

# Manual Language FAQ

Effective March 1, 2026



**Manual Title:** Baby Promise Program Operations Manual for Child Care Resource and Referral Entities

**Sections:** CCR&R Personnel and Training and Glossary of Terms

**Page Number(s):** 9, 18,19,44,45

**Date of Update:** 3/1/2026

**Prepared By:** Maidie Rosengarden

## 1. What changed regarding Oregon Child Care Alliance (OCCA) membership?

- **Before:** Membership was **required** for Baby Promise Providers.
- **Now:** Membership **may be required** and providers can **opt out** after consultation with the Grantee by completing a provided form.

## 2. What are the updated responsibilities for Infant Toddler Coaches?

- Provide **relationship-based, individualized coaching** for infant/toddler care providers.
- Incorporate practices such as:
  - ZERO TO THREE Critical Competencies
  - Motivational Interviewing
  - Anti-bias/anti-racist approaches
  - Circle of Security concepts
- Support professionals at risk of suspension/expulsion of infants/toddlers.
- Participate in **professional development**, including:
  - ORIMHA endorsement
  - Circle of Security Facilitator Training
  - ZERO TO THREE Training of Trainers
  - Foundations of Coaching course

## 3. What are the preferred qualifications for Infant Toddler Coaches?

- **Education:** Bachelors in Early Childhood Education or related field; Oregon Registry Step 10+
- **Experience:** At least **1 year** working with children birth to three and providing TA/training/coaching
- **Training Ability:** Eligible to become an Oregon Registry Master Trainer

## 4. What glossary terms were updated?

- **Coaching:** Defined as a relationship-based process focused on goal setting and professional growth.
- **Community of Practice (CoP):** A facilitated group sharing common goals and interests.
- **Consultation:** Collaborative problem-solving led by a Quality Improvement Specialist.
- **Infant Toddler Coach:** Specialized role providing intensive TA and coaching for infant/toddler programs.
- **Focused Child Care Network (FCCN):** Relationship-based professional learning group supporting continuous quality improvement.