

Pioneering a Pathway to Recognize Relationship- Based Professional- Development (RBPd)

Emily Finnerud

Quality Assurance Specialist,
Minnesota Center for Professional
Development

Kerry Gershone

Develop Administrator,
MN Dept. of Human Services

Roz Zuest

Early Childhood Workforce
Development,
MN Dept. of Human Services

Tabitha Isner

New World Now

SEPTEMBER 20, 2016

Defining RBPD

“Relationship-based professional development (RBPD) is a mode of professional development where the relationship itself is the vehicle through which teachers grow in knowledge and practice...The RBPD approach is based on literature that suggests relationships help people grow in different ways than classroom-based training”

(Neuman & Wright, 2010)

Defining RBPD in Minnesota

A broad term used to refer to four types of professional assistance that use relationships as a foundation:
coaching, mentoring, consultation and advising.

The goal of any of these relationships is to:

- Improve the quality of early learning programs
- Increase knowledge, skills and abilities of teachers/caregivers, and
- Improve outcomes for children.

Technical Assistance has emerged as related to RBPD

History of the Project

Race to the Top Proposal Included:

- **Ensure ongoing validity and reliability in Parent Aware (QRIS) by moving to more robust data system**
- **Expand capacity and improve functioning of PD Registry**

Goals for documenting RBPD Include:

- **Legitimizing RBPD as professional development**
- **Case Management in Parent Aware**
- **Increase cross-pollination of disciplines**
- **Increase access and individualized choice in PD**
- **Gather workforce data**



develop

Minnesota's Quality Improvement and
Registry Tool

Overview of Develop

Develop is a toolbox for quality improvement and professional development:

- *Training Search Tools*
- *Trainer and Training Organization Approval*
- *Course & Event approval*
- *Learning Records & Career Lattice Steps*
- *Self-assessment tools*
- ***RBPD Endorsements & Events***
- *Parent Aware Application and Submission process*
- *Case Management for Parent Aware*

Functions



A QRIS that leans heavily on training and education

- High-quality relationship-based professional development should be recognized
- Professional development records must be up-to-date, complete and accurate – and readily available to teachers, directors, coaches and raters.

Current RBPD Endorsements

- **Parent Aware Quality Coach- Child Care Aware of MN**
 - Initial & Renewal
- CLASS Coach
- Inclusion Coach
- **Accreditation Consultant**
- Mental Health Consultant
- Business Consultant
- **Family Child Care Quality Mentor**
- **Professional Development Advisor –Child Care Aware**

Benefits

- **Standardizing minimum requirements for RBPD Specialists & align with RBPD Competencies**
- **Respond to recommendations from *Transforming the Workforce for Children Birth Through Age 8***
- **Increased access and choice, especially in rural and EL communities**
- **Track RBPD on Learning Records**
- **Cross-disciplinary coordination**
- **Collect useful data**

Challenges

- **Learning new lessons daily**
- **Establishing endorsement requirements**
 - Initial and renewal
- **Varying levels of internet access and tech literacy**
- **Coordinating a state-wide vision and scaling**
- **Difficult to prioritize and limit RBPD Endorsement types**
- **RBPD approval process with multiple endorsements can prove tricky**

Demo of RBPD Features features

- **Creating an Event**
- **Reviewing & Approving an Event**
- **Documenting RBPD Event on Learning Record**