

**Educator and Provider Support Partnership Grantees
October 25, 2010 at 9:30am to 1:30 pm
Mass Bay Community College GYMNASIUM, Framingham, MA**

Our Team Identity is Green

CONVERSATION #2: Cross- regional Team Exercise

The best three ideas/strategies emerging from our conversation related to coaching/mentoring, individual development plans or any other relevant work in the Educator and Provider Support Partnership.

1. Intentional, thoughtful planning and developing of tools e.g. Common form collection and revision
2. Using any established, preexisting group meeting, e.g. regular EEC hosted center based renewal meetings provide an opportunity to reach educators
3. Having a balanced approach using groups and individualization. Beginning with a group approach and transitioning into individual strategies. e.g. IPDP- Lead teacher cohort utilized case management strategy in one on one setting (3-5 hours / month for 25)

As a group, our team is most excited by:

- The prospect of being able to self empower educators to own
- The team approach focused on supporting educators
- Systemizing the establishment of “buy in” (i.e. All levels are responsible for the outcome):

To establish buy in:

1. Credible source
2. Clear information
3. Resources
4. Clear outcome, incentive, or reward

As a team our group is most concerned about:

- Staff turnover challenges efforts to establish buy in, and grow the knowledge base,
- We need to be clearer about the benefits to programs/educators – (e.g. Why, what’s in this for me?)

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1. Director training and networks, FCC coordinators

2. Needs assessment – licensor input

3. One on one interactions

As a group, our team is most excited by:

As a team our group is most concerned about:

Confusion in the field; Building the system in a timely way

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1. Develop a system/framework for communication that includes the what/how/why and identifies linkages among initiatives such as IPDP, QRIS, and registry. Need to respond and share message about change in culture and change in programs who are still just meeting licensing requirements. Communication and actions should be intentional; a match among educators and providers strengths and weaknesses and EEC expectations and requirements through multiple modes.
2. Needs assessment – How to address translation, translation services, and accessibility of opportunities, materials and information to educators and providers
3. Defining terms and categories
4. Being flexible in providing services based on need or location for example

As a group, our team is most excited by:

See #1

As a team our group is most concerned about:

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1. Training calendar, a lot of successes in many regions regarding disseminating info with websites (online registration) and e-mails (cross-regionally). Strategy: Use “experts” in regions and develop a statewide system that can help address issues/challenges: Neighbor issues/fees vs. free equity; Reaching diverse field marketing!
2. Spreading the “wealth”, how to reach “more” with “less”; Build on the success tab pieces of our systems to “new customers”, for example, CEVS - College course -AA - BA; How to include population from priority groups; Career lattice – Need this to define pathways regarding IPDPs
3. Coaching and mentoring; Meeting the needs of diverse field cost, FCC, Group CC; Widening the circle to meet the needs of “hard to reach” field – marketing – clear message – what it looks like – where are we going

As a group, our team is most excited by:

As a team our group is most concerned about: