet with each provider face-to-face no less than twice a month until Step Three is achieved. Once Step Three is achieved, fewer contacts are allowable but should occur no less than once a month.

## WHO PARTICIPATES

Licensed Child Care Providers in selected Family Child Care Homes and Centers in various communities across the state. Sixpence Child Care Partners must be enrolled in a Step Up to Quality prior to signing a Letter of Agreement. All Sixpence Child Care Partners must achieve a Step 3 in Step Up to Quality within three years and follow all Sixpence Child Care Partnership Quality Criteria.

### SIXPENCE CHILD CARE PARTNERSHIPS

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# STEP UP TO QUALITY

## ABOUT THE PROGRAM

Nebraska Step Up to Quality is an Early Childhood Quality Rating and Improvement System (QRIS), passed by the Nebraska Legislature in 2013. The primary goal of Nebraska Step Up to Quality is to improve early care and education quality and increase positive outcomes for young children. High quality early childhood programs can have a lifelong, positive impact on young children and their families. Step Up to Quality helps early childcare providers and educators recognize and improve quality.

Programs enrolled in Step Up to Quality have access to coaching and resources that help them on their path to higher quality. These resources enable any provider or educator –big or small- to take quality to the next level. Participating programs learn about the use of standards, assessment processes, and how to analyze data to improve quality.

In addition, it improves teacher and director effectiveness through training and professional development, formal education, and coaching. Step Up to Quality programs go beyond what is required because they strive to do better for the children and families that they serve.

## COACHING FOCUS

Step Up to Quality coaches help programs of all types, create individualized goals and action plans to improve quality. Coaches help identify and maximize strengths and guide providers along a path to quality improvement.

**Coaching Definition:** Coaching is an interactive process based on a collaborative relationship. It is intentionally designed to promote sustainable growth in attitudes, skills and knowledge to effectively implement best practices for the optimal development of young children and their caregivers. Through observation, discussion, and reflection the coach promotes the other person's ability to grow toward identified goals.

## COACH TRAINING AND QUALIFICATIONS

**Coach Training:** All coaches must attend 2 days of early childhood coach training and 1 day of Step Up to Quality coach training prior to beginning coaching.

**Coaching Qualifications:** To learn more about the required qualifications, please visit <https://bit.ly/3q0Ei1m>. Coach candidates should have a degree in early childhood education or a related field, have excellent oral and written communication skills, strong interpersonal skills and the ability to develop reports and track data. The ideal candidate has five or more years experience working in early childhood or a related field in a leadership role or as a coach or mentor. Coaches provide constructive feedback and suggestions to programs and collaborate with providers to draft and implement quality improvement plans. They implement a variety of strategies to engage providers in goal-setting and to facilitate growth.

## COACHING DOSAGE

Coaching may vary due to program needs.

## WHO PARTICIPATES

### STEP UP TO QUALITY

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Head Start Programs, Public School Preschool Programs and all licensed early childhood programs are eligible to participate.

# SUPERINTENDENTS' EARLY CHILDHOOD PLAN FULL IMPLEMENTATION SCHOOL AS HUB

## ABOUT THE PROGRAM

As part of the Superintendents' Early Childhood Plan, the 11 school districts in Douglas and Sarpy Counties partner with the Buffett Early Childhood Institute to enhance quality, strengthen continuity, and expand equity in children and families' experiences beginning and birth and continuing through Grade 3. The project involves attention to building the capacity of school systems to provide effective early childhood care and education, as well as targeted supports to build the capacity of early childhood programs. As part of the project, 6 of the districts with half or more of their students eligible for free or reduced lunch have the opportunity to select targeted elementary schools in their districts to receive intensive supports, staffing, and resources aimed to connect young children and their families with high-quality, comprehensive, and continuous early childhood education and services. These schools, known as "School as Hubs," include three integrated components: access and opportunities for children birth to entering school and their families to engage in research based on learning; partnerships with high quality preschool for 3- and 4-year-olds; and aligned Kindergarten through Grade 3 curriculum, instruction, and assessment for 5- through 8-year-olds.

### UNO-BUFFETT EARLY CHILDHOOD INSTITUTE

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## COACHING FOCUS

- Program specialists provide coaching for school-based home visitors and family facilitator in providing quality home visits, parent education and support for enrolled families.
- Program specialists provide coaching, facilitate professional learning, and other on-site support for elementary teachers, school leaders, and district leaders aimed at enhancing teaching, learning, and family partnerships in preschool through Grade 3 classrooms.
- Program administrators provide coaching to the program specialists aimed at enhancing their coaching practices and content knowledge.
- All program staff engage in regular job-alike community of practice meetings with one another.
- Program staff organize and facilitate community of practice meetings with school staff and partners.

## COACH TRAINING AND QUALIFICATIONS

Program specialists successfully complete intensive training (one or more) on the theory and practice of instructional, facilitative, collaborative, consultative, transformational and/or cognitive coaching. The goal is to support the coaching model of the district/school with whom they are partnering

Staff Qualifications (specialists) include:

- A bachelor's degree in fields related to early childhood education and elementary education.
- Five years of highly effective teaching at the preschool – third grade levels in public schools that serve economically, racially, and linguistically diverse children.
- Experience as a coach for home visitors or other two generation programs, or PreK-Grade 3 teachers and/or experience in designing and delivering professional development.
- Commitment to and knowledge of educational practices that are informed by child development research, with an emphasis on preschool – third grade.
- Professional leadership in early childhood education and related fields as documented by active participation in professional organizations, professional presentations.

## COACHING DOSAGE

Home Visitors and Family Facilitators receive at least 1 hour of individual coaching per month.

Upon the request of district and school leaders and in connection with content aligned to the Superintendents' Early Childhood Plan's birth through Grade 3 framework, preschool to Grade 3 teachers, district coaches, and other school staff participate in individual coaching, which may include on-site observations, consultation, and coaching cycles. Building leadership also have the opportunity to participate in monthly coaching with a program administrator.

## WHO PARTICIPATES

School districts' home visitors, family facilitators and PreK-Grade 3 teachers, district coaches, other support staff, and building leaders who are participating in the Superintendents Early Childhood Plan – School as Hub.