

M.A.T.C.H.

Mentoring, **A**dvising, **T**eaching,
Coaching/**C**onsulting, **H**elping



***Individualized support for professional &
program development to
enhance the quality of Vermont's
early childhood and afterschool system***

Dec. 10, 2012

Welcome to the Webinar



Current MATCH committee members

Jan Walker, Child Development Division- Director of Statewide Systems and Community Collaboration

Terri Edgerton, Child Development Division - Children's Integrated Services, Early Intervention/Part C Administrator

Nancy Sugarman - Northern Lights Career Development Center, Director

Sue Ryan - VT Child Care Industry and Careers Council, Director of Programs

Betsy Rathbun- Gunn – Head Start, United Children's Services (Bennington) Director

Melissa Regal- Garrett- Vermont Association for the Education of Young Children (VAEYC) Executive Director

Janet Murray- EEE Coordinator/PreK Teacher Lamoille North Supervisory Union

Michelle Trayah – Resource Development Specialist at Northwest Counseling and Support Services (Franklin/Grand Isle)

Openings: Child Care Health Consultant, Afterschool representative

Present at the Webinar

See the list on the side of your screen

Purpose of the Webinar

- 1) To update professionals** about the MATCH work since the MATCH Summit last year
- 2) Introduce the pilot** phase of implementing MATCH in Vermont and specific next steps
- 3) To invite professionals** currently doing MATCH work to be part of the pilot.

GOALS of MATCH

- Enhance competency and professional growth (increase knowledge, skills, and abilities) and satisfaction of individuals
- Promote program quality
- Ultimately improve outcomes for children in care and education programs
- To ensure MATCH is incorporated into all professional development systems that include VT early childhood and afterschool staff and programs

What has happened, where we are going

***One to One committee (2009-10)* creates MATCH and outlines the components. Present and discuss with Professional Preparation and Development (PPD) Committee, Child Development Division (CDD) administrators and others**

2010-12 Form new MATCH committee:

- Refined MATCH definitions, purpose and evaluation elements
- Reviewed MATCH through 7 Principles of the Professional Development System
- Held MATCH Summit and get input

.... What has happened, where we are going... continued

- Finalized Competencies for MATCH professionals and create Self- Assessment Tool
- Created evaluation plan and logic model
- Identified Pilot and system integration elements
- ID national resources for training of MATCH professionals
- Planned Webinar to start to implement Pilot

THE TERM: MATCH

A) MATCH refers to the *professionals* who provide mentoring, coaching, consulting, advising services

B) MATCH is the *name* of this Vermont project, its services and core knowledge areas and competencies

MATCH encompasses four areas:

- Early Childhood	- Individuals
- Afterschool	- Programs

A) *MATCH* is a network of VT professionals...

and includes...

- Various disciplines and backgrounds
- Generalists and specialists
- Range of content knowledge and skills for programs and/or individuals

A) *MATCH* is a network of VT professionals ...and all

- Are paid professionals with expertise in early childhood or afterschool related content
- Share specific knowledge and skills in facilitation of adult learning and development.
- Embrace the *MATCH* Competencies and practice ongoing professional development to maintain quality
- Are part of the *MATCH* Registry and fully participate in the VT professional development system

Who is already doing this work?

- NAEYC and NAFCC program accreditation *mentors*
- STARS and ERS *mentors*
- Mentors for Quality (afterschool programs)
- Afterschool Coaches
- Children's Integrated Services consultants; selected EEE staff
- Head Start Technical Assistance professionals
- VT Birth to Three & VAEYC's Child Care Quality Improvement Project *Mentors*
- Starting Points Network Leaders
- FEL coaches
- Resource Development Specialists
- Child Care Apprenticeship mentors
- Active Supporting Instructors in the Instructor Registry
- CDA mentors
- Child Care Health Consultants
- Independent program consultants
- Others providing technical assistance and advising

--- **they join together as professionals in the MATCH system**

B) MATCH is a Vermont Project... **...what will it look like?**

- **Professional to Professional** support available state wide to individuals working in early childhood and afterschool services and to their programs
- **MATCH will be hosted** by Northern Lights Career Development Center for early childhood and afterschool professionals.

