

“Education is not  
the filling of a pail  
but the lighting  
of a fire.”

— *William Butler Yeats*

Early Care and Education is Essential.



*for* Alliance  
Kids

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



JOINT INITIATIVES *for*  
YOUTH & FAMILIES

2021

April 1 – June 30, 2021

PROFESSIONAL  
DEVELOPMENT  
CATALOG



Allianceforkids.org



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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:**  
Adverse Childhood Experiences (ACEs)

## FACE-TO-FACE VIRTUAL 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.

## 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:**  
ECMH Learning Series  
Pyramid Plus Approach  
EQIT

## 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

## ENGAGEMENT OPPORTUNITIES

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

**EXAMPLES:**  
Community Network  
IREE Licensing Forum

EQIT = Expanding Quality in Infant & Toddlers

ECMH = Early Childhood Mental Health

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

<b>Pre-Licensing</b>	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.
<b>Pre-Licensing Exempt Providers</b>	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.
<b>Licensing Refresher for FCCPs</b>	Stay current with child care licensing rules and regulations. This two-hour training is designed to provide you with a refresher of licensing regulations related to the work you do and address some of the frequently asked questions.
<b>Supporting and Shifting Diversity and Advancing Equity in Family Child Care Settings</b>	This inspiring webinar, presented by ECE Instructor and Executive Director of Culturally Responsive Community-Based Child Care Licensing Niki Gill-Adams, is excited to join your journey. This webinar is designed to create a paradigm shift in how early childhood professionals view and address diversity and equity in early childhood settings. Join this webinar to participate in an overview of the current inequities that exist in early childhood programs and learn strategies to balance the scales of justice.
<b>Let's Talk! Let's Write! Let's Read!</b>	Children need high-quality early literacy and language development experiences! This webinar, presented by ECE Instructor and Executive Director of Culturally Responsive Community-Based Child Care Licensing Niki Gill-Adams, will explore and provide strategies to enhance and support: Oral language and Vocabulary, Early Writing, Alphabet knowledge, Book Concepts, and Knowledge.

## Training for Center-Based Providers

<b>Supporting and Shifting Diversity and Advancing Equity in Early Childhood Settings</b>	This inspiring webinar, presented by ECE Instructor and Executive Director of Culturally Responsive Community-Based Child Care Licensing Niki Gill-Adams, is excited to join your journey. This webinar is designed to create a paradigm shift in how early childhood professionals view and address diversity and equity in early childhood settings. Join this webinar to participate in an overview of the current inequities that exist in early childhood programs and learn strategies to balance the scales of justice.
<b>Let's Talk! Let's Write! Let's Read!</b>	Children need high-quality early literacy and language development experiences! This webinar, presented by ECE Instructor and Executive Director of Culturally Responsive Community-Based Child Care Licensing Niki Gill-Adams, will explore and provide strategies to enhance and support: Oral language and Vocabulary, Early Writing, Alphabet knowledge, Book Concepts, and Knowledge.

