



Horizons In Learning, LLC

Coaching For Success & Sustainable Change Program A Framework for Thinking to Facilitate Sustainable Change

Program Overview

The Coaching For Success Program offers professional development specialists, coaches, mentors and leaders ‘principles to practice’ on how to effectively facilitate change, to broaden and deepen professional and personal practices of leaders, educators and parents. This program is based on *The Framework for Thinking Model™* which is an universal approach for fostering critical and reflective thinking. The goal of this program is to support agents of change to attain sustainable habits of self reflection, critical thinking, problem solving and life long learning as well as intentionally facilitate the same in others.

The Coaching For Success Program is designed to be implemented over multiple months, ideally a calendar/school year, to build a “Coaching Learning Community.” This Program provides consultation to leadership to create a successful and sustainable “Coaching Learning Community,” provides breadth and depth of instructional content on intentional coaching for leaders and practitioners, and offers interactive differentiated support services such as individual and group coaching.

The Coaching For Success Program offers an individualized and tailor designed program including a variety of instructional and interactive modalities, such as:

- Onsite training – which includes opportunities to implement and practice coaching skills,
- Video conference training
- Live webinars & our new *Coaching For Success Webinar Learning Series*, a 10-Part, 14 hour pre-recorded webinar series.
- Individual and group coaching, to support implementation of skills, positive effective practices for sustained learning and change.
- Coaching Learning Communities to support the ongoing professional development and intentional practices of coaches and support peer coaching models
- Books: *Coaching For Success & Coaching For Success Pocket Guide*

Throughout this program the use of diverse instructional strategies includes lecture, dialogue, video clips, modeling, ‘live’ demonstration, role play, peer coaching, and self reflection.

The Coaching For Success Program is structured to ensure participants can transfer principles and strategies learned in instructional sessions to practical and successful implementation in the field. Therefore, in addition to formal instruction, the Program offers an ongoing structure for self and collective reflection, and the opportunity to debrief and discuss the success and challenges of implementing the information and practices through individual and group coaching sessions. This transference of principles to practices is practically anchored when participants have the opportunity to identify and build on their strengths, to shift their own limiting attitudes and behaviors, and to increase their self-awareness and meta-cognition to broaden, deepen and master intentional differentiated coaching.

In addition this Program can address strategies to build a “Coaching Learning Community” or cadre of coaches to implement a team approach for supporting innovation and sustainable change in the district, agency, or program.

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Consultant/Instructor Qualifications

Constant Hine, M.A. (Master of Arts in Early Childhood Teaching, Nova University)

- Over 20 years designing and implementing coaching programs for early childhood educators and families in school districts, Head Start, for profit and non profit programs.
- Over 20 years experience combining instruction and coaching strategies with professional development specialist, coaches/mentors, administrators, teachers, & families to implement best practices in early care programs, to improve instructional strategies, strengthen communication and team building, transform stress, increase performance and effectiveness, increase and ensure sustainable growth and change for individuals, teams and programs.
- Over 10 years coaching experience in business settings to optimize performance of management, employees, trainers, coaches to increase effectiveness, communication and leadership skills .
- Over 25 years experience designing and delivering professional development trainings on several topics relevant to educators, families and supervisors including: Engaging Young Learners, School Readiness, Communication Skills, Transforming Stress, Supervising for Excellence, Coaching For Success and Team Building to groups of 5-250 people.
- Author of *Coaching For Success* Program, (2004) – which offers novice to master level instruction, team and individualized one-to-one coaching, facilitation of peer coaching models. The purpose of the program is to expand intentional, differentiated professional development strategies to support early childhood professionals to expand quality improvement and best practices, to foster leadership and to promote sustainable change.

Coaching For Success Program Clients include:

- *Life Steps Foundation, Millbrae, CA (2012-2013)*
- *Institute at Clayton Early Learning, Denver, CO (2012)*
- *Otero Jr College – Child Development Services Head Start, La Junta, CO (2012)*
- *New Jersey’s Mentor Network, Trenton, NJ (2012)*
- *Great Start to Quality Program, Early Childhood Investment Corp., Lansing, MI (2011)*
- *First 5 of Contra Costa, Concord, CA (2010- current)*
- *West Contra Costa County Unified School District, Richmond, CA (2011- current)*
- *Contra Costa Childcare Council, Concord, CA (2010 – 2012)*
- *Pueblo City Schools, Early Childhood Coaches, Pueblo, CO (2010-2011)*
- *Washington Head Start & ECEAP Association (2011)*
- *Badlands Head Start, Rapid City, SD (2009- current)*
- *Rural Resort Early Childhood Council, Aspen, CO (2009)*
- *California Teacher & Director Mentor Program, San Francisco, CA (2007- 2010)*
- *Gateway To Quality Coaching Program, San Francisco, CA (2006 – 2011)*
- *ECE Executive Director Coaching Group, Seattle, WA (2002- 2008)*
- *“Supervising for Excellence,” DSHS, Washington State (1998-2001)*
- *Parent Coaching Program, Springfield City Schools, Ohio (1998-1999)*
- *“Staff Development and Coaching Project”, Educational Service District 101, Spokane, WA (1995 -6)*

Call for further information and pricing contact Constant Hine (303) 253-4161

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Delivery Components & Content/Topics

The following lists the variety of the components parts of the program and gives detailed description for each component.

Component	Description
Course Instruction	
<p>Instructional delivery modalities include:</p> <ul style="list-style-type: none"> Onsite Training Video Conference Training Live Webinars Pre-Recorded Webinars Teleconference <p>Instructional Strategies will include:</p> <ul style="list-style-type: none"> Lecture & Dialogue Reading Interactive Large Group Discussion Small Group Discussion Video Demonstration & Modeling Modeling & Demonstration Peer Role Playing Peer Coaching Practice Self Reflection Activities 	<p>Scope of Content is individually determined. Content for the full program includes the following:</p> <p>Coaching For Success Model™</p> <ul style="list-style-type: none"> • Facilitating Change using the “Framework for Thinking Model”™ • Clarifying the Continuum of Professional Development Scaffolding Strategies: Training, Technical Assistance, Mentoring & Coaching • Expanding the Toolbox of Professional Development Scaffolding Strategies & Processes <p>Coaching In Action</p> <p>Plan, Do, Review & Repeat</p> <ul style="list-style-type: none"> • Goal Setting & Criteria for Success • Action Plans • Implementation • Evaluation • Adjust & Improve <p>Promoting Respectful Relationships</p> <ul style="list-style-type: none"> • Promoting Trust & Developing Partnership • Response-Abled Leadership • Dealing with Challenging People & Sticky Situations <p>Universal Facilitation & Coaching Skills</p> <ul style="list-style-type: none"> • Communication Skills: Listening, Paraphrasing, Reframing, Feedback • The Art of Inquiry – Empowering Questions • Critical Thinking & Reflection Skills • Intentional Modeling & Feedback <p>Intentional Individualized Coaching</p> <ul style="list-style-type: none"> ▪ Strength based Practices ▪ Assessing Change Readiness & Facilitating the Change Process ▪ Busting Barriers & Conquering Challenges • Shifting Attitudes & Behaviors for Sustained Change <p>Differentiated Coaching To Facilitate Learning & Results</p> <ul style="list-style-type: none"> • Aligning effective strategies to specific

