






Child Care Aware® of North Dakota has training options to meet your needs! Child Care Aware® develops training to help you strengthen your skills, earn advanced credentials and grow your career.

2017-2018 Professional Development Guide (updated 1/17/18)






Using this guide







- 1 Identify your training and professional development needs. To help you plan for your ongoing professional development, Career Pathways trainings from Child Care Aware® are listed by Growing Futures Career Category and North Dakota Core Competency.
- 2 Use the key below to determine which training types and delivery methods best meet your needs.

Training Type	Description	Delivery Method
 e-Learning	e-Learning courses are online self-study courses that are available 24/7.	Web based, self-paced
 Eager-to-Learn	Eager-to-Learn courses are instructor-led, online courses with weekly chat sessions, message board postings and email reflections.	Web based, with scheduled sessions
 Face-to-face	Face-to-face events give you the opportunity to interact with leading experts in the early care and education field as they present the latest trends, research and hot topics.	Classroom







- 3 Search and register for training by logging in to www.ndgrowingfutures.org and using the Statewide Training Calendar.







Child Care Aware® Career Pathways Training Options

Core Competency	Title	Description	Clock Hours	Location	Date(s)
Career Category A					
	Getting Started 	Getting Started is an introductory course to help get your career in early care and education off to a great start and make a positive impact on young children's lives. Learn about responsive interactions, safe and effective environment, health and nutrition plus abuse and reporting. This training satisfies the Department of Human Services' basic child care requirement for licensed centers, school-age programs, preschools, groups, family child care programs and self-declaration providers. This training must be completed within the first three months of becoming licensed or employed.	15	Web based, self-paced	Ongoing, self-study
Career Category B					
Health, Safety and Nutrition	Special Health Care Needs 	Whether or not you currently care for a child with special care needs, you need to be prepared. Learn about some of the most common special health care needs and what practices and policies your program can put in place to care for the health needs of all children.	3	Web based, self-paced	Ongoing, self-study
	Promoting Wellness Module 1: Activity and Movement 	Early care and education programs can lead the way in educating young children and their families on the importance of staying active and eating healthy. You can help children build healthy habits by ensuring your program is a healthy environment for children to learn. This course will illustrate your role in helping to prevent childhood obesity.	2	Web based, self-paced	Ongoing, self-study
	Promoting Wellness Module 2: Movement Activities 	From day one, children are eager and determined to understand how the world works. They do this through play. In this course, you will learn about the importance of play and the benefits of taking those important experiences outdoors.	2	Web based, self-paced	Ongoing, self-study
	Promoting Wellness Module 3: Nutrition and Healthy Choices 	Healthy eating is necessary for healthy development. That's why it's so important to offer children healthy food choices; options that will nurture their bodies and fuel brain development. In this course, you will learn more about what you can do to promote nutrition and healthy choices for young children.	2	Web based, self-paced	Ongoing, self-study







	Promoting Wellness Module 4: Nutrition Activities		Young children have a variety of food and meal experiences. These experiences shape the relationship children have with foods as they enter school, through adolescence and into adulthood. Making the mealtime environment positive and healthy (both nutritionally and socially) is key to forming a child's eating habits. Early care and education environments are the perfect place to teach, support and foster healthy eating behaviors.	2	Web based, self-paced	Ongoing, self-study
	Supervision		Watching, protecting and interacting with children varies according to the specific needs of each child, each activity and the hazards in the environment. Supervision is not the same for everyone and everything. This course will help you learn more about active supervision and what you can do to keep children safe.	2	Web based, self-paced	Ongoing, self-study
Learning Environment and Curriculum	Curriculum		Development is so important in the early years that you do not simply want to hope that children get all of the opportunities they need to learn. You want to put a long-term plan in place to make sure learning happens. Your plan for children's learning is called curriculum. Choosing a curriculum is a big decision. With so many options available, where does a person begin? In this course you will tackle the important questions, so you make a decision that feels good and gives children the skills they need to be prepared for school and life.	10	Web based, self-paced	Ongoing, self-study
	Promoting Development: Infants and Toddlers		Children learn best in environments that are based on an understanding of child development, where they can have relationships with caring adults, and where they can play with and explore interesting materials. In this course you will reflect on your environment and materials to understand how they support child development.	10	Web based, self-paced	Ongoing, self-study
	Promoting Development: Preschoolers		Preschoolers learn best in environments that are based on an understanding of child development, where they can have relationships with caring adults and where they can play with and explore interesting materials. In this training, you will reflect on your environment and materials to understand how they promote each child's development.	10	Web based, self-paced	Ongoing, self-study
	Promoting Development: Mixed Ages		Young children learn best in environments that are based on an understanding of child development, where they can have relationships with caring adults and where they can play with and explore interesting materials. In this training, you will reflect on your environment and materials to understand how they promote each child's development.	10	Web based, self-paced	Ongoing, self-study