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4 COMPONENTS of the MATCH system

- 1. Core Knowledge areas and competencies for MATCH professionals**
 - Self- assessment based on competencies
 - Use competencies to identify training and support needs
- 2. MATCH Online Registry – parallel to Instructor Registry**
 - identify and recognize qualified MATCH professionals
 - search for qualified MATCH professionals

...COMPONENTS of the MATCH system con't....

3. Systemic integration into the professional development system (for programs and individuals)

- Access, Currency, Extension, Value**

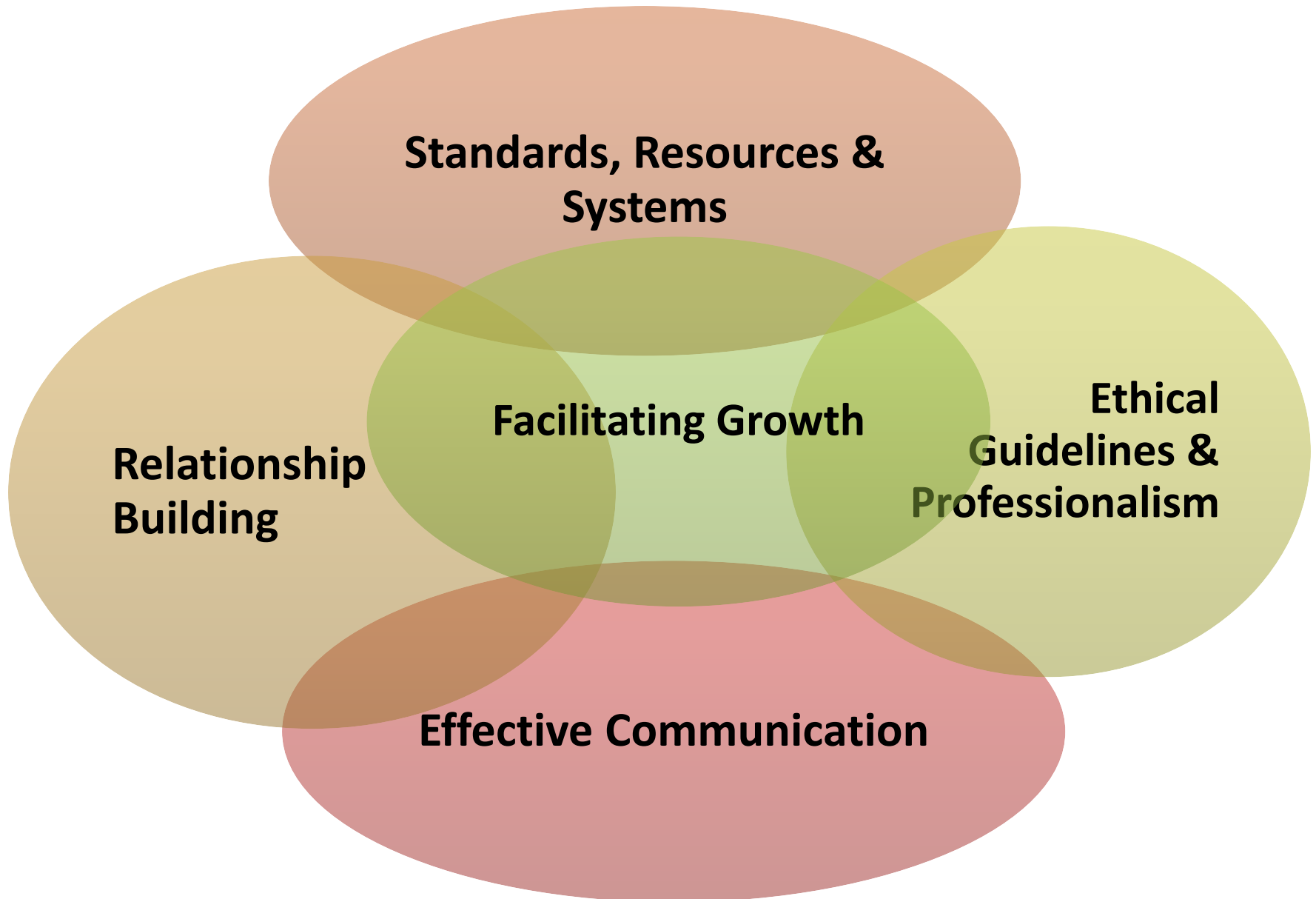
4. Evaluation

- Ongoing evaluation**
- Maintenance of system**

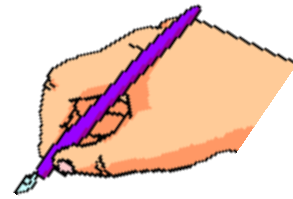
Component #1: **MATCH** Core Knowledge Areas & related competencies