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	<p>strengths, needs and developmental stage of learner</p> <ul style="list-style-type: none"> • Targeted Facilitation & Coaching Skills <p>Documentation & Assessment</p> <ul style="list-style-type: none"> • Coaches Self Assessment & Evaluation • Coaching PD Improvement Plan • Self Awareness & Life Long Learning • Coachee Assessment of Coaches • Coachee Self Assessment of Progress <p>Sustaining Change</p> <ul style="list-style-type: none"> • Peer Coaching • Coaches Being Coached • Building a Coaching Learning Community
Differentiated Coaching	
Coaching Improvement Plan <i>Plan, Do, Review & Repeat</i>	Each participant will create a plan for improving their coaching skills including setting goals, establishing criteria for evaluating their success, creating action plans with timelines, evaluating their success, and making adjustments and modifications for improvement. This process will be facilitated and reviewed by peers, supervisor and Coaching For Success Program Instructor/Coach.
Individualized one-to-one coaching for coaches	Coaching For Success Program Instructor/Coach will offer individual coaching sessions for each participant to self reflect, debrief and discuss the progress, success and challenges of implementing learned information, coaching skills, strategies and their individual action plans.
Coaching In Action	
Practicum Implementation	Participants will have time between instructional and coaching sessions to implement learned strategies, action plans and identify their strengths and challenges in the field supporting teachers in the classroom.
Sustaining Change	
Facilitation of Coaching Learning Community & Discussion Group	Coaching For Success Program Instructor/Coach will facilitate group dialogue and discussion and model technical assistance, mentoring, coaching with the team/cadre of coaches to broadcast successes and to address questions, needs, or concerns an individual or the team is experiencing. This forum often becomes the foundation for an ongoing structure for strengthening a team/cadre of coaches and for

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	supporting the professional development of the individuals.
Small Group Facilitated Peer Coaching	Coaching For Success Program Instructor will offer group coaching sessions for small groups of participants for self and collective reflection, to debrief and discuss their progress, success and challenges of implementing learned information, coaching skills, strategies and their individual action plans. In addition these small groups are intended to facilitate and support the development of peer coaching skills. These groups can be focused on specific topics, specific needs and/or team development.
Individualized Leadership Coaching	Coaching For Success Program Instructor/Coach will offer individual coaching sessions for the Director/Program Leader to self reflect, debrief and discuss the progress, success and challenges of implementing the Coaching For Success Program, building and maintaining a team of effective coaches to promote sustainable change in the organization/district/program.
Coaching Learning Community Development	Coaching For Success Program Instructor/Coach can support the development of a infrastructural systematic approach to create a coaching learning community to ensure sustainable reflective coaching practices.
Coaching Learning Community Support Services	The Coaching For Success Webinar Series can be an excellent way to continue regular monthly or quarterly professional development of a team of coaches. Teams can listen to a webinar and then discuss in their staff or coaching team meetings, like a book club, to deepen their learning and reflective practices. Live Q&A sessions are available from Coaching For Success Program Instructor/Coach after the team has listened to one or a group of the webinars.
Self Assessment & Evaluation	Participants will learn and practice a variety of self-assessment strategies to both measure their coaching competencies and skills, their own progress and to implement with their coachee/teachers to help coachees assess their progress and success. Pre-Post assessments can be implemented to evaluate change over time and inform individual goals and action plans.
Materials & Products	
<u>Coaching For Success Training Manual</u> by Constant Hine	Required: Each participant will have their own training manual which includes basic content information, worksheets, and resources.

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<p><u>Coaching For Success & Sustainable Change</u> Supplemental Materials Packet</p>	<p>Required: Each participant will receive materials for a 3 ring binder that provides supplemental materials that have been recently developed and/or specifically designed for each program including: assessment tools, personal inventories and worksheets, reproducible forms additional reading including professional and research articles. The 3-ring binder also provides a place for notes, individual coaching improvement plans and action lists from individual and group coaching sessions.</p>
<p><u>Coaching For Success Pocket Guide</u> by Constant Hine</p>	<p>Optional: this is a small pocket size guide that can be useful in the field that summarizes critical information from the Coaching For Success Training Manual</p>
<p><u>Coaching For Success Webinar Series (10 Recorded Webinars)</u> by Constant Hine</p>	<p>Optional: this 12 hour webinar series offers 10 webinar modules that include 4 hours of the Basic Series and 8 hours of the Comprehensive Series presenting both universal and targeted coaching strategies.</p>
<p><u>Creating Ease In A Day's Work Sign Book</u> from Horizons In Learning, Inc.</p>	<p>Optional: This sign book is a valuable tool that provides strategies for helping to shift attitudes, manage stress and dealing with overwhelm that participants will find helpful in supporting their own change and when facilitating others in the change process.</p>