

“Investing in yourself is the best investment you will ever make. It will not only improve your life, it will improve the lives of all those around you.”

—Robin Sharma

Early Care and Education is Essential.



*for* Alliance  
Kids

El Paso County's  
Early Childhood Council  
and Initiative of  
Joint Initiatives for Youth & Families



2020

October 1 – December 31, 2020

PROFESSIONAL  
DEVELOPMENT  
CATALOG



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# Welcome Early Care and Education Professionals!

Our training catalog provides opportunities available in different formats:

## PROFESSIONAL LEARNING COMMUNITIES

A Professional Learning Community is an extended learning opportunity to foster collaborative learning among colleagues within a particular work environment or field.

### EXAMPLES:

ECMA  
Adverse Childhood Experiences (ACEs): Addressing Challenging Behaviors

## FACE-TO-FACE TRAINING

Face-to-Face training is any form of instructional interaction that occurs “in person” and in real time between teachers and students or among colleagues and peers.

PDIS Face-to-Face Training registration occurs on the PDIS website; class is provided locally as a Face-to-Face training.

EXAMPLES:  
Cultural Responsiveness  
Welcoming Children

## SERIES (EXTENDED LENGTH TRAINING)

Series training earns additional points toward the Early Childhood Professional Credential. ‘Series’ is defined as at least 12 hours of training delivered on more than one occasion at least one week apart.

### EXAMPLES:

EQIT  
Pyramid Plus Approach  
ECMA  
ACEs PLC

## JOB EMBEDDED TRAINING

Job Embedded (JE) training is when an individual participates in at least eight hours of coaching that is connected to a specific training.

*Job Embedded Coaching can be applied to the majority of AFK training.*

### EXAMPLES:

EQIT  
Pyramid Plus Approach  
Early Language & Literacy

## ENGAGEMENT OPPORTUNITIES

Engagement Opportunities involve networking, making connections and beginning conversations around a common interest/topic.

### EXAMPLES:

Directors Roundtable  
IREE Licensing Forum

EQIT = Expanding Quality in Infant & Toddlers

ECMA = Early Childhood Management and Administration

ACEs = Adverse Childhood Experiences

As you pursue your professional development and educational goals, please contact Alliance for Kids if you need additional assistance.

Alliance  
for  
Kids

# Competency Domains

The content areas, otherwise known as domains, describe knowledge and skills that early childhood educators need in order to work effectively with children birth through age eight and their families. In order to increase knowledge and skills, early childhood educators are expected to participate in quality continuing education opportunities (e.g., college classes, community-based, state approved training, etc.). Embedded throughout the domains, when appropriate, are competencies specific to cultural competence as well as the inclusion of all children.

## The domains included within Colorado's Competencies for Early Childhood Educators and Administrators are:

- ◆ Child Growth, Development, and Learning (CGDL)
- ◆ Health, Safety, and Nutrition (HSN)
- ◆ Child Observation and Assessment (COA)
- ◆ Professional Development and Leadership (PDL)
- ◆ Family and Community Partnerships (FCP)
- ◆ Program Planning and Development (PPD)
- ◆ Guidance (G)
- ◆ Teaching Practice (TP)

**Note:** Training meeting Social-Emotional will be listed as *Meets S/E*.

# What is a CEU?

CEU stands for Continuing Education Unit. The primary purpose of the CEU is to provide a permanent record of the educational accomplishments of an individual who has completed one or more significant *non-credit* educational experiences.

In a continuing education program, one CEU is equivalent to 10 contact hours. Contact hours are the number of hours you are "in contact" with an instructor.

When pursuing CEUs to earn points towards your Early Childhood Credential in the Colorado Shines Professional Development Information System (PDIS), the CEU must:

- Have International Association for Continuing Education (IACET) logo OR be from a regionally accredited college/university
- Coursework of the CEU must be directly related to the field of early childhood

To determine whether or not a course is "Early Childhood Coursework" for the purpose of the Early Childhood Professional Credential, PDIS looks for courses that:

- Align with the Colorado Competencies for Early Childhood Educators and Administrators
- Include content that is focused on ages birth to eight years old (at a minimum, more than 50% of that age span)
- Address Cultural Competence, Children with High Needs, Social Emotional Development, or a basic understanding of research, as these topics are embedded within the Early Childhood Competencies

***Before spending money on a CEU training, make sure it meets the PDIS criteria.***

As you pursue your professional development and educational goals, please contact Alliance for Kids if you need additional assistance.

# Training Descriptions

To help you find training appropriate for you, we've added a new "audience" column that identifies if the training is suited for Family Child Care Providers (FCCP), Center-Based Providers (Centers), or ALL.

