

Coaching Corner Webinar Series

September 2020: Putting it Into Practice: Resources and Strategies to Promote
Anti-Bias Teaching and Home Visiting Practices
Resource List

| Slide | Resource |
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| Slide 5 | <ul style="list-style-type: none"> Practice-Based Coaching: Collaborative Coaching Partnerships Video This video provides a brief overview and highlights the benefits of Collaborative Coaching Partnerships. Link: https://eclkc.ohs.acf.hhs.gov/professional-development/article/practice-based-coaching-pbc# Collaborative Coaching Partnerships Brief This document provides information about collaborative coaching partnerships, a key element of PBC. Link: https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/pbc-brief-ccp.pdf <p>Both resources offer a solid foundation and background information about the collaborative coaching partnership and can be shared with new coachees as a way to orient them to the coaching relationship or who just want to understand this element of PBC in a deeper way.</p> |
| Slide 7 | <ul style="list-style-type: none"> THE LOOK This LOOK video and conversation guide, developed by Proctor and Gamble can be used to help raise awareness, spark conversations on racial bias. We share it as one example of a video to spark discussion – but any video that helps prompt viewers to identify implicit bias or shift their thinking in ways that promote equity is a great way to get conversation and self-reflection started among coachees you work with. This video includes a discussion guide to help you facilitate this type of reflective anti-bias work. Link: https://us.pg.com/talkaboutbias/ |
| Slide 9 | <ul style="list-style-type: none"> 5 Questions with Walter Gilliam – Implicit Bias View this video to hear Dr. Walter Gilliam explain implicit bias, evidence of implicit bias in a preschool setting, and how implicit bias can harm children. This is another video you could use to start discussion with your coaching staff and coachees. Link: https://gateway.on24.com/wcc/experience/elitezerotothree/2304965/2424418/equity-and-biases |
| Slide 14 | <ul style="list-style-type: none"> March 2020 Coaching Corner Webinar: Culturally Responsive Practices in Coaching This webinar is part of the Coaching Corner Webinar series and discusses common coaching cultural considerations, reflective practices and resources to support using culturally responsive practices with coaches and coachees. Coaches can use this for their own professional development. Link: https://eclkc.ohs.acf.hhs.gov/video/culturally-responsive-practices-coaching Supporting the School Readiness and Success of Young African American Boys Project: Reflections on a Culturally Responsive Strength-Based Approach The resource contains current research on the societal and learning climate challenges facing young African American boys. This resource can be used in staff discussion, or within the coach-coachee |

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| | <p>collaborative partnership work to examine assumptions, beliefs, and perceptions concerning young African American boys. Link: https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/young-african-american-boys-project-guide.pdf</p> <ul style="list-style-type: none"> Supporting Diverse Populations Within the Early Childhood Workforce This is a helpful resource for coaches who are looking to educate themselves about the diverse populations in which they work. It is also a great toolbox of resources they can share with the coachees they work with to support their cultural responsiveness with the diverse families and children they serve. Link: https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/support-diverse-pop.pdf |
| Slide 15 | <ul style="list-style-type: none"> Anti-Defamation League (ADL) Personal Self-Assessment of Anti-Bias Behavior The Personal Self-Assessment of Anti-Bias Behavior resource by ADL is a checklist that allows reflection on your attitudes and behaviors for bias. This self-assessment helps you to identify anti-bias behaviors and helps you to determine how frequent you feel you may display those behaviors since we all have biases. Link: https://www.adl.org/education/resources/tools-and-strategies/challenging-biased-language |
| Slide 16 | <ul style="list-style-type: none"> Equity Vs Equality This resource helps break down the difference between equity and equality. It provides information and resources for a deeper dive in understanding equity vs equality in schools that help create an inclusive classroom for children. Link: https://cdn.vanderbilt.edu/vu-web/lab-wpcontent/sites/96/2020/06/24141020/AAR5_Equity-vs-Equality.pdf |
| Slide 28 | <ul style="list-style-type: none"> National Museum of African American History and Culture: Talking About Race The online portal is designed to help explore issues of race, racism and racial identity and the way these forces shape every aspect of society, from the economy and politics to the broader American culture. Link: https://nmaahc.si.edu/about/news/national-museum-african-american-history-and-culture-releases-talking-about-race-web Book: “Spirit Catches You and You Fall Down” by Anne Faddiman Use this book as part of a book club or ongoing community of practice to examine issues of race, racism and racial identity and initiate discussion about active-antibias practices in your program. The Spirit Catches You and You Fall Down Discussion Questions Guide Link: https://study.com/academy/lesson/the-spirit-catches-you-and-you-fall-down-discussion-questions.html |
| Slide 29 | <ul style="list-style-type: none"> MyPeers MyPeers is a virtual learning network where you can brainstorm, exchange ideas, and share resources with early childhood colleagues from across the country. It was created by the Office of Head Start (OHS) to help you connect and learn with people who share your interests and program responsibilities. These informal connections can be a great source of encouragement and insight. Link: https://eclkc.ohs.acf.hhs.gov/about-us/article/mypeers-collaborative-platform-early-care-education-community Books – more ideas to use as part of communities of practice, study groups, or for your own learning: “Blindspot: Hidden Biases of Good People” by Mahzarin R. Banaji “How to Be an Anti-Racist” by Ibram X. Kendi “Anti-Bias Education for Young Children and Ourselves, Second Edition” by Louise Derman-Sparks, Julie Olsen Edwards, Catherine M. Goins |

