Handout 1: Key Strategies for Improving Program Quality

On-Site Workshops and Presentations: Consultants offer training to staff on topics of common need or interest. This can include in-service and pre-service training.

Process Consultation: Consultants work with teams to help them examine issues and practices and determine actions they can take to enhance program capacities. This highly individualized support draws on staff knowledge and experience.

On-Line Workshops and Webinars: Consultants use internet technology to present workshops on a particular topic to reach a wider audience.

Expert Consultation: Consultants are hired for their knowledge and expertise to carry out a specific service for a limited time. These consultants often provide an extra pair of hands and are used to develop community assessments, design written plans, assist in the classroom, and more.

State, Regional, and National Conferences: Staff members attend off-site staff training opportunities that typically utilize consultants for keynote, panel, and workshop sessions to introduce participants to new information. Conferences also allow staff to meet and network with colleagues from different settings.

Clinical Consultation: Consultants work with program staff to diagnose problems and design and deliver solutions.

College Courses: Staff members take academic courses taught by content experts that offer college credits on topics linked to the state’s Workforce, Knowledge, and Competencies and lead to advancement on their career pathway.

Communities of Practice: Consultants are used to form groups of colleagues who share a concern or passion and meet regularly to explore evidence-based strategies and new approaches. The process is organic and is usually defined by the group in an ongoing way.

Mentor-Coaching: Consultants are hired to interact with staff to help them acclimate to their new role and/or reflect on their practice and connect research and theories to their work. The consultant capitalizes on staff strengths and focuses on children’s learning and outcomes.