

Race to the Top Early Learning Challenge

Professional Development and Technical Assistance Available from ZERO TO THREE to States to Strengthen RTT-ELC Applications



This summary aligns to the RTT-ELC requirements and provides an overview of ZERO TO THREE's professional development and technical assistance, including target audience and cost, to assist state leaders in determining which would best meet state and local needs.

ZERO TO THREE is a national nonprofit organization that provides parents, professionals and policymakers the knowledge and know-how to nurture early development. Our mission is to ensure that all babies and toddlers have a strong start in life. At ZERO TO THREE we envision a society that has the knowledge and will to support all infants and toddlers in reaching their full potential.

For more than 30 years, ZERO TO THREE has been known for our leadership in the infant-family field. We bring specific expertise in the areas of infant mental health, reflective practice and program development. Our Policy Center is a nonpartisan, research-based resource for policymakers and advocates on the unique developmental needs of infants and toddlers. In addition, for decades we have published a professional journal and convened the field's premier professional development conference.

ZERO TO THREE is unique in our multidisciplinary approach to child development. Our emphasis on bringing together the perspectives of many fields and specialties is rooted in robust research studies showing that all domains of development – social, emotional, intellectual, language, and physical – are interdependent and work together to promote a child's overall health and well-being in the context of his or her family and culture.

Our professional development opportunities are crafted from advanced, evidence-based research from diverse service sectors including early care and education, early intervention, child welfare, home visiting, parenting education, health and mental health. ZERO TO THREE has delivered training to thousands of trainers who have then in-turn trained tens of thousands of direct service providers around the globe.

These professionals have found the content extremely valuable in building their knowledge and skills in understanding early development and supporting nurturing relationships between adult caregivers and very young children and supporting the well-being of infants, toddlers and families.

The ZERO TO THREE Policy Center promotes good health, strong families, and positive early learning experiences for all infants and toddlers, with special emphasis on those who are the most vulnerable and in need. The Policy Center advances public policy solutions and investments that focus intentionally on infants, toddlers, and their families to ensure that their needs are met. Our staff has provided technical assistance to public and private sector leaders in virtually every state.

For more information and for support customizing these professional development packages to meet the needs of your state application, please contact Jodi Whiteman, Director for Center for Training Services and Special Projects: jwhiteman@zerotothree.org.

Professional Development

Selection Criteria for the RTT-ELC Grant Application

RTT-ELC Grant Application Selection Criteria: (D)(2) Supporting Early Childhood Educators in improving their knowledge, skills, and abilities.

(D)(2)(a): ZERO TO THREE offers a wide variety of workshops, audio-conferences and webinars on a range of infant, toddler and family topics; these can be customized to meet each state's unique needs.

Examples include:

- Supporting Early Brain Development
- Language and Literacy Development for Young Dual Language Learners
- Building Collaborative Partnerships with Parents
- Responding to Challenges in Very Young Children's Behavior
- Understanding Temperament
- Understanding Culture and the Influence on Caregiving
- Addressing the Impact of Trauma
- Emotional Labor
- Supervising to Support the Emotional Labor of Home Visits
- Partnering with Teen Parents
- Supporting Family Child Care Providers in their work with children and families
- Supporting Military and Veteran Families
- The Effect of Maltreatment and Foster Care on Attachment Relationship
- Addressing the Root Causes of Parental Substance Abuse, Depression, and Domestic Violence

Target Audience: Cross-sector/multi-disciplinary professionals working with infants, toddlers and their families.

Cost: \$4,875 (one day workshop), includes training and materials for up to 30 participants and travel costs for trainer.

(D)(2)(a)(2): Reflective Relationships That Get the Work Done: Consultants, Coaches, Mentors and Technical Assistance Providers

Overview: This two day training workshop is designed to build the knowledge and skills of technical assistance providers to help them build relationships that support providers' motivation for learning, growth and change. Workshop participants identify skills and practice strategies for building effective professional relationships, promoting reflective thinking, and encouraging implementation of new knowledge and skills.

Target Audience: Coaches, mentors, technical assistance providers, consultants.

Cost: \$8,725 (two day workshop) includes training, materials for up to 30 participants and travel costs for trainer.

