

Competency Reflection

Each statement below refers to behaviors or attributes you should demonstrate when interacting with children and families. Many of the competencies are directly observable during your typical workday. Other competencies may be assessed through conversations with your trainer, coach, or administrator. For each of the statements, select your current level of mastery. A similar version of this tool will be used by your trainer, coach, or administrator to guide their observation of your competencies in this content area.

①

Emerging

You believe you need more information to understand or incorporate a particular competency into your practice

②

Developing

You believe you have an understanding of the competency, and are working to properly apply it your work.

③

Mastered

You believe you have fully mastered and consistently implement a particular competency

COMPETENCY		REFLECTION			NOTES
I Direct Observation		1	2	3	
A	Read to the children throughout the day, choosing age-appropriate books that introduce new vocabulary and concepts.				
B	Communicate reassurance to the children in care and respond honestly to their questions.				
C	Take advantage of teachable moments and natural routines to build language and math skills.				
D	Engage the children's senses to learn new concepts.				
E	Offer children choices and involve them in decision-making opportunities when appropriate.				
F	Use verbal and physical interactions to make the most of learning opportunities.				
G	Use children's names in conversations.				
H	Have conversations with children at their eye level.				
I	Ask open-ended, meaningful questions.				
J	Model an attitude of exploration and curiosity.				

Competency Reflection

COMPETENCY		REFLECTION			NOTES
II Observation or Conversation		1	2	3	
A	Develop and maintain consistent, nurturing relationships with children and families.				
B	Learn about the stages of cognitive development for the age groups served.				
C	Set appropriate learning goals for the children in care.				
D	Observe the children in care regularly and use the observations to plan meaningful experiences and activities.				
E	Consult with a trainer or coach if there are concerns about a child's development.				
F	Look for opportunities to practice learning goals.				
G	Listen for comments and questions about differences/ possible stereotypes.				
H	Use daily observation to meet individual needs.				
I	Constantly look for ways to improve the learning environment.				
J	Implement multi-age planning.				
K	Check materials and toys for safety throughout the day.				
L	Offer a balance of child-guided and adult-guided experiences.				
M	Identify and honor the temperaments of the children served.				
N	Provide a balance of routine and choice.				
O	Plan activities that are challenging yet also allow children to feel successful.				
P	Offer opportunities that encourage children to explore math, science, social studies, language and literacy, art, and technology.				
Q	Get to know each family served by asking meaningful questions and listening for cultural cues.				

Competency Reflection

COMPETENCY		REFLECTION			NOTES
III Environmental Evidence		1	2	3	
A	Offer a variety of developmentally appropriate materials/toys that challenge children and capture their interest.				
B	Post developmental milestone charts where adults can easily read them.				
C	Ensure that the program space, books, and materials/toys are culturally diverse.				
D	Ensure that the program space is designed so that children can safely explore and discover.				
E	Plan activities that reflect the needs, interests, and strengths of the children in care.				
F	Change out learning materials and toys on a regular basis.				
G	Plan experiences that promote exploration, discovery, and problem-solving.				
H	Ensure the program space is culturally sensitive with no negative portrayals of different genders, races, or ethnicities.				
I	Display and use items in the family child care home that reflect program families' culture.				

Concluding Reflections on next page

Competency Reflection

IV Concluding Reflections

My overall strengths in this area:

I want to strengthen my practice in:

My plans to achieve these goals: