



Joint Initiatives
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

FOR BUILDING STRONG FOUNDATIONS

APRIL – JUNE 2024

WELCOME EARLY CHILDHOOD PROFESSIONALS

Our training catalog provides opportunities available in different formats:

PROFESSIONAL LEARNING COMMUNITIES	<p>A Professional Learning Community is an extended learning opportunity to foster collaborative learning among colleagues within a particular work environment or field.</p> <p>Examples: Adverse Childhood Experiences (ACEs)</p>
FACE-TO-FACE VIRTUAL TRAINING	<p>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.</p>
SERIES (EXTENDED-LENGTH TRAINING)	<p>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.</p> <p>Examples: Pyramid Plus Approach and EQIT</p>
JOB-EMBEDDED TRAINING	<p>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 some AFK training.</p> <p>Examples: EQIT and Pyramid Plus Approach</p>
ENGAGEMENT OPPORTUNITIES	<p>Engagement Opportunities involve networking, making connections and beginning conversations around a common interest/topic.</p>

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, helps 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, Development, and Learning (CGDL)**
- **Child Observation and Assessment (COA)**
- **Family and Community Partnerships (FCP)**
- **Social-Emotional Health and Development Promotion (SEHD)**
- **Health, Safety, and Nutrition (HSN)**
- **Professional Practice (PP)**
- **Teaching Practice (TP)**



SCAN ME

For complete details on Competencies, click [HERE](#) or scan the code.

TRAINING DESCRIPTIONS

TRAINING FOR FAMILY CHILD CARE PROVIDERS

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 to the community.

PRE-LICENCIA PARA UN HOGAR DE CUIDADO INFANTIL FAMILIAR

La capacitación Previa a la Licencia para un Hogar de Cuidado Infantil Familiar es una requerida de 15 horas. Los participantes deberán asistir los 5 días y completar los 7 módulos para recibir el certificado de finalización.

TRAINING FOR ALL EARLY CHILDHOOD PROGRAMS

CONFLICT RESOLUTION IN THE WORKPLACE

Whether a program would like to be prepared if conflict arises, or needs strategies to address current challenges, this training will offer information related to employee engagement and retention, workplace culture, and resilience.

GUIDING GROWTH: MASTERING THE IMPLEMENTATION OF DAP IN EARLY CHILDHOOD EDUCATION

This training session is tailored to early childhood educators seeking to master the implementation of developmentally appropriate practices. Through interactive workshops, case studies, and hands-on activities, participants will delve into the core principles of child development and explore how to effectively apply these principles in educational settings. From understanding individual learning styles to creating inclusive environments, this training will equip educators with the tools and knowledge needed to foster holistic growth and development in young learners. By embracing evidence-based strategies and fostering reflective practice, participants will leave empowered to create engaging and supportive learning experiences that honor each child's unique journey of discovery and growth.

TRAINING DESCRIPTIONS

EQIT SESSION D

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 qualifications AND will count toward the Infant Toddler course required for Director Qualification

CHALLENGING BEHAVIOR IN CHILDREN

In a classroom environment, one of the biggest obstacles you may face is dealing with children with challenging behavior. There's often a reason behind their behavior, or it might be their only way of telling you something's wrong. With all behavior being a form of communication, this training will help you understand the causes of challenging behavior and learn effective classroom strategies.

LEADING EXCELLENCE: EMPOWERING EARLY CHILDHOOD EDUCATION LEADERS

This training delves into the vital aspects of leadership within early childhood education (ECE). Attendees will learn how to develop a vision for the organization and how to identify and recruit talented individuals who align with those values. Participants will explore effective strategies for mentoring and guiding educators to excel in their roles, fostering a nurturing environment for staff and students. Additionally, the course will cover professional leadership principles, empowering participants to cultivate a culture of continuous learning and growth within their educational communities. With practical insights and actionable techniques, this class equips aspiring and seasoned leaders alike with the skills and knowledge to drive positive change and elevate the quality of ECE programs.

LEADING EDGE™ FOR CHILD CARE PROVIDERS (CENTER-BASED)

In partnership with Joint Initiatives for Youth + Families/Alliance for Kids, the Pikes Peak Small Business Development Center LEADING EDGE™ for Childcare Providers helps both licensed childcare providers (Center-based) and start-ups. The six-week program assists child care providers in strengthening business practices when coping with the challenges of the ever-changing landscape of the Colorado workforce.