MATCH professionals provide responsive guidance to other early childhood and afterschool professionals and programs. MATCH professionals are current in their knowledge of the field and the pertinent systems. They are experienced and effective in their use of research-based skills to accomplish objectives. In addition, all MATCH professionals endeavor to implement and continually improve in the five MATCH Knowledge Areas and related professional Competencies described below.

5 MATCH Core Knowledge Areas



5 MATCH Core Knowledge Areas & Related Competencies -



1. Standards, Resources and and Systems

IE: Knows national, statewide and regional resources and organizations

2. Ethical Guidelines and Professionalism

IE: Upholds a commitment to the quality of a MATCH relationship through ongoing and open evaluation of the process, goals, etc.

3. Effective Communication

IE: Uses effective listening, questioning, scaffolding and verbal and non-verbal communication strategies

... MATCH 5 Knowledge Areas & Related Competencies con't...

4. Relationship Building

IE: Uses an individualized, participant-led, strength-based approach

5. Facilitating Growth

Includes 5 stages:

- a) Assessment; b) Goal Setting;
- c) Facilitating Change in Practice;
- d) Measuring Outcomes; e) Evaluation

SAMPLE Self- Assessment

Knowledge Area #1 <u>Standards, Resources and Systems</u> Competencies:	MATCH professionals understand, use and share current information about standards, resources, and systems.			
	new	developing	solid	Example/notes
1.1 Knows national, statewide and regional resources and organizations				
1.2 Articulates and practices a professional philosophy				
1.3 Understands and promotes practices that meet or exceed the state and national regulations/standards				
1.4 Facilitates effective collaborations				
1.5 Uses and promotes research-based practices				
1.6 Uses knowledge and of adult learning principles and stages of professional development				

Component #2: The MATCH Registry

Benefits

- Identify mentors, coaches, consultants and advisors who have knowledge of the Early Childhood and Afterschool fields and MATCH competencies
- Search and find MATCH professionals
- Connect MATCH professionals to each other
- Programs that provide MATCH related services and receive CDD funding will be expected to use professionals in the MATCH Registry
- Generate data to identify effectiveness and gaps in the system

Why the MATCH Pilot?

To help the committee design MATCH components

- Start with current professionals experienced in mentoring/coaching/consulting work
- Test our assumptions and identify the baseline criteria to join the MATCH Registry
- Identify support and training needs of current professionals doing MATCH related work
- To develop, test and evaluate systemic integration of MATCH components

The MATCH pilot: What will happen?

- December 2012: Recruit volunteers who currently provide MATCH related services to participate in the Pilot
- January 2013: Committee sends online materials for them to complete and submit
- February 2013: Committee reviews results and uses them to build the registry and evaluation tools
- March – May 2013: other materials to review may be sent to Pilot participants
- Spring 2013: Pilot participants attend another webinar to review results and provide more feedback

Why join the Pilot?

- Be part of the design of MATCH
- Help determine what will be in MATCH Registry
- Help design the initial training and support needs of MATCH professionals
- Receive a thank you gift or gift certificate





NEXT STEPS for you...

1. December 2012: Get an email asking you to join the pilot. Respond to email: **“I will join the MATCH pilot.”**
2. January 2013: Get an email with materials to read
3. Complete the MATCH Self- Assessment
4. January 2013: Complete & submit online survey with:
 - Your reflection on using the Self- Assessment
 - Possible Registry questions such as your education and experience
 - Your reflection on the process of answering the questions



LATER STEPS for you...

5. Receive sample documentation tools to test and submit back
6. Attend another webinar to review the results and get your feedback

Want to join?



Thank you!



For more information-

www.northernlightscdc.org

Under Roles: MATCH