

## **VIRTUAL kit: COACHING STAFF**

### **kit QT**

When done correctly, coaching is a unique process that aims to improve performance by focusing on current strengths, and what can be done in the “here and now” to improve. Instead of finding weaknesses, or areas of misdoings in practice, coaching takes a developmental approach. Coaching has a direct impact on improving work performance and boosts the confidence and communication skills of the individual being coached. Administrators and/or directors can use the skills and techniques used in coaching to develop interpersonal relationships with staff, while simultaneously establishing and moving towards meeting goals and promoting quality in their program.

### **SHOW ME NOW – I NEED IT TOMORROW**

[Powerful Interactions](#) (Website)

[Getting More from Coaching: A Mentee’s Perspective](#) (Article)

[Transformational Coaching for Early Childhood Educators](#) (Podcast)

[Supporting Teachers’ Growth with Coaching](#) (Article)

### **WHAT DOES THIS LOOK LIKE IN PRACTICE? (I HAVE A LITTLE MORE TIME TO READ ABOUT THIS)**

[Coaching with Powerful Interactions](#) (Book)

[Instructional Coaching Webinar: Better Conversations](#) (Video)

[Developing Mentoring and Coaching Relationships in Early Care and Education: A Reflective Approach](#) (Book)

[Foundations of Coaching in Early Childhood](#) (Video Playlist)

### **WHAT DOES THE ECRC HAVE ON THIS TOPIC**

Albrecht, K. (2002). *The right fit: Recruiting, selecting, and orienting staff*. New Horizons. ISBN: 096-2189464

Hanft, B., Rush, D., & Shelden, M. (2004). *Coaching families and colleagues in early childhood*. Brookes. ISBN: 1-55766-722-5

### **HOW CAN I FIND TRAINING/TRAINING MATERIALS ON THIS TOPIC?**

- [KCCTO Courses](#)
  - Leadership Series: Inspiring Early Childhood Educators
- [KCCTO-KITS ITSN Community Based Training](#)
  - Live Virtual-Director's Alliance: Coaching Staff
- Visit these links for collaborative training calendars:
  - [KCCTO Training Calendar](#)
  - [KITS Training Calendar](#)

To inquire about a specific class, contact the KCCTO office 785-532-7197 or visit [KCCTO.org](http://KCCTO.org)

**IF YOU THOUGHT THIS WAS HELPFUL YOU MIGHT ALSO LIKE:**

[Virtual Kit: Staff Morale](#)

**WHAT IF I STILL NEED HELP?**

You may request technical assistance from the KCCTO-KITS Infant Toddler Network Specialists by calling the KCCTO office at 800-227-3578

**EVALUATION**

Please take a minute to complete a brief survey to let us know what you think about this virtual kit, and what other topics you would like to see addressed in the future.

<https://www.surveymonkey.com/r/JXHNFCM>

**REFERENCES**

Chu, M. (2013). *Developing mentoring and coaching relationships in early care and education: A reflective approach*. National Association for the Education of Young Children. ISBN: 978-0132658232

Dress, A. R. (2017). Getting more from coaching: A mentee's perspective. *Exchange*. Retrieved from: <http://www.childcareexchange.com/article/getting-more-from-coaching-a-mentees-perspective/5023550/>

HartfordFoundation. (2019). Foundations of coaching in early childhood [Video]. Retrieved from: <https://www.youtube.com/playlist?list=PLsNbrldMdU2t5z7t6M9d3DEfeNYXaxwiC>

Hine, C. (2020). *Transformational coaching for early childhood educators* [Audio podcast]. Retrieved from: <https://blog.himama.com/preschool-podcast-constant-hine/>

Instructional Coaching Group. (2020). Instructional coaching webinar: Better conversations [Video]. Retrieved from: <https://www.youtube.com/watch?v=iFrhsgTFZU8>

Jablon, J., Dombro, A. L., Johnsen, S. (2016). *Coaching with powerful interactions*. National Association for the Education of Young Children. ISBN: 978-1938113192

Martinez, C. (2019). Supporting teachers' growth with coaching. Retrieved from: <https://teachingstrategies.com/blog/how-support-teachers-growth/>

Powerful Interactions. (2019). What you say and do matters. Retrieved from: <https://www.powerfulinteractions.com/>