## Training for Family Child Care Providers

### Policies & Procedures: A Roadmap to your FCCH Business

Participants will learn the key elements that need to be included in their Family Child Care Home (FCCH) policies and procedures per Licensing. Participants will explore additional items of consideration to successfully operate their FCCH.

### Pre-Licensing

Pre-Licensing: Becoming a Licensed Family Child Care Provider is an exciting career move that offers you the opportunity to be at home with your own children, and provide appropriate care and guidance for other children in your community. Licensed providers can earn income for their families while providing an invaluable service for the community.

### Pre-Licensing Exempt Providers

If you are exempt from taking the Pre-Licensing course in its entirety due to educational attainment, this is the portion of the course that you are required to take. You will receive information on Colorado Child Care Licensing Rules & Regulations as well as business rules related to becoming a licensed family child care provider.

## Training for Center-Based Providers

### Essential Strategies for Creative Lesson Planning

Do you have a lot of experience creating lesson plans, but would like to explore new methods? Are you new to writing plans and would like to learn from others? Come join your peers for a two-part training where you will enjoy fun and hands-on exploration of the processes for planning and implementing developmentally appropriate environments, materials and experiences for children birth to five.

## Training for ALL

### EQIT

EQIT Course Description: The 48-hour EQIT Curriculum provides a solid introduction to infant and toddler development, with a focus on providing quality group care for our youngest children. The EQIT course builds on the knowledge and experiences of infant and toddler caregivers through interesting, interactive and fun activities. The EQIT Curriculum has been approved by the Division of Child Care as one of the classes that can be used for Early Childhood Teacher (formerly Group Leader) Qualifications AND will count toward the Infant Toddler course required for Director Qualifications.

### The Growing Brain

This innovative training focuses on giving ECE professionals and families evidence-informed strategies to support their vital role in building healthy brains. The Growing Brain training provides a comprehensive hands-on understanding of how the brain develops, along with ways the participant can encourage healthy brain development in children from birth to five years old.

<p><b>Fostering Motor Skills</b></p>	<p>When planning activities for infants, toddlers, and preschoolers, play is central to the development of children's gross and fine motor skills. It is through play that children practice the coordination of large body movements, as well as the small movements of hands and fingers. Planning play activities that provide children with regular opportunities to move their bodies is crucial in supporting young children's motor skill development. This class will explore how to create a good balance of appropriate gross and fine motor activities.</p>
<p><b>Mentors as Teachers, Learners, and Leader: PD Opportunities for the Mentor Teacher</b></p>	<p>Are you interested in exploring becoming a mentor teacher? Mentoring is a relationship-based adult learning strategy intended to promote and support a teacher's awareness and refinement of her professional learning process and teaching practices. Early childhood teachers face increasing quality improvement standards, assessments, and expectations about what they should know and be able to do in promoting children's early learning and development. This training is designed to support the further development of experienced teachers in their important role of mentoring. Learn important strategies in supporting new teachers.</p>
<p><b>Transformational Coaching</b></p>	<p>Horizons in Learning provides this state-approved training that meets the requirements for coaches to receive and renew the Colorado Coaching Credential. This is an approved alternative to the Relationship Based Professional Development (RBPD) training provided by the state. This course requires the attendance of all four days.</p>
<p><b>Leading Edge™ Summit for Early Childhood Businesses</b></p>	<p>The Pikes Peak Small Business Development Center has partnered with the Office of Early Childhood to bring this four-part series deigned for business administrators and owners. Learn best practices and approaches to effectively and successfully run your child care business. This series is a live, interactive online course where you will be able actively participate with the instructors.</p>
<p><b>Early Learning Ventures Business System Training</b></p>	<p>Early Learning Ventures (ELV) is a shared services non-profit based in Colorado. They are excited to share this collaborative training on child care technologies - and specifically child care management systems. ELV is a champion of the shared services mentality, focusing on providing these services from the technological level. They own and manage Alliance CORE, a Colorado-tailored child care management system. In this presentation, you will learn about shared services, child care management systems, and other technologies that exist to ease providers' administrative burdens</p>

# OCTOBER | Fall 2020

Training	Training Audience	Date	Time & Clock Hours (CH)	Place	Cost	Format	Competency Domain & Meets S/E	Training Entity/Trainer	PDIS Credential Points notes	To register
<b>EQIT Session A</b>	ALL	October 2020 – February 2021 (details in link)	6 – 9 pm 48 CH	Online	\$50	Online	CGD, COA, G, CGD, COA, G, HSN, FCP 6 Hours S/E	AFK	Ongoing Professional Development, Series, CEU	<a href="#">Register</a>
<b>Transformational Coaching</b>	ALL	October & November 2020 (see link for details)	9:30 am – 1 pm 35 CH	Online	\$825 (SAVE! \$725 before 9.18)	PDIS Face-to-Face		Horizons in Learning Constant Hines, Robin Levy	Ongoing Professional Development, Series	<a href="#">Register in PDIS</a>
<b>Leading Edge™ Summit for Early Childhood Businesses</b>	ALL	October 24, November 7, 14, and 21	9 am – 1 pm 16 CH	Online	Free	Online	PDL, PPD	SBDC	Ongoing Professional Development	<a href="#">Register</a>
<b>Early Learning Ventures Business System Training</b>	ALL	October 15th	9:00 – 10:30 am 1.5 CH	Online	Free	Online	PDL, PPD	Early Learning Ventures	Ongoing Professional Development, Series	<a href="#">Register</a>
<b>Essential Strategies for Creative Lesson Planning</b>	Centers	October 28 and November 4	6 – 9 pm 6 CH	Online	\$45	Online	TP	Stacey Holmes PDIS	Ongoing Professional Development	<a href="#">Register</a>
<b>Pre-Licensing</b>	FCCP	October 26-30	11:30 am – 3:00 pm 15 CH	Online	\$150	Online	CGDL, PPD, G, FCP, HSN	Geanina Brown & Amber Pickens	Ongoing Professional Development	<a href="#">Register</a>
<b>Pre-Licensing Exempt Providers</b>	FCCP	October 26, 27, and 28	11:30 am – 3:00 pm 9 CH	Online	\$90	Online	CGDL, PPD, G, FCP, HSN	Geanina Brown	Ongoing Professional Development	<a href="#">Register</a>

# NOVEMBER | Fall 2020

Training	Training Audience	Date	Time & Clock Hours (CH)	Place	Cost	Format	Competency Domain & Meets S/E	Training Entity/Trainer	PDIS Credential Points notes	To register
<b>Policies and Procedures: A Roadmap to your FCCH Business</b>	FCCP	November 17 and 19	6:30 – 7:30 pm 2 CH	Online	\$25	Online	TP	Corey West/PDIS	Ongoing Professional Development	<a href="#">Register</a>
<b>Mentors as Teachers, Learners, and Leader: PD Opportunities for the Mentor Teacher</b>	ALL	November 10 and 12	5:30 pm – 8:30 pm 6 CH	Online	\$40	Online	TP, PPL, PDL	Erica Evans	Ongoing Professional Development	<a href="#">Register</a>

# DECEMBER | Winter 2020

Training	Training Audience	Date	Time & Clock Hours (CH)	Place	Cost	Format	Competency Domain & Meets S/E	Training Entity/Trainer	PDIS Credential Points notes	To register
<b>The Growing Brain</b>	ALL	December 1, 3, and 8	6:30 – 8:30 pm 6 CH	Online	\$25	Online	CGDL	Erica Evans	Ongoing Professional Development	<a href="#">Register</a>
<b>Fostering Motor Skills</b>	ALL	December 8	6:00 – 8:30 pm 6 CH	Online	\$25	Online	CGD, COA	Erica Evans	Ongoing Professional Development	<a href="#">Register</a>

# Participant Remote Learning & Professional Behavior Guidelines

*Registration and payment for an event or training indicate your agreement to the guidelines below:*

To support a positive, safe, and productive remote learning training environment for all in attendance, all participants are expected to follow the general *Participant Remote Learning & Professional Behavior Guidelines*. Participants who violate any of the following (1 – 7) will be removed from the training and may be prohibited from attending future training. These Guidelines include, but are not limited to:

1. **Disruptive Behavior**: Engaging in any disruptive behavior that negatively affects or impedes teaching or learning (regardless of the mode of delivery or class setting), or disrupts the general operation of training as well as any function authorized or supervised by trainers/vendors
2. **Narcotics/Alcohol**: Using and or being under the influence of alcohol and/or drugs while in attendance of training or any function authorized or supervised by trainers/vendors. Note: Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remain illegal under federal law.
3. **Non-physical abuse** includes threats, intimidation, coercion, influence, or any unwelcome conduct in any form that is sufficiently severe, pervasive, or persistent that it alters the conditions of the learning environment.
4. **Knowingly falsifying, publishing, or distributing, in any form, material** that tends to impeach the honesty, integrity, virtue, or reputation of another person.
5. **Harassment and/or Discrimination**: Discrimination or harassment based on sex/gender, race, color, age, creed, national or ethnic origin, physical or mental disability, veteran status, pregnancy status, religion or sexual orientation.
6. **Violation of Rules and Directives**: Failure to comply with the rules and directives of instructors acting within the scope of their duties, including those directives issued to ensure the safety and well-being of others as well as the learning environment for others.
7. **Unacceptable Use of Network or System**: Unacceptable uses of any trainer/vendor owned or operated equipment, network or system including, unauthorized downloading/uploading software and/or digital video or music; downloading/uploading, viewing or displaying pornographic content, or any other attempt to compromise network integrity.
8. **Communication and Collaboration**: Review any communications from your instructor and familiarize yourself with any updates to the course structure, syllabus, communication preferences, etc. Make a list of your questions not yet addressed.
  - I. Some courses may ask that you join a live Zoom or Microsoft Teams meeting. You can join these meetings using your smartphone, tablet, or laptop. See student tech how-to for guides and tutorials on using Zoom.
9. **Attendance**: To receive a certificate of completion for the training, participants must attend the full training.

