



## Family Child Care Balance Evaluation<sup>®</sup> Report

Name: Participant A Example

Strongest "Wheel" = Educator

Fragile "Wheel" = Business

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Strength Areas ("Spokes") = Commitment to Field, Quality Standards

Fragile areas ("Spokes") = Policies, Contract Enforcement, Marketing, Fiscal Management, Professional Development, Assessment & Positive Guidance

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Highest Priority = Business/Policies

This participant has a strong imbalance in the Business Wheel, that is likely the reason for partial fragility in the other two wheels. Once the business issues are resolved, this would be a good candidate for successful coaching in growth as an educator.

Important Connections = When the Policies spoke is fragile, as it is here, it affects almost all of the other spokes in business. Well written policies and procedures lead to more fiscal health and less stress for business owner so they can then focus on other quality improvements. It was interesting here that the participant showed a fairly balanced Educator Wheel, reflecting partial fragility, yet in the Business Wheel showed meeting quality standards as a strength. This would indicate they have a realistic view of their abilities as an educator, practice this level daily, and therefore have no surprises (or stress) about being observed by the state or other observers.

This participant also showed strong commitment to the field and connection to the field, along with reporting a desire to finish an Associate's degree in ECE. This combination, along with connections outlined in previous paragraph, are all signs of someone who would be a great candidate for quality improvement efforts through coaching.

We would recommend beginning with strengthening business practices, through training on policies and coaching for implementation, then moving into strengthening curriculum and assessment fidelity. This would, in turn, strengthen the fragile areas of the Personal Wheel and the result would be very balanced and showing a participant who can continue to be supported through coaching.

While Leadership Role was a missing spoke, this is expected with the overall mid-range of strength displayed by all three wheels. It's only when all three wheels show areas of strength that a participant would have the confidence level to enter into leadership roles. For that reason, we do not recommend coaching on leadership at this time.

Based on the results of the Spectrum® Report and the combinations of fragile areas, the recommended questions for coaching are:

- *What is the real challenge in your business for you?*
- *You have many strengths as an educator, what aspect of your teaching could you use to help you overcome the business challenges you feel?*
- *Are there things you are saying "yes" to, that mean you are saying "no" to other things?*
- *How could you rewrite your policies in a way that made them so parents were less likely to break them and made them easier for you to enforce?*
- *What are your fiscal goals for your business?*
- *What marketing efforts would help you to reach those goals?*
- *Where can you find more strategies for successful assessment and positive guidance practices?*

The recommendation for technical assistance and/or training are:

- Policies & Procedures
- Marketing
- Budgeting
- Curriculum Fidelity