



DYNAMIC COACHING SYSTEMS^{LLC}

inspiring innovative solutions and approaches that raise human capacity
www.DynamicCoachingSystems.com

FREE SERVICES through March 31, 2020

to ensure teaching staff grow professionally while employed *without serving children*

WAIVED FEES for SERVICES: \$150 per hour via Zoom virtual face-to-face sessions (*first come, first served*)

Early learning organizations have an unprecedented accountability to everyone – families, staff, communities and funders – to be the best they can be in order to be responsive to the children and families they serve. This level of excellence is dependent on the commitment of each member within the organization, and how their strengths are harnessed to create healthy villages engaged in the parallel process of developing healthy children and families. Effective leadership, educational practices, prevention and intervention strategies, and family engagement must promote the well-being of all involved in that “healthy village”. Using research- and evidence-based learning methods and leadership strategies, we empower leaders & teams to provide the highest quality of services to children & families.

DESIGN THE PROFESSIONAL DEVELOPMENT OPPORTUNITIES YOUR STAFF NEED

Based on the Following Specialty Topics Facilitated by Janet Humphryes:

CHILD DEVELOPMENT BEST PRACTICES:

- **Development**
Learn about developmental milestones and the critical nature of each; incorporate best practices in cognitive, social-emotional, physical and language/literacy development into training and coaching for professionals working with young children and their families.
- **Behavior Management**
Explore internal and external environmental elements that provide the essential responsiveness to young children’s social/emotional needs. Understand the root causes of children’s challenging behaviors and practice strategies for establishing solid relationships and healthy attachment which serve to reduce negative behaviors. Produce an action plan for supporting children’s overall social/emotional development.
- **Cognitively Enriched Environments**
Learn about the wiring structures of the brain and how to enhance its development; deepen understanding of the key elements of the learning environment; and increase awareness of and skills in “quality” practices with children.
- **Emotional Intelligence**
What is Emotional Intelligence (EI) and how does it develop in children? Explore strategies for supporting children developing EI to become admired adults, enhancing learning potential through limbic system development, fostering self-esteem, and cultivating executive functioning skills. Participants will also create a simple plan for strategy implementation once back at their sites.
- **Mindfulness**
Using simple strategies, anyone can train the brain to focus better on what matters in their lives which positively impacts the manner in which we work together and enables more awareness and thus more compassion for those around us. Learn strategies for engaging in mindfulness and gain access to subtle, inner abilities to resolve negative emotional states in self and within children.
- **Preparation of the Adult in Service to Children and Families**
Nurture our souls; inspire our emotional, social, physical, cognitive, and spiritual health; form new realities by shifting our perspectives; and transform our limited practices into infinite possibilities!

- **Exploring Nature: The Language, Mathematics and Science of the Outdoor Environment**
The outdoor environment is filled with a full curriculum of experiences in these topic areas and it is just waiting to fill the children with delight and learning! Learn simple and fun techniques to easily incorporate into your daily routine that will enhance your outcomes for children, meet quality standards, and engage the children in such a way they will no longer present a challenge to you!
- **Bringing Joy Back to Young Children's Learning**
Explore ideas for incorporating more fun in math, social studies and science activities; understand how to connect children to information in ways that drive more questions and an endless thirst for knowledge; create an Action Plan for enriched practices with children.
- **What's So Fun About Math? Integrating Math into All Classroom Areas**
Learn basic concepts of math in relation to what children aged Birth through 5 really need to learn to prepare them for gaining a full understanding and appreciation for math to last throughout their life time; engage in hands-on/mind-on activities designed to further develop understanding of critical math concepts children need to succeed in life; investigate creative ways math can be interwoven into every area of the classroom and into many day-to-day conversations; shift our perceptions about math by engaging in simple and FUN math activities.
- **Personal and Professional Boundaries**
Gain an overview of what personal and professional boundaries are and how they serve us; explore strategies that could be helpful in defining one's boundaries, and how to apply those strategies in challenging moments.

