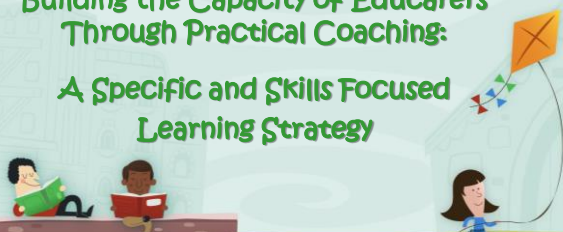


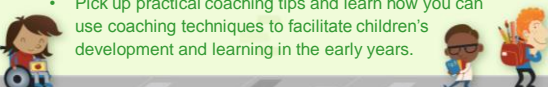
Building the Capacity of Educarers Through Practical Coaching:
A Specific and Skills Focused Learning Strategy



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Objectives:

- This workshop will explore practical coaching as an alternative and yet effective approach in professional development and continuous learning among educarers.
- This workshop model is also designed to support educarers in using existing abilities and developing new skills to implement quality early years curriculum.
- Pick up practical coaching tips and learn how you can use coaching techniques to facilitate children's development and learning in the early years.

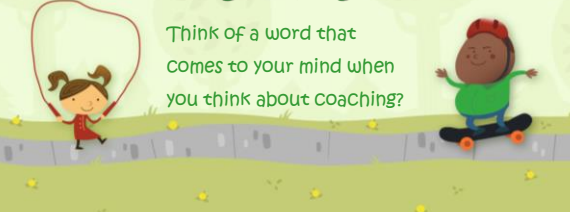


Practical Coaching
For Professional Growth
And Development



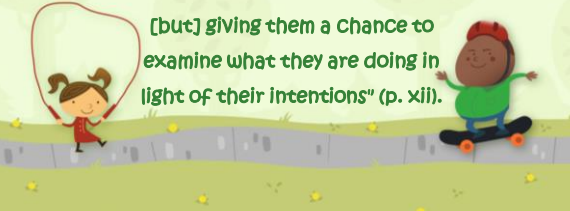
What is Practical Coaching?

Think of a word that comes to your mind when you think about Coaching?



The illustration shows a girl with pigtails in a red dress jumping rope on the left, and a boy with a red cap and green shirt on a skateboard on the right. They are on a grassy field with a grey fence in the background.

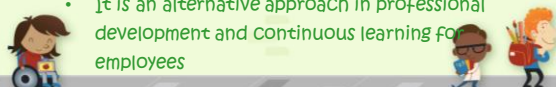
Faherty (1999) defines coaching as "not telling people what to do, [but] giving them a chance to examine what they are doing in light of their intentions" (p. xii).



The illustration is identical to the one in the first section, showing a girl jumping rope and a boy on a skateboard.

An Adult Learning Strategy

- Practical coaching is a good adult learning strategy as it promotes learner's (educarer's) ability to reflect on his/her actions and plan for refinement and use of the action in immediate and future situations.
- It is an alternative approach in professional development and continuous learning for employees



The illustration shows three diverse children: a girl in a wheelchair on the left, a boy with glasses in the middle, and a boy with a backpack on the right.

Practical Coaching is

- a form of On-The-Job-Training (OJT) programme
- a form of on-site training that takes place while staff is actually working.
- uses learner's (educarer's) *existing abilities* and helps develop new skills needed for the job



Why Practical Coaching?




Practical coaching



- may be conceptualized as a particular type of help giving practice within a Capacity building model to support employees
- is relationship-based process and supports learning through reflection



- As practical coaching is *specific and skill focused*, it can help educators to align their work with organisational vision and goals, adhering to *workplace-specific work procedures*, and delivering *good practices*.




- Practical coaching is as good as customising individual staff professional development to the *centre's needs, norms and culture*.