## Training for ALL

<b>Adverse Childhood Experiences PLC</b>	Childhood experiences, both positive and negative, have lifelong impacts and influence health and well-being later in life. Learn about the Adverse Childhood Experiences Study (ACEs) that started the movement toward understanding the link between what happens early in life and later outcomes. This training includes: 1) how to support challenging behaviors by understanding ACEs; 2) seeing those you work with through a different lens; 3) reflecting on how this information changes how you interact with the children & adults in your classrooms; 4) learning about caring for ourselves while providing trauma-informed care; and 5) exploring next steps for the community.
<b>Crime Prevention Through Environmental Design</b>	This presentation will be offered by Crime Prevention Officer Christopher M. Ausec from the Colorado Springs Police Department. CPTED stands for Crime Prevention Through Environmental Design. CPTED is a process that people can use to make their environment safer by increasing lighting, creating an effective landscape, and applying appropriate locks and security measures. This presentation will help people understand where they may be vulnerable, and how they can take appropriate steps to increase their safety.
<b>Early Childhood Mental Health Learning Series</b>	The Early Childhood Mental Health Learning Series is designed for early childhood teachers, directors, parents, and anyone who works with young children. These interactive talks will provide solid information and strategies to strengthen resiliency in children, parents and care providers in times of stress. They are scheduled during naptime with the hope that all caregivers will be able to attend. There will be five sessions in the series, with one hour for the presentation and 30 minutes for Q&A.
<b>Essential Strategies for Positive Parent Engagement</b>	Essential Strategies for Positive Parent Engagement: The term family partnerships characterize an ongoing, evolving, and integrated relationship between staff and families. Building a family partnership is an interactive process that takes time. Getting to know your families well, and understanding their desires and challenges are important for successful family involvement. In this two-part training, we will explore the key elements in creating effective family partnerships.
<b>Following Their Lead: Child-Centered Emergent Curriculum</b>	An essential element of best practices in early childhood curriculum planning is to intentionally and skillfully weave children’s unique interests and passions into curriculum planning. This is called an emergent curriculum - one that emerges from the children’s own interest areas - and is an effective way to support intrinsic motivation, positive behaviors, curiosity, and self-determination in children’s approaches to learning. When we begin with children’s interests and passions, and build a comprehensive, integrated curriculum of developmentally appropriate, engaging, hands-on learning from there, we are truly valuing children for who they are and what they are thinking about, and we are able to reflect their lives and authentic experience. In this session, you will explore the definitions and practices of an emergent curriculum approach, examine examples of learning activities and assessment artifacts, and trace connections to principles of universal design for learning and differentiating instruction within the scope of integrated, emergent projects.
<b>Health and Wellness Workshop: For Early Educators and Parents of Young Children</b>	Join us for a fun workshop on health, nutrition, and wellness! Learn about the sugar in beverages, how to eat more fruits/vegetables, and get more active with your family. This free online workshop is designed for teachers and parents of young children!
<b>I don't know what to say! Navigating Difficult Conversations</b>	Working with children and families is a complex, dynamic experience that can throw us for a loop at any moment. We are called upon to field tough questions and conversations from families, as well as engage children in appropriate and meaningful dialogues on topics that can sometimes leave us feeling “at a loss for words.” Scenarios such as angry family members, body parts and functions, traumatic experiences, prejudices, staff conflicts, and more, call on all of our knowledge, poise, and professionalism to calmly and effectively navigate. In this interactive coaching session, we will explore authentic “difficult conversations” and practice effective scripts and responses to ensure that no matter what comes our way, we have tools and skills to navigate it!

<b>NAEYC Code of Ethics</b>	Training will include an overview of the NAEYC Code of Ethics, example scenarios, and discussion of NAEYC Code of Ethics, application of NAEYC of Ethics in your program, and final questions.
<b>Nutrition for a Busy Lifestyle</b>	Join us for a lively discussion of how to create quick and easy meals that deeply nourish you throughout the day. Learn fast ways to get food ready in minutes that are loaded with the nutrients your body needs. Feel better right away – start planning how you will get nourished today!
<b>Peer Professionalism</b>	We often talk about continuity of care in reference to the children in our care. However, could this also apply in your day-to-day interaction with your co-workers/peers? Peer Professionalism explores Peer Looping and understanding the importance of positive, interactive work environment by exploring our biases in the professional relationships with our peers. Peer Professionalism will discuss how to successfully work with differing views by using applied knowledge to respect the way we interact and help our peers in our day-to-day work environment.
<b>Rising Tides: Anti-Bias Practice in Early Childhood Education</b>	An essential foundation of best practices in inclusive early childhood education is to engage in continual reflection as individuals and as communities around the values, beliefs, goals, and expectations we hold for ourselves and the children in our care. The nature of individual and community biases and preferences is that they are often implicit and not fully recognized. Our values and beliefs can be so deeply ingrained from a lifetime of experience and familiarity that we are not explicitly aware of how these deep-seated values impact how we think, respond, react, and behave. In this course, we will explore the definitions and practices of anti-bias and anti-racist programming, trace connections between biases and child outcomes, reflect on anti-bias work, and co-create a plan of action for deepening intentionality in anti-bias and anti-racist practice.

## APRIL | Spring 2021

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>Licensing Refresher for FCCPs</b>	FCCP	April 14	6 – 8 pm 2 CH	Online	Free	Virtual Face-to-Face	PPL	IREE Nikiyah (Niki) Gill-Adams, M. Ed	Ongoing Professional Development	<a href="#">Register</a>
<b>Pre-Licensing</b>	FCCP	April 26-30	11:30 am – 3:00 pm 15 CH	Online	\$150	Series	CGDL, PPD, G, FCP, HSN	AFK Geanina Brown	Ongoing Professional Development	<a href="#">Register</a>
<b>Pre-Licensing Exempt Providers</b>	FCCP	April 26-28	11:30 am – 3:00 pm 9 CH	Online	\$90	Series	CGDL, PPD, G, FCP, HSN	AFK Geanina Brown	Ongoing Professional Development	<a href="#">Register</a>

