



PROFESSIONAL DEVELOPMENT FOR BUILDING STRONG FOUNDATIONS

Foundations is the early childhood program of Joint Initiatives for Youth + Families, which includes Alliance for Kids, El Paso County's Early Childhood Council.



PROFESSIONAL DEVELOPMENT CATALOG

AUGUST 2022 – MARCH 2023



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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:
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 our Foundations staff if you need additional assistance.

COMPETENCY DOMAINS

There are seven different content areas, or domains, in the Colorado Competencies for Early Childhood Educators and Professionals. These domains together describe the knowledge and skills that early childhood educators need to work effectively with children, birth through age eight, and their families. Continuing education, including college classes, professional development courses, and training events, help professionals to increase their knowledge and skills within the competencies. Throughout the competencies, there is an increased focus on cultural competence and inclusion of all children.

The seven domains in Colorado's Competencies for Early Childhood Educators and Professionals include:

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

As you pursue your professional development and educational goals, please contact our Foundations staff 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

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.

Developing Your Family Child Care Business

Developing Your Family Child Care Business is a training program during which participants learn how to:

- Assess their marketplace
- Establish the parameters of their business
- Manage their costs
- Price their services appropriately
- Work with families to create a successful business and partnership
- Network with other providers in the community
- Access needed community resources

The lessons are organized in modules with the following topics:

- Exploring Business Ownership
- Organizing and Managing My Child Care Business
- Defining My Family Child Care Services
- Analyzing the Family Child Care Business Market
- Promoting My Family Child Care Business
- Keeping Track of Finances
- Operating My Family Child Care Business
- Celebrating Our Accomplishments

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.

EARLY CHILDHOOD BEHAVIOR MANAGEMENT: DEVELOPING AND TEACHING RULES

This workshop includes information on how to create developmentally appropriate behavior rules for early childhood classrooms so that they link to a given school's behavior expectations. The importance of communication with families about rules and expected behaviors is also stressed.

THE GROWING BRAIN

This innovative three-day 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.

AUGUST 2022

EQIT SESSION A

ALL

August 10 –
December 7
Wednesdays

See
registration
link for dates
and times.
48 CH

Online

\$50

Virtual
Face-to-
Face

CGD, COA, G,
FCP, HSN,
PDL, PPD, TP
6 hrs. S/E

Foundations
Erica Evans

Ongoing
Professional
Development

[Register](#)



SCAN ME

THE GROWING BRAIN

ALL

Tuesdays
August 9,16,
and 23

12:30 –
1:30 pm
3 CH

Online

FREE

Virtual
Face-to-
Face

CGDL,
HSN,TP

Foundations
Erica Evans



Ongoing
Professional
Development

[Register](#)






SCAN ME


SEPTEMBER 2022

DEVELOPING YOUR FAMILY CHILD CARE BUSINESS	FCCP	Saturdays, September 10, 17, October 1, 8, 22, 29, November 12	9 am – 3 pm 45 CH	104 E. Rio Grande Street Colorado Springs	FREE	Virtual Face-to-Face	PP	Renee Sasse Education Specialist	Ongoing Professional Development	Register  SCAN ME
EARLY CHILDHOOD BEHAVIOR MANAGEMENT: DEVELOPING AND TEACHING RULES	ALL	September 27	6 – 8 pm 2 CH	Online	FREE	Virtual Face-to-Face	S/E, TP	Foundations Dr. Kassy Lopez	Ongoing Professional Development	Register  SCAN ME


OCTOBER 2022

PRE-LICENSING	FCCP	October 24 - 28 (M – F)	9:00 am – 12:30 pm 15 CH	In-Person	\$150	Virtual Face-to-Face	Overview of Rules & Regs CGD, HNS, DAP, G, FCR, CID, P, AS, SE	Foundations Amber Pickens	Ongoing Professional Development	Register  SCAN ME
PRE-LICENSING EXEMPT PROVIDERS	FCCP	October 24-26 (M – W)	9:00 am – 12:30 pm 8 CH	In-Person	\$90	Virtual Face-to-Face	Overview of Rules & Regs, HNS, CID, P, AS	Foundations Amber Pickens	Ongoing Professional Development	Register  SCAN ME
EQIT SESSION B	ALL	October 6 – December 8 T/TH	See registration link for dates and times. 48 CH	Online	\$50	Virtual Face-to-Face	CGD, COA, G, FCP, HSN, PDL, PPD, TP 6 hrs. S/E	Foundations Erica Evans	Ongoing Professional Development	Register  SCAN ME

JANUARY 2023

EQIT SESSION C	ALL	January 11 - May 10 Wednesdays	See registration link for dates and times. 48 CH	Online	\$50	Virtual Face-to- Face	CGD, COA, G, FCP, HSN, PDL, PPD, TP 6 hrs. S/E	Foundations Erica Evans	Ongoing Professional Development	Register 
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MARCH 2023

EQIT SESSION D	ALL	March 2 - May 4 T/TH	See registration link for dates and times. 48 CH	Online	\$50	Virtual Face-to- Face	CGD, COA, G, FCP, HSN, PDL, PPD, TP 6 hrs. S/E	Foundations Erica Evans	Ongoing Professional Development	Register 
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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.

FOUNDATIONS 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 Foundations training under the following circumstances:

- The training participant provides a written refund request to Foundations 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 Foundations training under the following circumstances:

- The training participant provides a written refund request to Foundations 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 Foundations 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 Foundations 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 Foundations.

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
- **MAILED:** Joint Initiatives/Foundations, 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 | FOUNDATIONS IS HERE TO SUPPORT YOU!



Foundations offers FREE supports! Foundations, which includes Alliance for Kids, the Early Childhood Council of El Paso County, supports 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 3.0
- 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 or call 1.844.447.4441, option 2.



NEED SUPPORT? CONNECT WITH OUR FOUNDATIONS STAFF!

GEANINA BROWN, FOUNDATIONS WORKFORCE MANAGER

GBrown@jointinitiatives.org | 719.651.3484

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

ERICA EVANS, FOUNDATIONS INFANT + TODDLER SPECIALIST

EEvans@jointinitiatives.org | 719.233.0770

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

NICOLE FURLAN and GWEN MADRID, FOUNDATIONS CAREER NAVIGATORS

NFurlan@jointinitiatives.org | 719.367.4643 GMadrid@jointinitiatives.org | 719.960.7140

Contact Nicole or Gwen for PDIS, CDA, early childhood qualifications, or other career pathway support.

Joint Initiatives for Youth + Families (JI) includes the programs of *Foundations*, *Pathways*, and *Voices*. Alliance for Kids, the Early Childhood Council for El Paso County, is now included as part of JI's Foundations program and will continue to support the early childhood community. All JI programs allow for a continuum of supports and services for our community.



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Includes PD Calendar!