# Alliance for Kids Training/Event Refund Policy

*Registration and payment for an event or training indicates your agreement to the policies below:*

## **A FULL training/event refund will be provided for Alliance for Kids training under the following circumstances:**

- The training participant provides a written refund request to Alliance for Kids no later than ten (10) business days prior to the first day of the training/event. Additionally, proof of registration must be provided along with this request.

## **A refund of HALF of the cost of the training/event will be provided for Alliance for Kids training under the following circumstances:**

- The training participant provides a written refund request to Alliance for Kids no later than five (5) business days prior to the first day of the training/event. Additionally, proof of registration must be provided along with this request.

## **Please note the following regarding refunds for series training (have multiple meeting sessions):**

- Due to the importance of the information covered on the **first day** of a course, participants who are not able to attend will not be permitted to continue the course and are **NOT** eligible for a refund.
- To request a **FULL refund for a series training**, the training participant must provide a written refund request to Alliance for Kids no later than ten (10) business days **prior to the first day of the training/event series**. Additionally, proof of registration must be provided along with this request.
- Participants attending any portion of a series training are not eligible for refunds for subsequent sessions in the series.

## **Cancelled Trainings/Events**

If a training/event is cancelled or postponed by Alliance for Kids for any reason including inclement weather, registrants will be given the options below and the choice must be made within one week of the cancelled training/event through email to Alliance for Kids.

1. Cancellation of registration and full refund of the cost of the training/event.
2. Application of registration payment to a future training/event within three months of the date of the canceled training/event.
3. Transfer of payment to a future rescheduled training/event.

**NO REFUND is provided if registrants do not show up for the scheduled training/event** or cancel a registration less than five (5) business days in advance.

All refund requests must be in writing and either emailed, mailed or hand delivered. Phone request will not be accepted.

- **EMAIL:** Please email refund request to: [TDixon@allianceforkids.org](mailto:TDixon@allianceforkids.org)
- **MAILED:** 2340 Robinson Street, Colorado Springs, CO 80904

The refund will be refunded to the original credit/debit card used for the registration. Please allow five (5) to ten (10) business days for the refund to be placed back in your account.

# Early Childhood Matters | AFK is here to support YOU!

***Alliance for Kids offers FREE supports!*** As the **Early Childhood Council of El Paso County**, AFK's role is to support individuals pursuing a career in early childhood care and education. Whether your career path is to be a preschool aide, teacher, open a family child care home, or become a child care center director, we can connect you with resources and help mentor you along the way.

## **Child Development Associate (CDA) Credential**

- Support with the initial CDA application process
- Support with the CDA renewal process
- Resources for finding a CDA training program
- Help in finding local CDA PD Specialist for site visit

## **Colorado Shines – Professional Development Information System (PDIS)**

- Registration Support
- Support to gain or increase your Early Childhood Professional Credential 2.0
- Early Childhood Teacher (ECT) Qualification assistance
- Technical assistance for trainer credentials
- Technical assistance for Coaching Credentials
- Job-embedded Coaching
- Observations for Demonstrated Competencies
- Scholarship navigation support

## **Colorado Shines – Quality Rating Information System (QRIS)**

- Support to obtain a Level 2, 3 4 or 5 quality rating
- Administrative and classroom coaching for family child care homes and early childhood programs
- Support for those looking to obtain a quality rating through an alternative pathway
- Early language and literacy coaching
- Support with navigating the early childhood system and resources

## **Pre-Licensing & Licensing**

- Where to start and what is important to consider when opening a family child care home
- Assistance with zoning and HOA needs
- Support with completing the Licensing application
- Technical assistance and on-site support for setting up your learning environment

# Need Support? Connect with Alliance for Kids!

## CDA, PDIS, and Professional Development Questions

Erica Evans, Professional Development Specialist

[EEvans@allianceforkids.org](mailto:EEvans@allianceforkids.org) | 719.233.0770

## Pre-Licensing & Licensing

Geanina Brown, Quality Initiatives Coach Supervisor

[GBrown@allianceforkids.org](mailto:GBrown@allianceforkids.org) | 719.651.3484

## QRIS Support

719.466.0099



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**Visit our website!**

Our website includes scholarship applications, a calendar of training that coincides with this booklet, our free resource library, and MORE!