



Horizons In Learning
Dynamic Transformation Strategies

WORKSHOP DESCRIPTION

Enhancing Your Coaching Toolbox: *Using a Continuum of Professional Development Strategies*

Presenter - Constant Hine

Description:

The purpose and goal of this session is for coaches to enhance and intentionally use their toolbox of strategies to best ensure those we support are actually successful in learning, changing behaviors and implementing appropriate strategies to meet the needs of children, families and staff.

In this session we will define the various professional development strategies that “change agents,” such as administrators, coaches and mentors, use to successfully support early childhood professionals to improve their own effective practices and increase the quality of their programs. These interaction strategies include: teaching/training, consulting, mentoring and coaching. We will also explore the importance of understanding, clarifying and mastering these strategies that span a continuum from more directive to less directive interactions. We will clarify the distinctions of the roles, responsibilities and perspectives for each of these strategies so we can intentionally choose which strategy to use, with whom and when, to achieve successful outcomes and sustainable change.

Content Outline

- Continuum Model for Professional Development Strategies
- Definitions for Strategies: Teaching- Technical Assistance-Mentoring-Coaching.
- Roles, Responsibilities and Perspectives:
- Developing Distinctions between:
 1. Attitude of Inquiry & Response-Ability (Coaching)
 2. Attitude of Fixing a Problem (Technical Assistance)
 3. Attitude of Skill Mastery (Mentor)
- How, When, Why to use each strategy

Primary Audience

- Consultants/trainers
- Mentors/coaches
- Program directors/administrators
- Teacher educators

Format

Lecture, Large and small group discussion, self reflection exercises, paired sharing activities, modeling & demonstration, practice using specific strategies.