<b>Supporting and Shifting Diversity and Advancing Equity in Early Childhood Settings</b>	CENTER-BASED PROVIDERS	April 20	6 – 7:30 pm 1.5 CH	Online	Free	Virtual Face-to-Face	FCP 4	IREE Nikiyah (Niki) Gill-Adams, M. Ed	Ongoing Professional Development	<a href="#">Register</a>
<b>Crime Prevention Through Environmental Design</b>	ALL	April 21	12:30 – 1 pm 1.5 CH	Online	Free	Virtual Face-to-Face	HSN 9	CSPD-Officer Christopher M. Ausec	Ongoing Professional Development	<a href="#">Register</a>
<b>Following Their Lead: Child-Centered Emergent Curriculum</b>	ALL	April 22	12 – 1:30 pm 1.5 CH	Online	\$25	Virtual Face-to-Face	TP 2	UCCS Dr. Lissanna Follari, PhD	Ongoing Professional Development	<a href="#">Register</a>
<b>Health and Wellness Workshop: For Early Educators and Parents of Young Children</b>	ALL	Canceled	12:30 – 1:30 1 CH	Online	Free	Series	HSN	Culture of Wellness in Preschools	Ongoing Professional Development	Register
<b>Adverse Childhood Experiences PLC Cohort 3</b>	ALL	April 13, 15, 20, 22	6:00 – 8:00 pm 8 CH	Online	\$25	PLC	CGDL, TP Meets S/E	Peaceful Households/ Kathy Orr	Ongoing Professional Development	<a href="#">Register</a>
<b>Early Childhood Mental Health Learning Series</b>	ALL	April 28 (Session 5)	12:30 – 2 pm 1.5 CH	Online	Free	Series	Meets S/E	The Resource Exchange	Ongoing Professional Development	<a href="#">Register</a>

## MAY | Spring 2021

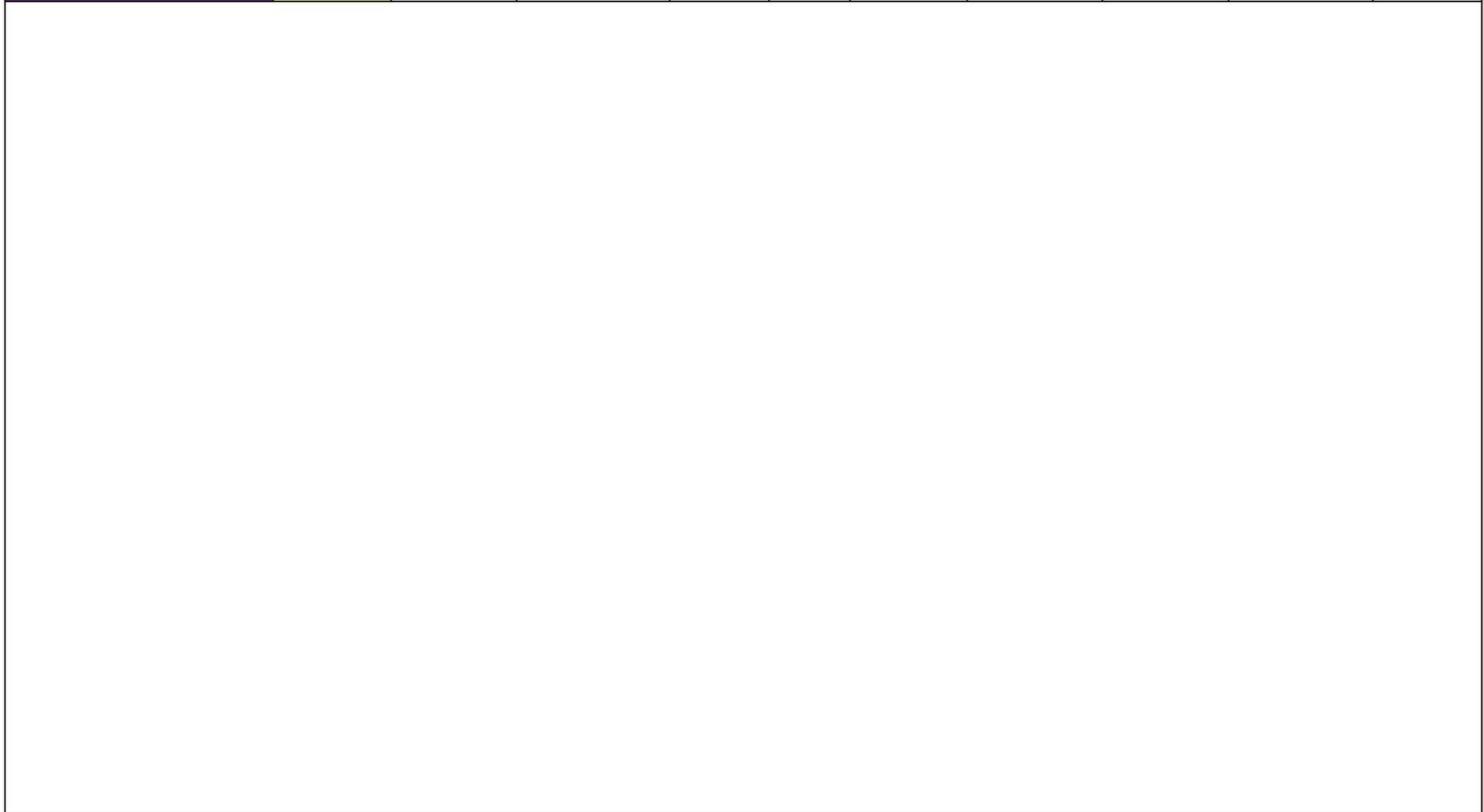
Training	Training Audience	Date	Time & Clock Hours (CH)	Place	Cost	Format	Competency Domain & Meets S/E	Training Entity/Trainer	PDIS Credential Points notes	To register
<b>Rising Tides: Anti-Bias Practice in ECE</b>	ALL	May 5	6:30 – 8 pm 1.5 CH	Online	\$25	Virtual Face-to-Face	PDL	UCCS Dr. Lissanna Follari, PhD	Ongoing Professional Development	<a href="#">Register</a>

