TSC Category	Professional Practice and Development					
TSC	Coaching and Mentoring					
TSC Description	Develop and foster a culture of coaching and mentoring					
TSC Proficiency	**Level 1**	**Level 2**	**Level 3**	**Level 4**	**Level 5**	**Level 6**
		ECC-LDD-2025-1.1	ECC-LDD-3025-1.1	ECC-LDD-4025-1.1	ECC-LDD-5025-1.1	
		Coach and mentor colleagues	Implement coaching and mentoring models and methods to address specific colleagues' developmental needs	Develop team leaders' coaching and mentoring capabilities to build a culture of mentoring in the Centre	Establish plans and structures to engender a culture of mentoring within the Cluster	
Knowledge		• Challenges faced by colleagues • Methods to share relevant knowledge and experience • Communication skills needed in providing guidance to colleagues • Impact of coaching and mentoring on colleagues' development • Types of coaching and mentoring strategies • Coaching techniques • Mentoring techniques and methods	• Components of individual development plans • Techniques for effective goal setting • Techniques to build trusting relationships • Objectives of providing coaching and mentoring	• Key success indicators to measure effectiveness of coaching and mentoring in reinforcing desired learning outcomes • Strategies for designing effective individual development plans • Organisation's learning roadmap • Strategies to manage team dynamics	• Processes of developing effective coaching and mentoring approaches • Best practices of providing coaching and mentoring • Techniques for designing coaching and mentoring guidelines	
Abilities		• Facilitate professional discussions with colleagues on their learning needs and professional development plans • Provide support to colleagues in thinking about their teaching practices and in forming their personal understandings of Early Childhood • Engage colleagues in practitioner inquiry	• Evaluate colleagues' development • Document developmental gaps and opportunity areas based on colleagues' inputs • Implement coaching and mentoring models and methods to facilitate colleagues' development • Provide feedback to colleagues in relation to achievement of development areas	• Develop individual development plans • Guide colleagues to set coaching and mentoring goals • Review team members' learning outcomes against goals to identify improvement areas	• Define principles for designing individual development plans • Devise coaching and mentoring guidelines aligned to desired outcomes • Review effectivenes of coaching and mentoring guidelines across Centres • Inculcate culture of coaching and mentoring across Centres	

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		learning within the Centre • Collaborate with colleagues in joint projects • Show respect diverse input and ideas from colleagues • Encourage open and honest communication with colleagues • Share personal experiences to provide instructional support to colleagues • Build collaborative and productive workplace relationships • Initiate regular discussions for colleagues to share issues faced and strategies to overcome them	• Gather feedback on effectiveness of coaching and mentoring practices within the Centre			

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