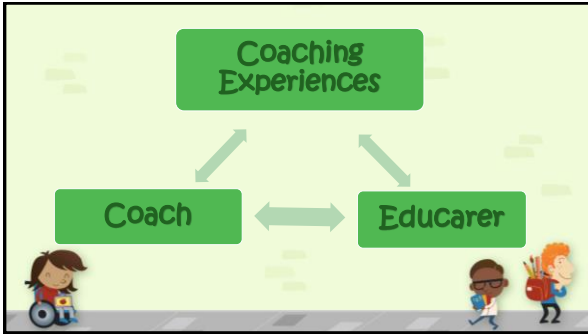


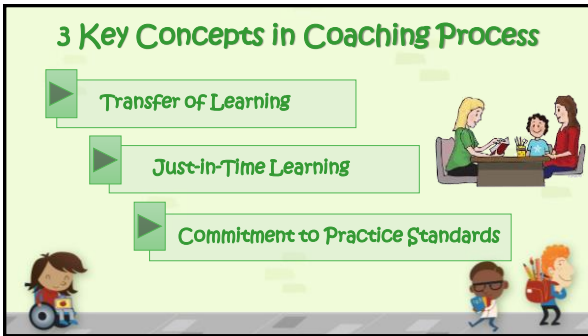
Interactive Training Approach

- Face – to – face dialogue
- Demonstration
- Observation
- Reflection

Coaching promotes **active participation** on the part of learner









Knowledge and Skill Acquisition

Classroom Facilitation:

- Theoretical knowledge
- Conceptual understanding
- Demonstration by instructors
- Experiential learning
- Exchanging with peers and instructors



Knowledge and Skill Acquisition

Practical Coaching: Skill-based learning

- Real-life context
- Accelerated learning
- Relationship-based



It is About Capacity Building

Practical coaching builds on

- current experiences
- prior knowledge
- practice opportunities

It promotes self-reflection and refinement of current practices



A Learning Collaboration

It is literally and deliberately use relationship to help build the capacity:

- Active participation on the part of the educator under coaching
- Joint planning (coach and educator)
- ✓ content / skills / information
- ✓ pace and time



Flexible Procedures

- No rigid procedures
- Need-base approach
- Observe work performance
- Action practice
- Face-to-face dialogue
- Reflection



Reflection In Coaching

- Reflection for action
 - being proactive
- Reflection on action
 - talk about it with someone
- Reflection in action
 - Responding to unexpected and making adjustment almost instantly



“Coach assists the learner in coming to a deeper understanding of what he already knows/is doing and/or what modifications or new knowledge/skills might be necessary in current and future situations to obtain a desired outcome.”

Rush & Sheldon, 2011)



The Roles of The Coach

- To observe trainee in action, noting the level of competency of the trainee in his / her actual practical work
- To provide a supportive and encouraging environment in which the trainee and coach can jointly reflect on current practices, apply new skills and competencies with feedback, and problem-solve challenging situations.



Competencies of Coaches

Coach must be cognizant of and seize opportunities for coaching conversations to occur in order to build the capacity of learner/ educator

- Must be Conscientious
- Be Warm and Friendly
- Agreeable
- Be Open to Experience
- Be Emotionally Stable



Coaching Skills

1. Active Listening
2. Questioning techniques
3. Empathising
4. Giving Feedbacks
5. Motivating
6. Respecting
7. Seek Clarification
8. Collegiality



Coaching / Mentorship / Supervision

- Coaching** Used to build skills and knowledge, and transfer learning to practice
- Mentorship** Use of a more experienced person to support, over time, someone with less experience
- Supervision** Used to support staff to do their best work



To Sum It Up:

- Practical coaching is a form of on-site training that takes place while staff is actually working.
- It is an interactive process of observation, discussion, and reflection with the staff
- It involves encouraging, correcting and challenging staff to take necessary actions.



- It promotes self-reflection and refinement of Current practices
- Effective coaching helps build collegial relationships between staff
- Practical coaching combined with other professional activities is associated with producing positive changes for staff and improvements in child outcomes.
- Practical coaching serves as the link connecting training to practice.



Practical Coaching for Performance!



Thank you