

# Alaska Early Childhood Relationship Based Professional Development (RBPD) Credential Framework



RBPD Categories	RBPD I – Technical Assistant Specialist <i>Tier I/ Promotional topics</i>	RBPD II – Consultation Specialist <i>Tier II/ Prevention topics</i>	RBPD III A – Practitioner/Teacher RBPD III B – Program/Administration Coach Specialist <i>Tier III/ Intervention topics</i>
<p><b>Roles</b> <i>The three tiers form a progression to increase the RBPD Specialist's competencies, skills, &amp; responsibilities from a strength-based lens.</i></p>	The RBPD I Specialist provides targeted support for instruction and guidance on best practices for early childhood (EC) education.	The RBPD II Specialist utilizes coaching strategies to create a collaborative partnership that supports reflective problem solving.	The RBPD III facilitates a coaching cycle of plan, do, study, act (PDSA) to empower continuous professional and/or program growth.
<p><b>Education &amp; Experience</b></p>	<ul style="list-style-type: none"> <li>At minimum SEED Level 7</li> <li>2 years early childhood (EC) experience</li> </ul>	<ul style="list-style-type: none"> <li>At minimum SEED Level 8</li> <li>2 years EC experience</li> <li><b>-OR-</b></li> <li>SEED Level 6</li> <li>6 years EC experience</li> </ul>	<ul style="list-style-type: none"> <li>At minimum SEED Level 9</li> <li>2 years EC experience</li> <li><b>-OR-</b></li> <li>SEED Level 7</li> <li>6 years EC experience</li> </ul>
<p><b>RBPD &amp; Coaching Training</b></p>	<ul style="list-style-type: none"> <li>Coaching 101/Intro to Coaching</li> <li>Implicit Bias</li> <li>Culturally responsive practices</li> <li>Utilizing Adult-Learning Theory to Cultivate Positive Coaching Relationships, via ProSolutions</li> </ul>	12 hours of Relationship-Based Coaching training	40 hours of Relationship-Based Coaching training
<p><b>EC Content Training</b></p>	<p>RBPD I Trainings + following trainings:</p> <ul style="list-style-type: none"> <li>Intro to Pyramid Model (<i>includes TPOTS/TPITOS overview</i>) or equivalent school-age social emotional framework</li> <li>Strengthening Families</li> <li>Intro to Alaska Early Childhood Core Knowledge &amp; Competencies (CKC)</li> <li>Intro to Alaska Early Learning Guidelines (ELG)</li> <li>CLASS Primer for equivalent tool that supports observation of learning environment and adult-child interactions</li> </ul>	<p>RBPD II Trainings + following training topics:</p> <ul style="list-style-type: none"> <li>ACEs Overview (<i>could be combined with Intro to Trauma-Informed Care</i>)</li> <li>Intro to Trauma-Informed Care</li> <li>Developmental Screening and Monitoring including training on specific screening tools (<i>if working in a 0-5 program; school-age exempt</i>)</li> <li>Training(s) in EC child assessment and curriculum <b>OR</b> school-age curriculum equivalent (<i>school-age exempt from assessment</i>)</li> </ul>	<p><b>RBPD III A (classroom/ teacher) Coach</b> RBPD I, II Training + following training topics:</p> <ul style="list-style-type: none"> <li>Inclusionary Practices</li> <li>Preventing Expulsion &amp; Suspension</li> <li>Trauma-Informed Care</li> <li>Tier 3 Positive Behavioral Supports (e.g. Pyramid Modules 3 &amp; 4, PTR-YC Level, or school-age equivalent) including use of Behavior Incident Reports (BIRs)</li> </ul> <p><b>RBPD III B (Program/ Admin) Coach</b></p> <ul style="list-style-type: none"> <li>RPBD III A training</li> <li>Program leadership training</li> <li>Overview of Implementation Science</li> </ul>

<b>RBPD Hours Applicant Delivered</b>	N/A	80 hours	200 hours
<b>Reflective Supervision* or Mentoring Received**</b>	N/A	12 hours cumulative	24 hours cumulative
<p style="text-align: center;"><b>RBPD I, II, III Responsibilities</b> (RBPD levels build on each other. RBPD III can do what RBPD below do as well.)</p>	<p><b>Tier I / Promotion Activities</b> Provide support and guidance to practitioners around foundational Tier I/ Promotional ECE best practices. Support implementation of ECE program expectations, policies, procedures.</p> <p>Types of support may include:</p> <ul style="list-style-type: none"> <li>● provide resources</li> <li>● model teaching strategies</li> <li>● identify and support actionable objectives</li> <li>● review data</li> <li>● side by side hands on support</li> <li>● co-planning</li> <li>● recommend training (s) observation and feedback</li> </ul>	<p><b>Tier II / Prevention Activities</b> Provide collaborative, reflective support and guidance to practitioners around Tier I/Promotional &amp; Tier II/Prevention ECE best practices.</p> <p>Types of support may include:</p> <ul style="list-style-type: none"> <li>● conduct informal, focused observations of practitioner practices</li> <li>● collaborate to respond to practitioner's strengths and needs</li> <li>● collaborate to support data informed decisions</li> <li>● provide group or 1:1 consultation that may include action planning</li> </ul>	<p><b>Tier III / Intervention Activities</b> Provide group or 1:1 coaching including goal setting, action planning, observation, reflection, and feedback. Consider Tier I, II, and III supports along with individual child and program data.</p> <p><b>RBPD III A: Practitioner/Teacher Coach</b> Types of support may include:</p> <ul style="list-style-type: none"> <li>● selection and use of data tools</li> <li>● fidelity of practices</li> <li>● collection and analyze data</li> <li>● individual child support plan</li> <li>● communication with families, and outside consultants</li> <li>● family and child referrals</li> <li>● internal capacity for reflection</li> <li>● equity, diversity, inclusion</li> </ul> <p><b>RBPD III B: Program/Administration Coach</b> Types of support may include:</p> <ul style="list-style-type: none"> <li>● all RBPD III A topics</li> <li>● policies, procedures, and practices</li> <li>● development of program leadership team program wide implementation of evidence informed practices staff recruitment, retention &amp; professional development</li> </ul>

**\*Qualified Reflective Supervision** = someone who has met one of the following qualifications:

- Infant Early Childhood Family Associate (IECFA) with Endorsed Reflective Supervisor (ERS) add-on
- Infant Early Childhood Family Specialist (IECFS) with Endorsed Reflective Supervisor (ERS) add-on
- Infant Early Childhood Mental Health Specialist (IECMHS) with Endorsed Reflective Supervisor (ERS) add-on

**\*\*Qualified Mentor coaching** = someone who has met one of the following qualifications:

- Associate Certified Coach (ACC) from the International Coaching Federation (ICF)
- Professional Certified Coach (PCC) from the International Coaching Federation (ICF)
- Master Certified Coach (MCC) from the International Coaching Federation (ICF)

Questions? Contact Alaska SEED at [info@seedalaska.org](mailto:info@seedalaska.org).

