



Professional Development – Not “one size fits all” PD, but a tailored professional development plan according to the program’s needs based on recommendations from the coach/case management team.

High Level Coaching – Coaches will help you identify our strengths; and, utilizing various assessment tools, will collaborate with you to create goals based on assessment data and self-reflection.

Career Advising – Career advising will involve helping your staff to make decisions about their career path. Our coaches will guide them to their next steps as they advance through the educational continuum.

Communities of Practice and Peer Learning Circles – CoPs and PLCs will provide program leaders and teachers with networking and facilitated group learning opportunities.

Case Management - We have learned that coordination of services is a key factor in the smooth operation of programs. First Up coaches will work to connect with all organizations providing services or supports to the program. Joint service plans are written, and services are coordinated.

Program Improvement Funds - Each program will be allotted a small stipend to support and sustain quality improvement. These funds will help to purchase materials based on the programs baseline ERS assessments and program needs. This funding will be based on the size of the program.

Free Program Assessments – Each assessment has been chosen to provide a holistic picture of program quality.

- **The Environmental Rating Scale (ERS)**- measures the interactions between staff and children, amongst the children themselves, and interactions the children have with materials and environmental activities
- **The Program Administration Scale (PAS)**- measures the leadership and management practices of center-based programs
- **The Business Administration Scale for Family Child Care (BAS)**- measures the overall quality of business and professional practices in family childcare settings
- **The Early Childhood Work Environment Survey (ECWES)**- assesses the organizational climate of early childhood programs

