



# CCA of WA Coaching Services - Menu

Please select items from the menu below that you are interested in exploring with your Coach.  
Your coach can connect you with a variety of services such as those listed below.

## Leadership Coaching

- New hire onboarding and Early Achievers orientation
- Team building and creating Peer Learning Communities (PLCs)
- Facilitating purposeful staff meetings
- Designing a great place to work
- Self-assessment to guide organization's leadership focus
- Goal setting with observation and strengths-based feedback
- Hands-on and guided practice-based coaching specifically designed for directors and program managers
- Supports for effective, professional, proactive, collaborative, appreciative, and safe staff meetings
- Instructional leadership
- Coaching leaders to be reflective and supportive in their roles
- Support conversations about race, identity, and bias, and how to best influence inclusive and equitable outcomes

## Business Coaching

- We promote business wellness with supports and strategies for full enrollment, full fee collection, and revenues that cover per-child cost
- Staffing supports: Recruitment, selection, and retention of staff
- Organization and management
- Exploring use of technology for business supports: *Child Care Business Edge (BizEdge), Zoom, CECI, Brightwheel, MERIT, WA Compass, etc.*
- Enrollment practices and support
- Diversity funding: *grant supports, USDA food program, military subsidy program, Working Connections subsidy programs, homeless child care subsidy program*
- Business of Child Care (BOCC) training with follow-up coaching
- Advertising, marketing, and outreach
- Building equitable family- and staff-friendly policies
- Iron Triangle

## Individualized Coaching Supports

- Customized provider-led sessions
- Communities of Practice (CoPs)
- Resource linking
- Customized in-service training
- Hybrid training and coaching
- Reflective practice
- Mental health consultation for director and classroom staff: Holding Hope

## Modeling and Guided-Practice Coaching

Supporting and growing a teacher's skills, techniques, and planning within these areas of learning:

- Developmentally Appropriate Practices (DAP): Infant, toddler, preschool, school-age
- Transitions
- Outdoor-based learning
- Dual language supports
- Literacy
- Free play
- Science, Technology, Engineering, Art, and Math (STEAM)
- Behavior management
- Play-based learning
- Anti-bias curricula
- Executive functioning
- Culturally responsive child-led and teacher-led activities
- Mealtime
- Open-ended art and planned art
- Personal care routines
- Small and large group activities

We Work Alongside of You to Provide **Equitable and Transformational** Coaching with an Array of Customizable Services  
*Note: coaching services vary by region, connect with a coach to learn more.*

## Social-Emotional Skill Development Coaching

- Coaching combined with FLIP IT and Conscious Discipline training
- Coordinating referral and supports to Infant and Early Childhood Mental Health Consultation (IECMHC: Holding Hope)
- Coordinating referral to infant/toddler coaching: Birth to Three Quality Initiative (B3QI)
- Exploring the environment and schedule for possible stressors
- Social-emotional tools and curriculum supports
- Self-regulation
- Resiliency
- Preventing expulsion
- Promoting positive identity development
- Attunement and responsive interactions





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## Classroom Organization and Environment Coaching

### Teacher-child interactions

- Emotional support
- Instructional support
- Facilitation of learning and development

### Environment

- Room arrangement
- Interest areas
- Supervision and zoning
- Program analysis and planning
- Inclusion

## Professional Development and Job-Embedded Coaching

- Developing a professional development path
- Goal setting
- Continuing education and scholarship planning and support
- Intentional planning for required annual STARS hours
- Content application supports using job-embedded coaching as follow-up after training

## WAC Compliance Consultation (in partnership with DCYF Licensing Division)

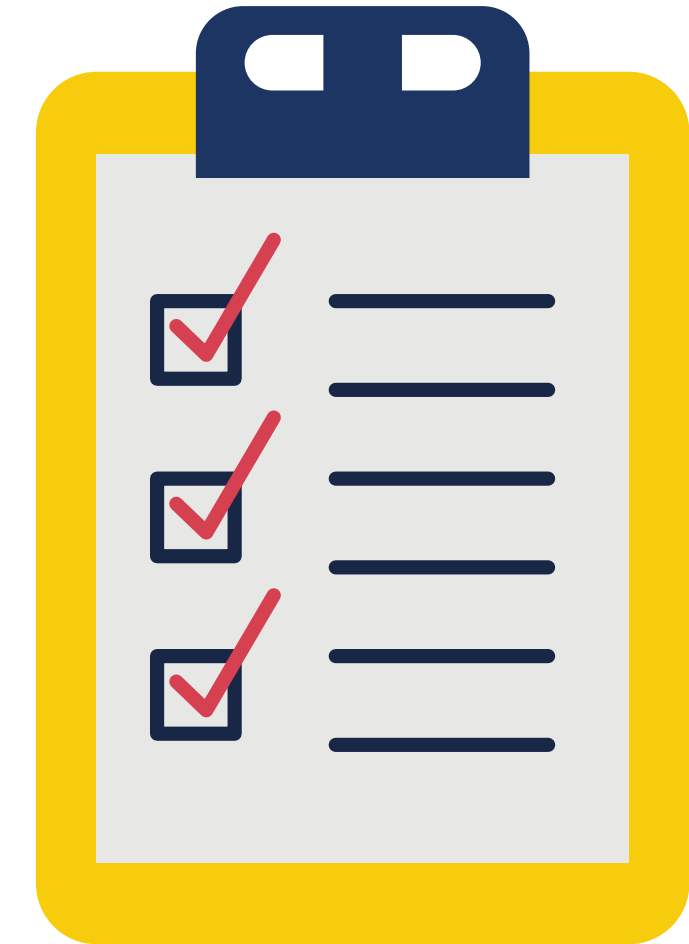
- Policies, postings and recordkeeping
- Staff qualifications
- Health, safety, and sanitation
- Nutrition
- Supervision, capacity, and group size
- Staff-child ratios
- Preventing expulsion and anti-bias practices

## Quality Recognition Coaching

- Developing, implementing, and sustaining policies and practices
- Developing reflective, anti-bias practices using observation and feedback
- Reviewing and utilizing available resources within the system
- Filming to inform practice – preparing, planning, and reflecting
- Using data to inform goal setting that supports program and individual growth
- Designing high quality early learning settings
- Creating opportunities for family engagement
- Balancing business wellness to ensure comprehensive quality programming

## Coach Professional Development Includes:

- Relationship-Based and Culturally- Responsive Approaches
- Developmentally Appropriate Practices (DAP): Infant, toddler, school-age
- Coaching for Equity
- Beyond Behaviors
- Conscious Discipline
- Coaching to Fidelity, Teaching Strategies Creative Curriculum
- Transformational Coaching
- Business of Child Care (BOCC) Coaching
- Reflective Practice
- Cultivate Learning at UW, Teacher Toolbox professional development
- Cultivate Learning at UW, Practice-Based Coaching (PBC) Certificate
- Early Learning Fellows
- Pyramid Model Coaching
- Trauma Informed Care (TIC)
- UW Haring Center for Inclusion Education Internship
- Environment Rating Scales (ERS)
- Classroom Assessment Scoring System (CLASS)
- STEAM and Math Specializations
- Head Start/Early Head Start/ ECEAP supports



"Coaching may be one of the most powerful ways to improve the quality of (early learning) classrooms, to ensure positive outcomes for children. In its simplest form, coaching is helping a teacher, a family home provider, a director, an owner to develop and grow. Although there are varied strategies, coaching is about enhancing existing knowledge, developing, or refining skills and strategies, and fostering reflection." ~ Holly Seploc