

# DYNAMIC COACHING SYSTEMS LLC

## EARLY CHILDHOOD COACHING INSTITUTE

We facilitate diverse leaders, directors and educational coaches throughout the US learning coaching skills to improve

### The COACHING CERTIFICATE PROGRAM

supports the development of a coaching mindset grounded in the understanding of equity, behavioral sciences and systemic educational practices. Each Cohort engages in shared learning and reflective dialogue as they examine, analyze and refine their coaching competencies. This is the only early childhood coaching certificate program in the U.S. enhancing universal industry-standard coaching competencies as developed by the International Coaching Federation; it is a fully research- and evidence-based. This unique and cutting-edge opportunity is designed to promote equitable and inclusive practices. Due to this Program being offered remotely through Zoom, participants bring an incredible diversity of cultures, languages, geographical locations, and thinking from all over the U.S., a core element of our group learning process. The Program is a perfect fit for educators, coaches, program directors, principals, family home educators, early interventionist or itinerant special education staff, PD trainers, home visitors, or Head Start family service advocates. The coaching skills and competencies work seamlessly and in coordination with various curriculum approaches or instructional practices. Other coaching programs focus on how to teach a specific curriculum or assessment tool; instead, this **Program focuses on developing and maximizing the human potential of each individual.**

*early childhood systems in organizations, centers, homes and state agencies.*

**Part 1: Foundations** focuses on learning, understanding, and using relationship- and evidence-based coaching skills and strategies in early childhood settings. Participants practice the fundamentals of coaching using a systematic, individualized, reflective approach, and through sharing experiences with others in class, during online Zoom sessions and in the practicum.

Outcome: Learn and utilize evidence-based coaching strategies to develop an equitable coaching approach to use in a variety of settings.

**Part 2: Awareness** focuses on increasing self-reflective practices, personal communication skills, identification of effective ongoing support strategies including deep human connection, self-directed action, thoughtful planning and goal setting centered on bringing out the best human qualities in a person, integrating skills with effective application in sessions and practicum experiences. Outcome: Apply enhanced awareness, authentic self-reflective practices, meta-cognitive thinking, generative listening, perceptive responsiveness, and facilitative dialogue.

**Part 3: Attuning** integrates skills from the Foundations and Awareness seminars to complete the EC Coaching Certificate Program. Participants practice refining and altering coaching based on needs and readiness, while learning sustainable, organizational change that embeds coaching in all professional practice. Outcome: Develop and co-create a coaching mindset within a social learning climate as part of systems thinking and change.

**FULLY REMOTE year-long,  
15-20 member COHORT PROGRAM  
90 Hours Learning + 45-hour Practicum**  
**Total Cost: \$2950**  
*Includes tuition, fees, books and materials*  
Optional: 3-9 Grad/Undergrad credits  
available from the University of  
Colorado; additional fees to UCD apply  
(~\$1100).

Visit our [Website](#) to  
**Register for an upcoming Cohort**  
<https://dynamiccoachingsystems.com/cohorts/>  
REQUIRED ORIENTATION-Date TBA  
Contact Janet Humphries for information:  
303-912-0540  
[Janet@DynamicCoachingSystems.com](mailto:Janet@DynamicCoachingSystems.com)  
\$200 Non-Refundable Deposit

2 Thursdays a month online through Zoom, plus individual practicum, reading & discussions with peers.

**Begins January, May and August.**

### **FREQUENTLY ASKED QUESTIONS:**

#### **1. What will I need to participate in the Certificate Program?**

- Access to a desktop/laptop with camera, sound, microphone and stable access to the internet.
- Be able to be fully present and attentive to each Zoom meeting. This is similar to taking a college class, you cannot do your other jobs at the same time of the live Zoom meeting.
- A coaching partner 6 months with whom you can practice coaching for the required "practicum."

#### **2. How many people are in each cohort?**

Each cohort is limited to 20 people. This allows for more one-on-one support for each participant balanced with the diversity 20 people can offer. Our participants come from a variety of different programs throughout the US.

#### **3. What is the cost of the Coaching Certificate and what's included?**

The cost is \$2950 for the FULL YEAR of individualized coaching professional development. It's the best deal currently available in the US for the quality and intensity involved in developing a full spectrum of coaching skills and expertise. In addition to the 90 hours of direct instruction and practice with highly experienced coach/instructors through the year, attendees also receive a Guidebook, materials for coaching, and 4 books.

#### **4. How long is the program?**

The Coaching Certificate Program is year-long, three semesters including 90 hours of live, remote learning, and 45 hours of practicum (coaching practice). You can expect 2-4 hours a week of "homework" throughout the program.

#### **5. What if I want to drop out anytime during the year-long program?**

We ask that those registering commit to the year-long cohort program as consistency in the cohort is critical for developing trust and relationship with co-participants – the core of a coaching mindset & implementation. The Coaching Certificate Program's three parts are designed to scaffold the development of knowledge and skills in coaching to one's human potential. This necessitates progressing through the three parts in sequence so that integration of that knowledge and skill can best be utilized and practiced – Part 1: Foundation; Part 2: Awareness; and Part 3: Attunement. As this is a cohort model and deep relationships are established with fellow participants, it is imperative to join with the intent of staying through the Program's three parts with fellow cohort members. A minimum of 80% attendance is required to receive the certificate as rich dialogue during sessions leads to heightened learning. *Refunds may be granted **only** within 5 days of the required orientation, minus the \$200 Deposit and any transaction fees.*

#### **6. What is the experience of the instructors?**

There are 3 instructors for the program: Kristen Klaassen, M.A., Janet Humphries, M.A., and Laurene Phillips, M.A. They have a combined experience of over 100 years in the early childhood profession with over 60 years of that involved in coaching, designing and delivering coaching course content, and managing coaching programs in Head Start, public and private schools, and state funded programs. They designed this coaching content and have taught it since 2011 through Universities in CO and UT. They also teach this certificate program at the University of Colorado Denver beginning in January of each year (see the link on our website).

#### **7. How can payment be made?**

Payment can be made via credit card, PayPal/Venmo, OR by check. Once registered, an invoice will be sent.

#### **8. How will I know what to expect? What does each zoom session look like?**

We host free Zoom information sessions monthly; register on our website. We host a REQUIRED ORIENTATION on Zoom, date To Be Announced (TBA) each semester. All who register will be sent an invitation to attend the Zoom Meeting and meet fellow Cohort members from all over the United States.

#### **9. Can I get college credit for this certificate?**

YES, through the University of Colorado Denver. The cost is about \$1100 for 9 undergraduate or graduate credits, payable to UCD. Details are shared during the program.

**10. Is the Program research- and evidence-based?** YES, working through the University of CO Denver since 2011, we had to pass through their Curriculum Committee's rigorous requirements three times. Our program uses as its base the Core Competencies of the International Coaching Federation, the largest and most recognized worldwide coaching association. We also use Implementation Science as a base for our approach to systemic implementation

of a coaching mindset. We also share evidence- and research-based material including the basic cycle of coaching which gives coaches the data and evidence to respond, discuss, and plan with their coaching partners.