

# Creating a Coaching Culture in Early Learning

# Introductions

Anika Bugarin-Jebejian - Early Learning Quality Coach, SEEDS Trainer and Master Coach

Renuka Hiremani - Regional Director, SEEDS Trainer and Master Coach

# Kidango Inc.

We are a private non profit organization, leading 50+ Early Learning centers in the Bay Area.  
3 counties: Alameda County, Santa Clara County, Contra Costa County

## Early Learning

Our agency provides, Infant/Toddler, Preschool, School Age, Head Start, Early Head Start, and many others.

We have a combination of Full Day preschools and Part day State Preschools, serving children from 3-5 years until Kindergarten entry. Including a network of Family Child Care centers and Courthouse Waiting rooms for drop in care.

All overseen by our Chief Early Learning Officer, VP of Professional Development, and a team of Regional Directors.

# Behavioral Health

Behavioral Health Services in each county with a director, manager, and team of specialists and clinicians. We also have an Early Intervention program for our Early Head Start infant/toddlers rooms. And we are working on a consultation model to support all classrooms, not just special programs like Head Start, identifying children in need of response to intervention based on screening results.

# Administrative Support and Nutrition

Executive team- Development & Communication, Enrollment, Facilities, Finance, Administrative, Head Start, Human Resources, IT, Nutrition, Early Learning, etc.

# SEEDS of Learning

A Relationship-Based Professional Development Program created by Kate Horst

## **History**

Inspired by Betty Hart and Todd Risley's book *Meaningful Differences in the Everyday Experience of Young American Children* (1995), Kate Horst developed a framework for ensuring children would have the opportunity and experiences necessary to be school ready. Now a nationally recognized curriculum, SEEDS was piloted from 2003 to 2005 for the Minnesota Early Literacy Training Project. In its evaluation of the SEEDS model, the University of Minnesota's Center for Early Education and Development (CEED) found that SEEDS made a difference for children, teachers, and coaches.

## ***Educational Philosophy***

SEEDS founder and president Kate Horst is passionate about closing the "opportunity gap" for all children and has dedicated her professional life to the idea that school readiness is more than just memorizing letters and learning their sounds. It's about the relationships that develop between curious children and caring adults. When those relationships are nurtured and supported during the earliest years of a child's life, the seeds of learning are sown and school readiness ensured.

# Agenda

- Introductions
- SEEDs of Learning
  - Coaching plan
- Coaching Adventure
- Implementation plan
  - Data and RTI