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| Slide 30 | <ul style="list-style-type: none"> Pyramid Model Coaching Equity Guide The Equity Coaching Guide provides coaches with a reflective tool to examine program practices through a lens of culturally responsive practice and to identify implicit bias. It includes coach reflection questions, a way to identify issues and provide feedback, resources, and tips on working through resistance. Link: https://challengingbehavior.cbcs.usf.edu/docs/Pyramid-Model-Equity-Coaching-Guide.pdf Using the Coaching Equity Guide to Address Culturally Responsive Practices webinar: This webinar provides an overview of the Pyramid Model Equity Coaching Guide and how it can be used as a coaching tool to support culturally responsive practice in the classroom and with families. Coaches can view this webinar to explore how to support Pyramid Model practices can promote culturally responsive teacher and home visitor practices with children and families. Link: https://www.youtube.com/watch?v=OapkRjOppkk |
| Slide 31 | <ul style="list-style-type: none"> The Behavior Incident Report System (BIRS) The Behavior Incident Report System (BIRS) provides early care and education programs and classrooms with a system to collect and analyze behavior incidents in their program. The system provides an efficient mechanism for gathering information on elements related to behavior incidents that can be used analytically to make decisions about providing supports to teachers and children within the program. Link: https://challengingbehavior.cbcs.usf.edu/Implementation/Data/BIRS.html |
| Slide 33 | <ul style="list-style-type: none"> Advancing Racial and Ethnic Equity in Head Start Webinar Series The Advancing Racial and Ethnic Equity in Head Start Webinar Series promotes anti-bias and anti-racism strategies Head Start and Early Head Start programs can use in their practices, services, and systems. It builds upon foundations in the Multicultural Principles for Early Childhood Leaders and the Head Start Program Performance Standards. It also complements Head Start's history of anti-racism in action. Watch the webinars to reflect on individual perspectives and recommit to building program environments that communicate genuine care, value, and respect for all children, families, and staff. Link: https://eclkc.ohs.acf.hhs.gov/culture-language/article/advancing-racial-ethnic-equity-head-start |
| Slide 35 | <ul style="list-style-type: none"> Multicultural Principles for Early Childhood Leaders This resource provides recent research and perspectives on key multicultural principles and offers guidance to staff on how to implement these principles in their programs. Link: https://eclkc.ohs.acf.hhs.gov/culture-language/article/multicultural-principles-early-childhood-leaders |
| Slide 36 | <ul style="list-style-type: none"> Cultural Backgrounders on Various Refugee and Cultural Groups New to the United States This series of resources provide general cultural information on various refugee and cultural groups new to the United States. It is always best to get to know each family and learn their individual characteristics, as every family is unique and cultural practices vary by household and by generation. These resources provide basic information to help staff begin discussions with families and communities. Note: These resources are under review. Link: https://eclkc.ohs.acf.hhs.gov/culture-language/article/cultural-backgrounders-various-refugee-cultural-groups-new-united-states |
| Slide 37 | <ul style="list-style-type: none"> Advancing Equity in Early Childhood Education |

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| | <p>This position statement is one of five foundational documents NAEYC has developed in collaboration with the early childhood profession. Coaches can use this resource to explore this aspect of professionalism with coachees and other staff.</p> <p>Link: https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/position-statements/naeycadvancingequitypositionstatement.pdf</p> |
| Slide 41 Slide 42 | <ul style="list-style-type: none"> • HSELOF Effective Practice Guides <p>The Head Start Early Learning Outcomes Framework (ELOF) Effective Practice Guides provide information about domain-specific teaching practices that support children’s development. Coaches can use the guides to show coachees what these practices look like in early learning settings including home visitors’ work with families.</p> <p>Link: https://eclkc.ohs.acf.hhs.gov/school-readiness/effective-practice-guides/effective-practice-guides</p> |
| Slide 43 | <ul style="list-style-type: none"> • ELOF2go and ELOF@Home Apps <p>These applications (apps) provide on-the-go access to the ELOF goals for children and effective teaching practices in support of those goals. They are designed for teachers, family child care providers, and home visitors. Coaches can share this resource with coachees who want a quick and easy way to be reminded of practices aligned with the ELOF and activity ideas to support domain specific skill development.</p> <p>Link: https://eclkc.ohs.acf.hhs.gov/school-readiness/article/elof2go-mobile-app</p> |
| Slide 44 | <ul style="list-style-type: none"> • NCPMI: Talking to Very Young Children About Race <p>This resource provides resources and strategies about the developmental understanding of race and difference and strategies to talk with young children about race. Coaches can use this resource to help education staff to use effective anti-bias teaching and home visiting practices.</p> <p>Link: https://challengingbehavior.cbcs.usf.edu/docs/Talking-to-children-race.pdf</p> |
| Slide 45 | <ul style="list-style-type: none"> • Advancing Racial and Ethnic Equity in Head Start Webinar Series: Anti-Bias Teaching and Learning Environments in Head Start and Early Head Start Programs <p>In this third webinar, the National Center on Early Childhood Development, Teaching, and Learning (NCECDTL) will focus on supporting anti-bias teaching practices and promoting inclusive learning environments in Head Start settings. Explore children's understanding of race and identity development. Discover strategies to promote anti-bias practices through supportive interactions and activities with children.</p> <p>Link: https://eclkc.ohs.acf.hhs.gov/culture-language/article/advancing-racial-ethnic-equity-head-start</p> |
| ADDITIONAL RESOURCES | |
| <p>Early Childhood Bench Marks of Quality (BOQ): Cultural-Responsiveness Companion</p> <p>The EC-BOQ Cultural Responsiveness Companion is a resource for coaches and teams implementing the Pyramid Model to improve the fit of their Pyramid systems with the needs of children and their families. Coaching and program teams can use this resource to improve their implementation.</p> <p>Link: https://challengingbehavior.cbcs.usf.edu/docs/ECBoQ_Cultural-Responsiveness-Companion.pdf</p> <p>Addressing the African American Achievement Gap: Three Leading Educators Issue a Call to Action Article</p> <p>This article outlines some of the factors that contribute to the achievement gap between African Americans and White Americans and ends with recommendations for educators, administrators, and policy makers to help equalize educational opportunities. This resource can be used to spark discussion and reflection as part of a coaching team’s ongoing PD.</p> <p>Link: https://www.naeyc.org/resources/pubs/yc/may2018/achievement-gap</p> <p>Anti-bias Education: A Selection of Children's Books for Each Topic</p> | |

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| | <p>Provides a list of books that support anti-bias education. Coaches can share this list with coachees working toward anti-bias teaching practices as a resource to ensure their learning environment and activities include diverse representations of children and families.</p> <p>Link: http://www.childpeacebooks.org/cpb/Protect/antiBias.php</p> |
| | <p>Advancing Equity in Early Childhood Education NAEYC</p> <p>Use this position statement in your programs to ensure collective commitment to active anti-bias work on behalf of children, families, staff and your community.</p> <p>Link: https://www.naeyc.org/sites/default/files/globally_shared/downloads/PDFs/resources/positionstatements/naeycadvancingequitypositionstatement.pdf</p> |
| | <p>Early Childhood FAQ by ADL</p> <p>This website provides families and education staff with tools and strategies for planning activities for children, how to have discussions with children, and how to respond to children regarding bias and diversity. Coaches can share this resource with coachees who may be looking for novel activities and learning experiences on this topic.</p> <p>Link: https://www.adl.org/education/resources/tools-and-strategies/question-corner</p> |
| | <p>My Values and Attitudes- Supporting Staff (Center for Early Childhood Mental Health Consultation)</p> <p>This section or excerpt of the Cultural and Linguistic Competence Self-Assessment for Early Head Start and Head Start Program Administrators helps administrators reflect upon and rate themselves on how they incorporate culturally and linguistically competent values into aspects of their programming and in supervision of staff. Coaches can also use this resource to aid self-reflection and share it with coworkers and other program leaders.</p> <p>Link: https://www.ecmhc.org/assessment/admin-values.html</p> |
| | <p>National Association for the Educations of Young Children (NAEYC)</p> <p>NAEYC provides anti-bias articles, blogs, and books, as well as their statement regarding new research on implicit bias and early childhood educators. NAEYC is a great resource for coaches and other staff who may be planning in-service activities, TLCs or other community of practice events, focused on active anti-bias practices.</p> <p>Link: https://www.naeyc.org/search/bias</p> |
| | <p>Planned Language Approach: Gathering and Using Language Information That Families Share</p> <p>Coaches can use this resource with coachees who are looking for strategies for gathering and using language information from families in their program.</p> <p>Link: https://eclkc.ohs.acf.hhs.gov/sites/default/files/pdf/gathering-using-language-information.pdf</p> |
| | <p>Recognizing Bias and Promoting Equity in Early Childhood Settings</p> <p>This webinar provides resources and strategies that can be used to promote equity in early childhood settings. Consider sharing this webinar and providing guided discussion around recognizing bias and promoting equity.</p> <p>Link: https://www.youtube.com/watch?v=PJs1aByD2Ao</p> |
| | <p>Sesame Street</p> <p>The show is a resource on how to talk to kids about racism, the recent nationwide protests, embracing diversity and being more empathetic and understanding. Coaches can share this resource with their coachees who may be wondering how to talk with kids about racism.</p> <p>Link: https://www.cnn.com/2020/06/06/app-news-section/cnn-sesame-street-race-town-hall-app-june-6-2020-app/index.html</p> |
| | <p>Talking Race With Young Children by National Public Radio</p> |

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| | <p>This podcast and resources can be used by parents and teachers when talking to their children about race and racism. Coaches can share this resource with their coachees who may be wondering about how to talk with young children about race.</p> <p>Link: https://www.npr.org/2019/04/24/716700866/talking-race-with-young-children?fbclid=IwAR262i36JkNreR2lYgOpPPHDPL9u6iyHSVkmV2vrR3Ehdl-1oG-OZlXKMrY</p> |
| | <p>The Children's Equity Project Webinar Series Equity in Infant and Early Childhood Mental Health Consultation Webinar Series</p> <p>This 4- part series explores the historical and societal institutions of racism in child-serving systems and discusses actionable steps early childhood systems leaders and mental health consultants can take to create anti-racist spaces for our youngest learners. Coachees and other program leaders can share this series as a multi-week in-service or staff development event to spark discussion and invite self-reflection toward active anti-bias work.</p> <p>Link: https://www.iecmhc.org/resources/equity/equity-webinars/</p> |
| | <p>The National Center Pyramid Model Innovations</p> <p>Vital Conversations with Young Children About Race: Part 1 and 2 is another resource coaches can share with coachees who need suggestions for talking with children about race.</p> <p>Link: https://challengingbehavior.cbcs.usf.edu/resources/index.html</p> |
| | <p>The National Center for Pyramid Model Innovations: Let's Talk Webinar Series</p> <p>The "Let's Talk" webinar series, hosted by Dr. Rosemarie Allen, provides panel discussions related to equity, inappropriate discipline practices, and effective strategies. This webinar can be used as a pre-cursor to sharing any of the resources in this handout about talking with children about race. The webinar provides the background information about why it is important to have these conversations with children, and coaches can follow up on the webinar with the more pragmatic resources with specific discussion suggestions.</p> <p>Link: https://challengingbehavior.cbcs.usf.edu/Training/Webinar/letstalk.html</p> |
| | <p>Talking to Children About Differences and Similarities</p> <p>Explore how children's ability to notice differences and similarities around them is key to their development. In this brief, home visitors will learn how adults can facilitate children's observations of the world. Discover the most up-to-date information to answer: "What does research say?"; "What does it look like?"; and "Try this!" Also, find Connecting at Home, a resource that offers easy-to-try tips for families to help children notice and process the world around them.</p> <p>Link: https://eclkc.ohs.acf.hhs.gov/publication/talking-children-about-differences-similarities</p> |