Career Category C




Child Growth and Development	Overview of Child Development		When you are knowledgeable about child development and learning, you can predict what children of a particular age group will typically be like, what they will (and will not) be capable of and what strategies will most likely promote their development and learning. In this course, you will explore 10 principles of development and learning and learn how to use this knowledge in your program.	3	Web based, self-paced	Ongoing, self-study
	Physical Development		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Cognitive Development		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Social-Emotional Development		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Language Development		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Brain Development		*Under development	TBD	Web based, self-paced	Ongoing, self-study

Assessment and Planning for Individual Needs	Purposeful Planning		Teaching young children is hard work that requires thoughtfulness, knowledge and attentiveness. Join us to receive tips and tools to write weekly plans and develop goals that are intentional, child-focused and responsive	6	Grand Forks	February 17, 2018
					Minot	April 21, 2018
	Assessing Young Children		Developmentally appropriate assessment is an ongoing process you engage in daily through your relationships with individual children as you observe & document, reflect & plan and share & discuss with the family how best to support their children's development. During this course, you will explore each part of this ongoing process of assessment.	10	Web based, self-paced	Ongoing, self-study
Interactions with Children	Powerful Interactions		You interact with children all day long. These interactions may be brief, but if you are purposeful about them, you can build positive relationships and extend children's learning in powerful ways. Join us to learn what powerful interactions are, why they are important, and practice how to make them happen to promote learning, reduce behavior challenges, and make your early care and education environment a warmer, more enjoyable place for all.	3	Jamestown	February 8, 2018
					Williston	April 19, 2018
	Guiding Behavior: 10 Steps to Positive Discipline		Some of the behaviors that adults find most frustrating are a normal part of child development. Based on the 10 Steps to Positive Discipline, this course will help you understand what's behind children's challenging behavior and your own reactions to it. You will learn how to model and teach the behaviors that you want to see from the children in your program.	8	Web based, self-paced	Ongoing, self-study
	Inclusion		It's natural to have concerns about caring for a child with special needs. You know it's the law and the right thing to do, but it can still be hard to know where to start. In this course, you'll learn strategies for including children of all abilities in your program.	2	Web based, self-paced	Ongoing, self-study
	Professional Interactions		*Under development	TBD	Web based, self-paced	Ongoing, self-study




Career Category D

Families and Communities	Family Matters		Parents are at the center of their child's universe, and you must acknowledge and accept the critical role that parents play in their child's development. By working together with families, you can share both the joys and the struggles of raising children. Come discuss some of the challenges to parent-provider relationships and discover tools for you to successfully meet these challenges.	6	Dickinson	March 10, 2018
	Cultural Sensitivity and Diversity		Diversity is a reality. As communities in North Dakota continue to grow more multicultural, multiethnic and multilingual, so will your program. In this course, learn how to work with families from all backgrounds to build relationships, reduce conflicts and support children's sense cultural identity.	4	Web based, self-paced	Ongoing, self-study
	Building Partnerships with Families		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Effective Communication		*Under development	TBD	Web based, self-paced	Ongoing, self-study
	Family Systems		*Under development	TBD	Web based, self-paced	Ongoing, self-study
Program Planning and Evaluation	Am I Making a Difference?		Ever wonder if what you do every day helps children get ready for kindergarten? Come explore how play-based learning connects and supports school readiness as defined in the Early Learning Guidelines. You'll discover what you can do to provide experiences and environments to support children's development and learning.	3	Fargo	May 5, 2018