SCHOOL READINESS FOR CHILDREN AND FAMILIES

- **Executive Functioning**
Understand executive function as a critical School Readiness skill, and how it develops in children and adults in ways that drive an endless thirst for knowledge; explore ideas for incorporating more playing with ideas, experimenting with concepts, engaging in reflective thought, focusing on strengths, planning creatively, expanding involvement, interacting and connecting responsively, questioning possibilities, and sparking brilliance in every member of the community; create an Action Plan for creating learning environments for children, staff and parents that stimulate latent intelligence through play.
- **Involving Children in the Conflict Resolution Process**
Participants will examine their own feelings and ways of dealing with conflicts and learn the benefits of involving children in the process of resolving conflicts. They will practice supportive strategies that assist children in resolving conflicts with other children. Teachers will then develop an implementation plan they can use to apply these strategies with their children and when used consistently will observe as the children begin seeing themselves as successful "problem-solvers."
- **Classroom Assessment Scoring System (CLASS) Overview**
Develop an understanding of the tool and how it reflects the quality of the learning environment. Conduct professional training opportunities and/or coaching for staff to fully apply all elements. Office of Head Start Trainer since 2008.
- **Developing School Readiness Goals**
Create an action plan for implementing School Readiness Goals that engage every staff member and every parent in support of children's success.

CLASSROOM AND PLAYGROUND DESIGN

- **The Influence of the Environment on Cognitive Development for Infants and Toddlers**
This session will focus on what environments need to look, sound, and feel like for infants and toddlers to optimally develop. Participants will develop an understanding of how to provide experiences that help to enhance children's cognitive potential, and they will leave the session with the ability to clearly articulate the rationale for these practices.
- **Design support can be provided as you develop your environments.**

ADMINISTRATION

- **Communication Strategies**
Learn and become practiced in communication strategies in an effort to maintain clear and consistent communication throughout the organization.

PARENTING

- **Parenting 101: The Complete Instruction Manual**
A basic knowledge in child development provides a foundation in understanding the mind of the young child – why s/he does what s/he does. Discover how one developmental stage builds on the past one and prepares for the next, and appropriate expectations and goal setting in each stage. Gender issues and the strong-willed child will be addressed.
- **Everything You Wanted to Know About Your Child but Were Afraid to Ask**
The basics in a child's social and emotional development (Emotional Intelligence or EQ) will be a focus of this seminar, e.g., how learning is enhanced or diminished through the limbic system, how a child builds an image of self & personal space as well as personality & how co-dependence forms & can debilitate a child's self-esteem. A child getting to sleep is one of the many issues addressed.
- **Raising Consciousness for Parents and Children: The Spiritual Connection**
This seminar will focus on communicating with your child: how to refocus your attention on your child's issues. Creating conscious choices for your child that you can accept, as well as establishing appropriate consequences for behavior can be most challenging for the over-stressed and multi-tasking adult. Language intent and developing your child's sense of purpose will also be addressed.
- **Support Strategies for Parents: Been there, doesn't work, now what?**
Parents seem to debate about discipline, e.g., Should you lay down the law or let them discover it on their own? What limits need to be set? What is the difference between discipline and punishment? How important is consistency for children? This seminar will focus on setting limits with love, specific guidance strategies, conflict resolution, and more.

PROFESSIONAL DEVELOPMENT – Wholesome Learning Communities (longer term options)

- **Facilitating Change and Difficult Conversations for Forward-Action Learning Communities**
When learning is the focus of all actions, change occurs as a matter of process, and the need for difficult conversations lessens tremendously. Building a learning community by strengthening relationships through shared leadership activities and creating purpose within each team member and team, sets the tone for true community and enhanced human capital to emerge. Participants will engage in meaningful experiences for increasing their own human capacity as well as that of others, including self-reflective practices and actions, group systemic thinking & solution discovery, and individual/team action planning and goal setting.
- **Coaching Skills for All Staff**
When everyone in a program uses coaching skills on a day-to-day basis, a continual learning process results. What does it mean to have coaching skills and use them regularly? What are some basic and intermediary coaching skills needing to be learned to make this happen? What do trust, boundaries, effective communication, power in relationships, generative listening, powerful questioning, and the parallel process have to do with coaching? Participants will explore and practice each of these coaching skills.
- **Supporting Professional Development and Capacity Building Around Teacher-Child Interactions**
Move beyond teaching and assessment tools to focus on supporting teacher-child interactions that develop children's thinking and problem solving skills. Look at the elements of a system of professional development/coaching for teaching staff to include annual CLASS pre- and post-assessments, reflective practices, coaching, internal and external professional learning communities, individual PD Plans using S.M.A.R.T. goals and how these plans are being regularly supported by the management team throughout the year, and more.