BUILDING A BRIGHT FUTURE: NURTURING STAFF RETENTION AND CREATING POSITIVE WORKPLACE ENVIRONMENTS IN ECE SETTINGS


This training session is designed to empower early childhood educators and administrators in fostering environments that support staff retention and cultivate positive workplace dynamics. Through interactive discussions, practical strategies, and collaborative activities, participants will explore the essential elements of creating a nurturing and supportive workplace culture. Topics will include effective communication techniques, team building exercises, recognizing and addressing burnout, promoting work-life balance, and implementing strategies for professional growth and development. Whether you're an educator, supervisor, or administrator, this training will equip you with the tools and insights needed to cultivate a thriving and resilient early childhood community.

Open Your Own Family Child Care




PRE-LICENSING


Becoming a Licensed Family Child Care Provider is an exciting career move which offers you the opportunity to provide appropriate care and guidance for other children in your community.




Audience: ALL




Cost: \$50




Date/Time:
April 22-25 | 9:30 - 1:30 pm



Domain Competency: Overview of Child Care Rules & Regs, CGD, HNS, DAP, G, FCR, CID, P, AS, SE



Location: Online




Trainer: Foundations
Brittany Hasenbalg, Gwen Madrid, and Cassy Reyes

Abre Tu Propia Guardería Familiar




PRE-LICENCIA PARA HOGARES DE CUIDO INFANTIL FAMILIARES


La capacitación Previa a la Licencia para un Hogar de Cuido Infantil Familiar es una requerida de 15 horas. Los participantes deberán asistir los 5 dias y completar los 7 modulos para recibir el certificado de finalización.




Audiencia: TODOS




Costo: \$50




Fecha y Hora:
15-19 de Abril | 9:30 - 1 pm



Reglas y Regulaciones de Cuidado Infantil, CGD, HNS, DAP, G, FCR, CID, P, AS, SE



Ubicación: En línea




Entrenador:
Geanina Brown




CONFLICT RESOLUTION IN YOUR WORKPLACE


Whether a program would like to be prepared if conflict arises, or needs strategies to address current challenges, this training will offer information related to employee engagement and retention, workplace culture, and resilience.





 **Audience:** ALL

 **Cost:** FREE

 **Date/Time:**
April 18 | 6:30 - 8 pm

 **Domain Competency:**
PP

 **Location:** Online


 **Trainer:** Foundations
Cassy Reyes





GUIDING GROWTH: MASTERING THE IMPLEMENTATION OF DAP IN ECE


By embracing evidence-based strategies and fostering reflective practice, participants will leave empowered to create engaging and supportive learning experiences that honor each child's unique journey of discovery and growth.





 **Audience:** ALL

 **Cost:** FREE

 **Date/Time:**
April 23 | 6-8 pm

 **Domain Competency:**
CGDL

 **Location:** Online


 **Trainer:** Laura Zyonse, MA
and Kassy Lopez, PhD
PPSC Professors





EQIT SESSION D


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.




 **Audience:** ALL

 **Cost:** \$50

 **Date/Time:** April-June
See PDIS for dates/times

 **Domain Competency:**
CGD, COA, G, FCP, HSN,
PDL, PPD, TP

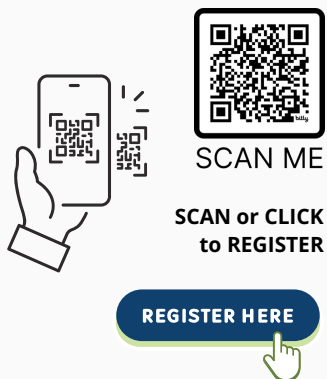
 **Location:** Online


 **Trainer:** Foundations
Erica Evans




CHALLENGING BEHAVIOR IN CHILDREN


All behavior is a form of communication. Therefore, you must understand the causes of challenging behavior and know what strategies will help you deal with it.





 **Audience:** ALL

 **Cost:** FREE

 **Date/Time:**
May 2 | 6:30 - 8 pm

 **Domain Competency:**
COA

 **Location:** Online

 **Trainer:** Foundations
Cassy Reyes



LEADING EXCELLENCE: EMPOWERING ECE LEADERS

With practical insights and actionable techniques, this class equips aspiring and seasoned leaders alike with the skills and knowledge to drive positive change and elevate the quality of early childhood education programs.



Audience: ALL



Cost: FREE



Date/Time:
May 7 | 6-8 pm



Domain Competency:
PP



Location: Online



Trainer: Laura Zyonse, MA
PPSC Professor



LEADING EDGE - FOR CENTER-BASED CHILD CARE PROVIDERS

The program assists child care providers in strengthening business practices amidst the ever-changing landscape of the Colorado workforce.



Audience: CENTERS



Cost: FREE



Date/Time: May 18 - June 29
9 am - noon



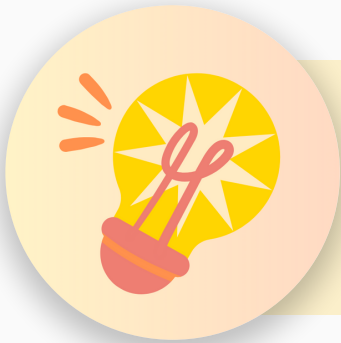
Domain Competency:
PP-FCP



Location: Online




Trainer: Colorado SBDC, CDEC,
Joint Initiatives for Youth + Families
Early Connections Home Network




NURTURING STAFF RETENTION AND CREATING POSITIVE WORKPLACE ENVIRONMENTS IN EARLY CHILDHOOD SETTINGS


This training session is designed to empower early childhood educators and administrators in fostering environments that support staff retention and cultivate positive workplace dynamics.





 **Audience:** ALL

 **Cost:** FREE






 **Date/Time:**
June 4 | 6:30 - 8 pm

 **Domain Competency:**
PP

 **Location:** Online

 **Trainer:** Kassy Lopez PhD
PPSC Professor

JUMP TO THE FOLLOWING SECTIONS:

-  **PARTICIPANT REMOTE LEARNING + PROFESSIONAL BEHAVIOR GUIDELINES**
-  **FOUNDATIONS TRAINING + EVENT REFUND POLICY**
-  **SUPPORT OFFERED BY FOUNDATIONS TEAM**
-  **CONNECT WITH US!**
-  **FINDING EARLY CHILDHOOD CAREERS**

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.
 - 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, participants must attend the full training.

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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.
- Cancellation of registration and full refund of the cost of the training/event.
- Application of registration payment to a future training/event within three months of the date of the canceled training/event.
- 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 for Youth + Families, 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.

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YOUR FOUNDATIONS TEAM IS HERE TO SUPPORT YOU!

Foundations offers FREE supports! Foundations, the early childhood department of Joint Initiatives for Youth + Families, 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, Early Childhood 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 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

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CONNECT WITH US!

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

GEANINA BROWN, FOUNDATIONS WORKFORCE MANAGER

GBrown@jointinitiatives.org | 719.651.3484

Contact Geanina for questions about professional development scholarships, PDIS, CDA, early childhood qualifications, or other career pathway support.

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.

MEL LOPEZ, FOUNDATIONS CAREER NAVIGATOR

MLopez@jointinitiatives.org | 719.684.6195

Contact Mel for career navigation support to help you determine the best early childhood career pathway, PDIS support, assistance with college enrollment, answers to your CDA questions, portfolio support, and more!



Scan code to visit

BuildmyECEcareer.com

Schedule a career navigation appointment with Mel today!



SCAN ME

For all **early childhood information**, scan code or click **HERE** to visit our Foundations page of the JI website.

CONNECT ON SOCIAL!

@jointinitiatives



Joint Initiatives for Youth + Families



WHERE TO FIND EARLY CHILDHOOD CAREERS

Visit the **Joint Initiatives Career Page!**

In addition to searching broad hiring platforms, be sure to visit JI's career page, which highlights opportunities posted by local community organizations and early childhood education programs. Joint Initiatives also posts positions available within its organization, including JI's early childhood department of Foundations, which includes Alliance for Kids, El Paso County's Early Childhood Council.



SCAN ME

For all **early childhood careers**, scan code or click **HERE** to visit our Careers page of the JI website.