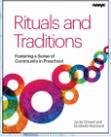
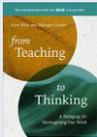


**Coaching and Supervising Staff
for Social Emotional Development
Growth: Prioritizing SEL in Your
Program**
by **Jacky Howell, MA**
Azspire.com



www.sppd.info

1



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Consultant, Presenter, Author
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2

WAITING FOR YOU
--Bev Bos

*We've been waiting for you to come to
this place,
Waiting for you to come to this place,
Wherever you're from,
We're glad that you've come.
We've been waiting for you to come to
this place.*





3

“The truth is the better the environment is for the adults involved in the program, the better the care the children receive.”



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4

MY HOPES....

Remember, all we do makes a difference, what DIFFERENCE do you want to make?

We are all learners on a JOURNEY together to create the BEST environment for children, educators, and families.

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5

MY HOPES....

Focusing on what we CAN do now and in the future with joy, passion, and kindness.

Today I hope some idea, quote, resource, story...will touch your heart and mind and you will take it back to your program and try it!

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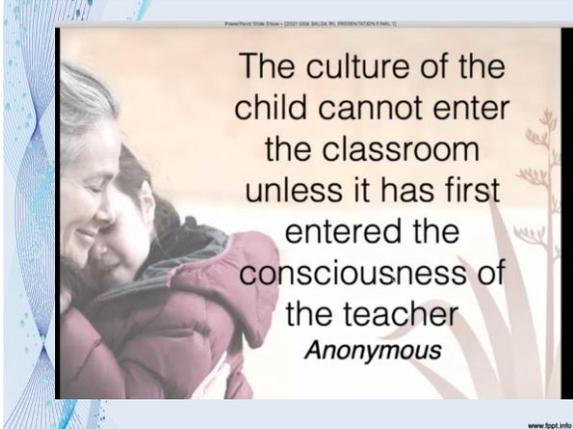
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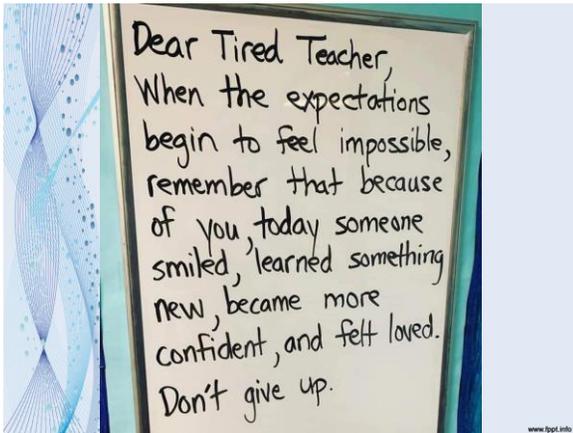
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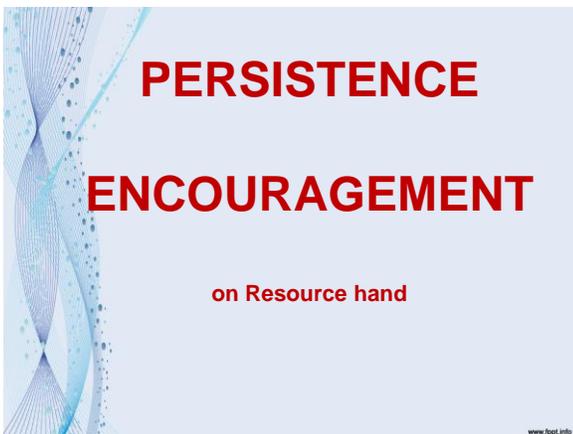
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“The key factor distinguishing good schools from truly exemplary schools is staffs’ willingness to look at their imperfections and create a climate of continual improvement.”

–Sara Lawrence Lightfoot



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“Do unto educators as we would have them do unto children...”




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OPPORTUNITIES FOR INFORMATION/INSPIRATION/EXPERIENCES



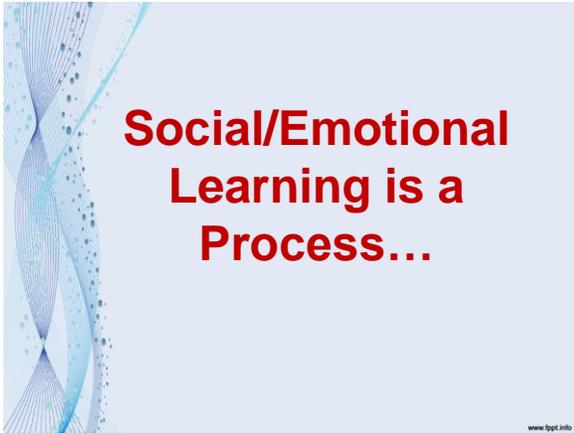
EUCATORS GROWTH AND DEVELOPMENT

SUPERVISION/ ACCOUNTABILITY RESET

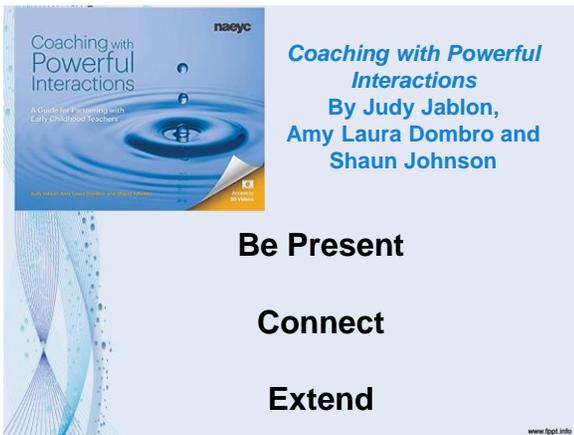
COACHING/ MENTORING/ ONGOING EXPLORATION



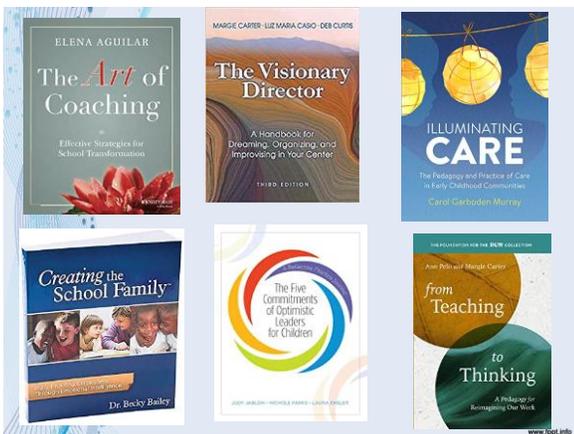
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**DEFINITION OF
"SOCIAL EMOTIONAL
LEARNING"**

--WHAT DO YOU **WANT** THEM TO
LEARN??

--WHAT DO THEY **ACTUALLY** LEARN??



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**"We need to be intentional in how we guide and
motivate children's behavior and learning from
the day they are born. WHAT WE DO MATTERS"**

--Tamar Jacobson



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PRINCIPLES

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**Social-Emotional Learning:
Foundations**

1. Children function and learn better when they feel better about themselves:
Los niños demuestran un mejor funcionamiento y aprendizaje cuando se sienten bien con ellos mismos:



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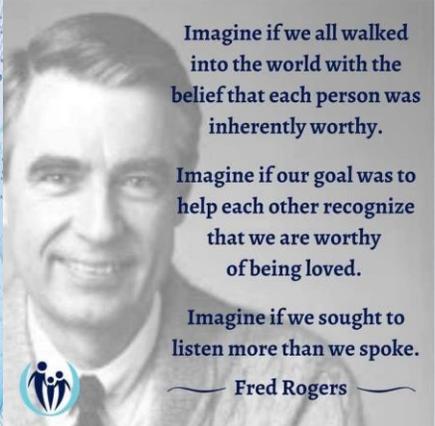
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SO DO ADULTS!



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Imagine if we all walked into the world with the belief that each person was inherently worthy.

Imagine if our goal was to help each other recognize that we are worthy of being loved.

Imagine if we sought to listen more than we spoke.

— Fred Rogers —



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CREATING A COMMUNITY

BRAVE SPACES

Plan a nurturing environment for the adults.

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**“Community, Connections and COVID-19
How the House of Representatives Child Care Center Stayed
Together While Working Apart”
by Paige Beatty, Nicole Bogrand, Jessica Cherebin, Suzanne
Hite and Jacky Howell**

ON HANDOUT!

*“I define connection as the energy that exists between people when they feel seen, heard and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.”
—Brené Brown*

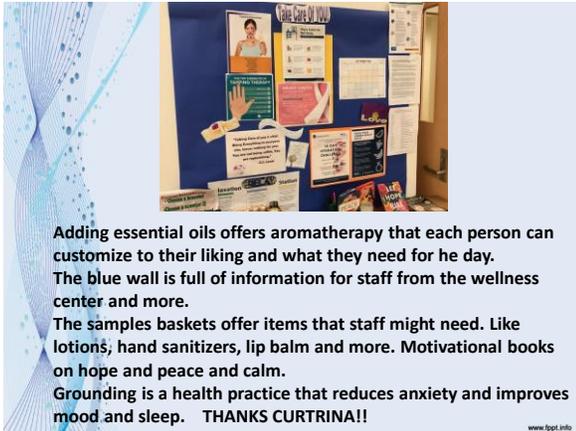
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CREATE A SAFE SPACE FOR EVERYONE!

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BEING PRESENT AS WE INTERACT WITH OTHERS

Quell the noise and
static....

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“Remember that meaningful relationships have to have content...the content of our relationships should not be mainly about rules, regulations, and conduct but about their increasing knowledge and developing understandings of those things within and around them worth knowing more about...”

--Lilian Katz



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SISTERS AND BROTHERS

ON HANDOUT!

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2. Children need many opportunities to learn to recognize, identify, and express their feelings AND thinking:
Los niños necesitan muchas oportunidades para aprender a reconocer, identificar y expresar sus sentimientos Y pensamientos



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"We can't offer to others what we don't possess for ourselves...."
 --Dr. Becky Bailey

Approach coaching with inquiry— questions and conversations.



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OBSERVING with the intent of discovering an educator's effectiveness....
 --Judy Jablon

STRENGTHS BASED....

"What you focus on you get more of!"
 --Becky Bailey

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**“Who we are and what we live—
what we model for children—
has the most powerful impact of any strategy on children.
Our talk to children becomes their self-talk.
Our expectations become their expectations.
As an adult, you have the wisdom and experience
to be a powerful influence on a child’s life.”**



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WHAT WE SAY MATTERS...

POSITIVE LANGUAGE ALTERNATIVES

Calm down.	→	How can I help you?
Stop crying.	→	I can see this is hard for you.
You're ok.	→	Are you ok?
Be quiet.	→	Can you use a softer voice?
Don't hit.	→	Please be gentle.
Stop yelling.	→	Take a deep breath, then tell me what happened.
Don't get upset.	→	It's ok to feel sad.
That's enough.	→	Do you need a hug?
I'm over this.	→	I'm here for you.

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**“I noticed you _____
and that.... helps you connect with the child....”**

*—Judy Jablon, Amy Dombro from ideas of
“Coaching with Powerful Interactions”*

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3. Challenging behaviors are opportunities for social and emotional growth:
Los comportamientos desafiantes son oportunidades para el crecimiento social y emocional:

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OH YES THE STRUGGLES ARE OPPORTUNITIES FOR GROWTH!!
 (and maybe we need walks to release stress! 😊)

View educators as competent thinkers and learners.

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**APPRECIATE THE
EVERY DAY...
WHAT MIGHT YOU BE
MISSING?**

**“JOYSPOTTING”
SHARE THE STORIES**

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PAUSE BUTTONS

COMMUNICATION

OPTIMISM

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JOY
ON HANDOUT!

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4. We build connections with children when we understand and attribute positive Intentions to their behavior:
Nosotros construimos conexiones con los niños cuando les comprendemos y atribuimos intenciones positivas a sus comportamientos:



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We are all doing our best at a given moment based on our knowledge, our experiences, our beliefs and our intentions.
Provide time and tools (resources).



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---Help staff disentangle INTENT from IMPACT. We have all made the mistake of assuming we understand someone else's intentions. Frequently we assume the worst. Intentions are invisible. It is only through a learning conversation that we can really understand someone's intent.

--Paula Jorde Bloom

Create a culture of curiosity, research, and storytelling.

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**STRENGTHS BASED
COMPETENCE BASED
APPROACH**



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5. Children need many opportunities to experience and practice pro-social and problem-solving skills:

Los niños necesitan muchas oportunidades para experimentar y practicar habilidades prosociales y de resolución de problemas:



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**"We often talk about creating experiences for children.
What experiences could we create for teachers?"
B. Johnson**

Emphasize dispositions as much as skills and knowledge.



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Be around the light bringers,
the magic makers, the world shifters,
the game shakers.
They challenge you, break you open,
uplift + expand you.
They don't let you play small with your life.
These heartbeats are your people.
These people are your tribe.

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rethinking difficult moments

Diving deeper means being willing to look beyond your initial assumptions and interpretations about what's going on with your kids. It means working from an attitude of curiosity rather than immediate judgement.

MAKE TIME FOR DISCUSSION WHERE ALL VOICES ARE HEARD!

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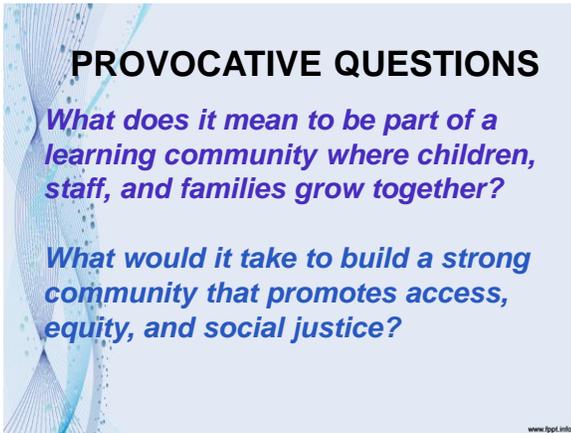
PROVOCATIVE QUOTES

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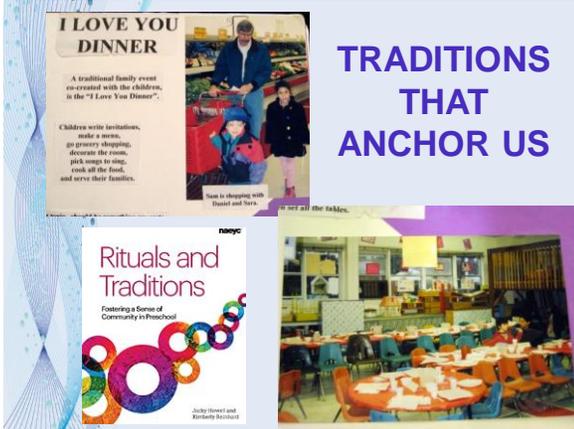
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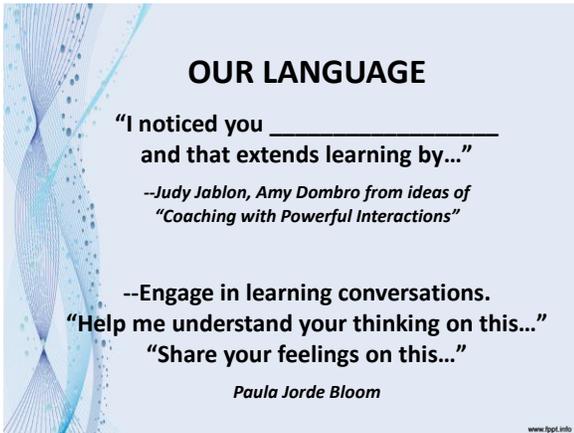


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TRADITIONS THAT ANCHOR US

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OUR LANGUAGE

"I noticed you _____ and that extends learning by..."

--Judy Jablon, Amy Dombro from ideas of "Coaching with Powerful Interactions"

--Engage in learning conversations.

"Help me understand your thinking on this..."

"Share your feelings on this..."

Paula Jorde Bloom

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REAL EXPERIENCES!!!

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Help staff discover that most innovative ideas come from borrowing, adding, or combining old ones. Being open to modifying one's way of looking at the world offers possibilities for new and better ways of doing things.

--Paula Jorde Bloom



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6. A child's social and emotional learning takes place over time, through modeling and repetition in the context of established individual relationships:

El aprendizaje social y emocional de un niño se produce a través del tiempo, mediante el ejemplo y la repetición, ambos dentro del contexto establecido basado en la relaciones individuales:




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TIME, MODELING, REPETITION, TRUSTING RELATIONSHIPS

Think of HOW to support educators in their own personal growth.




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BELONGING



Brian Tracy said..."Eighty percent of life's satisfaction comes from meaningful relationships." Think about it...when you look back at the end of your life what will really matter? Five words...the quality of your relationships.

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OBSERVE AND COACH

ON HANDOUT

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"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

- Rita Pierson, Educator

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CHOOSE A BUMPER STICKER

IT'S THE LITTLE THINGS...

LAUGHTER AND JOY ARE
CONTAGIOUS

SEEK AND ASK FOR
SUPPORT

BECOME THE LEADER 80%
OF THE PEOPLE WANT TO
WORK FOR 80% OF THE TIME

STRIVE FOR AUTHENCITY
AND WALK YOUR TALK

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CHOOSE A BUMPER STICKER

QUALITY IS A MOVING TARGET

TREAT PEOPLE THE WAY THEY
WISH TO BE TREATED

DIVIDE AND CONQUER

KEEP IT SIMPLE

SEEK FIRST TO UNDERSTAND,
THEN TO BE UNDERSTOOD

THE POWER OF WE IS
STRONGER THAN THE
POWER OF ME

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There is no such thing as
neutral education.
Education either functions
as an instrument to bring
about conformity or
freedom.

PEDAGOGY OF THE OPPRESSED

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