<b>Let's Talk! Let's Write! Let's Read!</b>	CENTER-BASED PROVIDERS	May 12	6 – 7:30 pm 1.5 CH	Online	Free	Virtual Face-to-Face	TP 11	IREE Nikiyah (Niki) Gill-Adams, M. Ed	Ongoing Professional Development	<a href="#">Register</a>
<b>NAEYC Code of Ethics</b>	ALL	May 18	12:00 - 1:30 pm 1/5 CH	Online	Free	Virtual Face-to-Face	TP	AFK Amber Pickens	Ongoing Professional Development	<a href="#">Register</a>
<b>Supporting and Shifting Diversity and Advancing Equity in Family Child Care Settings</b>	FCCP	May 21	12 – 1:30 pm 1.5 CH	Online	Free	Virtual Face-to-Face	FCP 4	IREE Nikiyah (Niki) Gill-Adams, M. Ed	Ongoing Professional Development	<a href="#">Register</a>
<b>Essential Strategies for Positive Parent Engagement</b>	All	May 15, 22	9:00 – 11 am 9 am – Noon 5CH	Online	\$35	Virtual Face-to-Face	HSN, FCP	Alisa Alexander and Wallisa Yancey	Ongoing Professional Development	<a href="#">Register</a>
<b>Nutrition for a Busy Lifestyle</b>	ALL	May 26	6:30 – 7:30 pm 1 CH	Online	\$25	Virtual Face-to-Face	HSN 14	Martha Rosenau, RD	Ongoing Professional Development	<a href="#">Register</a>

## JUNE | Spring 2021

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>I don't know what to say! Navigating Difficult Conversations</b>	All	June 2	6:30 – 7:30 pm 1 CH	Online	\$25	Online	PDL	UCCS Dr. Lissanna Follari, PhD	Ongoing Professional Development	<a href="#">Register</a>

<b>Let's Talk! Let's Write! Let's Read!</b>	FCCP	June 9	12 – 1:30 pm 1.5 CH	Online	Free	Online	TP 11	IREE Nikiyah (Niki) Gill-Adams, M. Ed	Ongoing Professional Development	<a href="#">Register</a>
<b>Peer Professionalism</b>	All	June 12, 19	9:00 – 11 am 9 am – Noon 5CH	Online	\$35	Online	PDL, PPD	Alisa Alexander and Wallisa Yancey	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 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 and 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 indicate 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 cannot 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.

## **Canceled Training/Events**

If a training/event is canceled 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 canceled 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 requests will not be accepted.

- **EMAIL:** Please email refund request to: [GBrown@jointinitiatives.org](mailto:GBrown@jointinitiatives.org)
- **MAILED:** Joint Initiatives/Alliance for Kids, 6385 Corporate Dr., Suite 201, Colorado Springs, CO 80919

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 a site visit

## **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

## **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

If you need help with the PDIS, email [PDISHelp](mailto:pdishelp@cde.state.co.us) at [pdishelp@cde.state.co.us](mailto:pdishelp@cde.state.co.us) or call 1.844.447.4441, option 2.

# Need Support? Connect with Alliance for Kids!

## Geanina Brown, Early Childhood Workforce Manager

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

Contact Geanina for questions about professional development (scholarships, credentials, Child Development Associate, PDIS) and questions about Pre-Licensing training to become a licensed provider (either as a center or family child care home).

## Erica Evans, Infant & Toddler Specialist

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

Contact Erica for questions about EQIT, infant/toddler professional development and coaching, as well as reflective supervision.



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*for* Kids  
[Allianceforkids.org](http://Allianceforkids.org)

**Visit our website!**

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