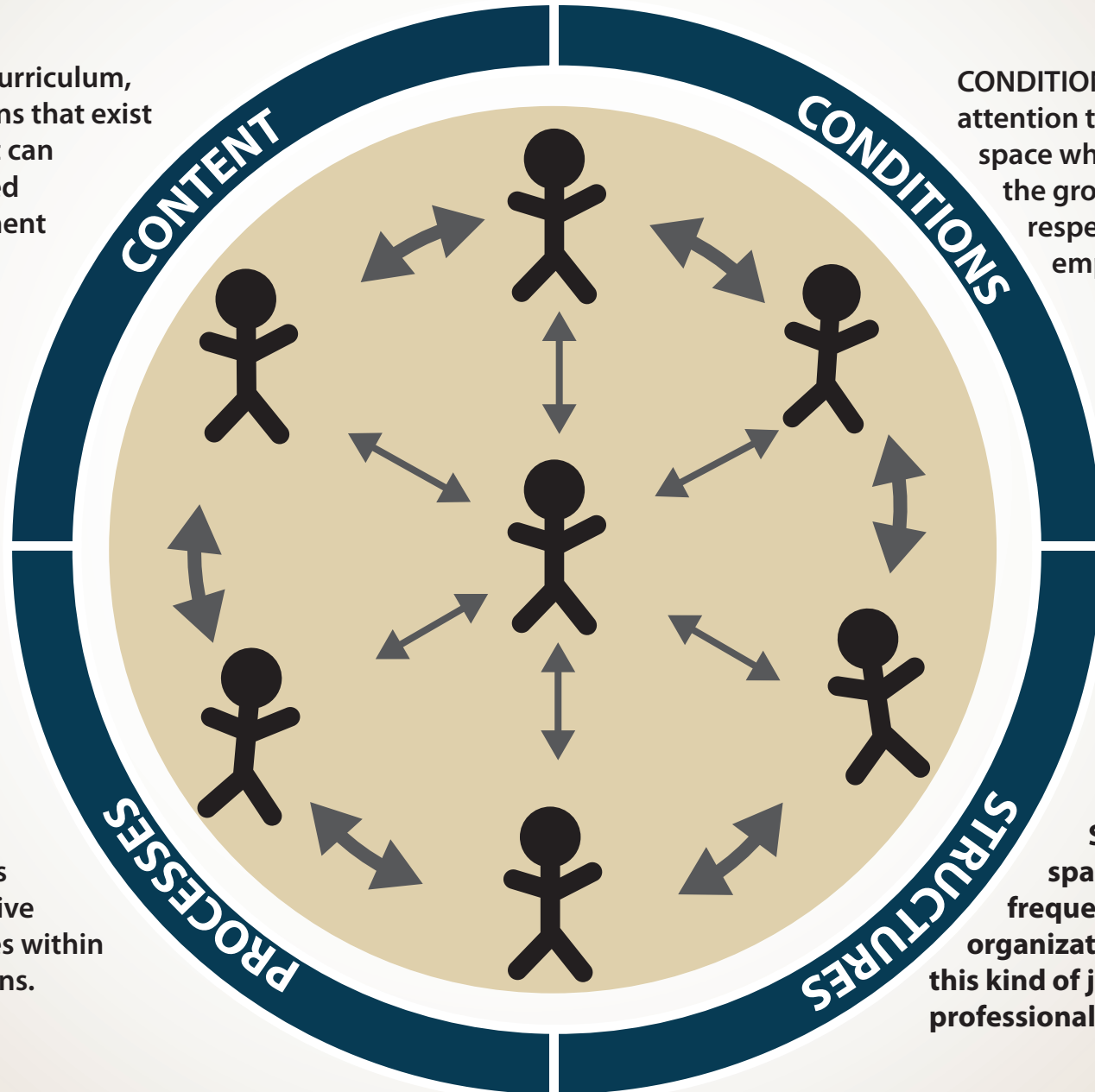


# CoP Framework: The Cookie

**CONTENT:** programs, curriculum, pedagogy, interventions that exist in an organization that can leverage job-embedded professional development specifically focused on improving child outcomes.

**CONDITIONS:** intentional attention to creating a safe space where the members of the group feel trust, respect, and empowerment.



**PROCESSES:** protocols and supports that sustain collaborative work among colleagues within and across organizations.

**STRUCTURES:** spaces, times, groups, frequency in an organization that support this kind of job-embedded professional development.