	Communication and Teamwork		Communication and teamwork is not always easy, but it is necessary as an early educator. When everyone is committed to being part of a strong team, your program will be a more efficient, enjoyable place where children and adults can be successful in school, work and life.	3	Web based, self-paced	Ongoing, self-study
	Continuous Quality Improvement		This course will walk you through a process of capturing your hopes and dreams for the future of your early care and education program and any dreams you have for yourself as an individual. You will learn powerful, yet simple, techniques to accomplish goals and take steps in the direction of creating an early care and education program that helps prepare children for school and life.	5	Web based, self-paced	Ongoing, self-study
	Family Child Care Business		One of the benefits of being a family or group licensed early educator is that you can set up and run your business however you want. In this course, you will learn legal requirements and best practices to help you as you write your contract and policies, build relationships and market your business and plan for a strong financial future.	10	Web based, self-paced	Ongoing, self-study
	Center Business		Everyone working in a child care center has a role to play in the business's success. In this course, you will learn about licensing rules, legal requirements and best practices for starting up and running a child care center business that you should be aware of to help your program have a strong future.	5	Web based, self-paced	Ongoing, self-study
	Employment Policy and Law		*Under development	TBD	Web based, self-paced	Ongoing, self-study
Professional Development and Leadership	Tackling Everyday Dilemmas		If you've worked with young children for more than a few days, you have probably encountered some challenging situations that required you to make decisions. Gossiping teachers, children who don't nap, parents who bring sweets for snack: join us to learn how using the NAEYC Code of Ethical Conduct can guide you as you navigate these everyday dilemmas.	3	Bismarck	March 8, 2018
	Overview of Professional Development		Whether you are new to the field or have lots of experience, the process of planning for your own professional development is important. But how can you figure out what professional development you need or how to get started? During this course you are going to discover how you can have it all - helping children reach their full potential while also advancing your own skills, knowledge and career options.	2	Web based, self-paced	Online, self-study

	Being a Professional 	Passion for working with children is a cornerstone in your line of work, but as an early childhood professional, you also need to look the part, act the part and keep a positive attitude. Whether it is your first day on the job or you have years of experience, professionalism is essential for success as you work with children, their families and your colleagues. Join us as we take an in-depth look at what it really means to be an early childhood professional. Are you ready for the challenge?	4	Web based, self-paced	Ongoing, self-study
	Code of Ethical Conduct 	If you've worked with young children for more than a few days, you have probably encountered some challenging situations that required you to make decisions. In this course you will learn how using the NAEYC Code of Ethical Conduct can give you guidance for handling the tough issues that come up on a daily basis in your work with young children and their families.	3	Web based, self-paced	Ongoing, self-study
	Developmentally Appropriate Practice 	*Under development	TBD	Web based, self-paced	Ongoing, self-study

Child Care Aware® Registered – Not for Career Pathways placement Training Options

Title	Description	Clock Hours	Location	Date(s)
Nurturing Creativity 	During the early years, young children are continually demonstrating their amazing creative abilities. As an early educator, you have the amazing opportunity to value, support and design an environment that nurtures young children's creative abilities, a place where children are able to think, explore, play with ideas and be courageous in their innovations. Join us to learn what you can do to nurture young children's creativity and watch their confidence grow.	3	Devils Lake	April 16, 2018
Safe Sleep and Reducing the Risk of SIDS 	About 3,500 infants die suddenly and unexpectedly in the U.S. each year. Although the cause of death often can't be explained, most of these deaths occur while the infant is sleeping in an unsafe environment. Learn what you can do to practice safe sleep and reduce the risk of SIDS in your program.	1	Web based, self-paced	Ongoing, self-study
Homelessness 	It's easy to think of child homelessness as a problem that happens somewhere else. However, North Dakota's rate of child homelessness is 25th in the nation. Learn about the reasons behind child homelessness, how being homeless affects children's development, and what you can do to help.	1	Web based, self-paced	Ongoing, self-study