(D)(2)(a)(3): Cradling Literacy: Building Teachers Skills to Nurture Early Language and Literacy From Birth to Five: Training of Trainers

Overview: Participants complete an interactive, in-depth training of trainers on helping professionals nurture early language and literacy development using the Cradling Literacy curriculum. The three-day training of trainers uses a reflective and relationship-based approach to understanding key issues of culture, family and dual language learning and provides opportunity to deepen understanding of early development and apply practical strategies for teaching others about early language and literacy. The curriculum includes twenty-four video vignettes, articles, power point presentations, participant handouts, and other useful resources. The Cradling Literacy curriculum includes four modules that are divided into twelve units:

- **Module One: A Framework for Early Language and Literacy**
 - Session 1: The Powerful Role of Stories in Supporting Early Language and Literacy
 - Session 2: Cultural Influences on Language and Literacy Teaching Practices
 - Session 3: Importance of Relationships in Early Language and Literacy Learning
- **Module Two: Understanding Early Language and Literacy in Young Children**
 - Session 4: Early Language and Literacy Development
 - Session 5: Emergent Literacy in Two Languages
 - Session 6: Families as Partners in Supporting Early Language and Literacy
- **Module Three: Emergent Literacy Curriculum Building**
 - Session 7: Role of Meaningful Experiences in Supporting Early Language/Literacy
 - Session 8: Link Between Observation, Assessment and Language/Literacy Curriculum
 - Session 9: Strategies for Supporting Early Language and Literacy
- **Module Four: Social-Emotional Literacy**
 - Session 10: Environments that Nurture Early Language and Literacy
 - Session 11: Using Language and Literacy in Guiding Children's Behavior
 - Session 12: Effective Teaching Strategies for Supporting Social-Emotional Literacy

Target Audience: The Training of Trainers is designed for trainers, educators, directors, supervisors, and consultants who support providers serving children birth to five years. The *Cradling Literacy* content is designed for direct service providers from the fields of early care and education, child welfare, early intervention and mental health.

Cost: \$35,500 includes training materials (including curriculum) for up to 30 participants and travel costs for trainer.

RTT-ELC Grant Application Selection Criteria:

(C)(4) Engaging and supporting families

(C)(4)(b)&(c): Training of Trainers- Promoting Responsive Relationships using the Preventing Child Abuse and Neglect: Parent-Provider Partnerships in Child Care (PCAN) Curriculum:

Engaging multi-disciplinary providers working with young children in supporting families to help decrease risk of child maltreatment.

Overview: In this three-day Training of Trainers, participants gain knowledge and receive comprehensive materials to offer training on how to build effective partnerships between providers and parents, increase support to families, strengthen factors that promote healthy parent-child relationships. In addition to receiving a user-friendly curriculum and extensive training materials, trainers get the chance to deepen their training skills, increase understanding of the importance of prevention with very young children, and practice implementing relationship-based and reflective training approaches.

The curriculum is divided into 10 modules:

- Module 1: Building Collaborative Relationships with Families
- Module 2: Building A Healthy Brain
- Module 3: Social-Emotional Development of Infants, Toddlers, and Their Families
- Module 4: Helping Parents and Providers Understand Temperament
- Module 5: The Influence of Culture on Caregiving
- Module 6: Understanding and Responding to Abuse and Neglect of Infants and Toddlers
- Module 7: Supportive Responses to Troubled Parent-Child Interactions
- Module 8: Challenging Behaviors in Infants and Toddlers
- Module 9: Relationship-Based and Reflective Organizations
- Module 10: Supporting Staff in Their Work With Parents

Target Audience: The Training of Trainers is designed for trainers working with early care and education, child welfare, early intervention and mental health providers. The *PCAN* content is designed for direct service providers from the fields of early care and education.

Cost: \$35,500 includes training materials (including curriculum) for up to 30 participants and travel costs for trainer.

(C)(4)(b)&(c): Helping Staff to Look, Listen and Learn from Their Work: Relationship-Based and Reflective Practice

Overview: One to two day training to help program leaders support their staff working with young children and their families engage in reflective practice. Participants identify the characteristics of relationship-based workplaces and learn practical strategies for bringing them to life in their programs.

Target Audience: Program supervisors, directors, managers, coordinators.

Cost: \$4,875 (one day) or \$8,725 (two day) includes training, materials for up to 30 participants and travel costs for trainer.

RTT-ELC Grant Application Selection Criteria: (C)(3) Identifying and addressing the health, behavioral, and developmental needs of Children with High Needs to improve school readiness

The Safe Babies Court Team

Since 2005 ZERO TO THREE (ZTT) has sponsored partnerships with local communities to improve the experience of infants and toddlers in foster care. These local Court Teams are led by a judge and a ZERO TO THREE staff member and welcome every person and organization interested in:

- Learning about the impact of maltreatment on young children's development and
- Changing local systems to improve outcomes for infants and toddlers who find themselves in foster care.

Key evaluation findings about the *Safe Babies Court Team* approach to-date include:

- 99.05% of infants and toddlers served were protected from further maltreatment.
- Children served by the *Safe Babies Court Teams* across four sites:
 - Reached permanency two to three times faster.
 - Exited the foster care system approximately one year earlier.
- Children involved with ZTT Court Teams access more services than the comparison group. In particular, Court Teams children were significantly more likely to receive a developmental screening, health care and dental visits.

This approach demonstrates how communities can protect the development and well-being of infants and toddlers in child welfare.

Target Audience: Professionals working with maltreated infants, toddlers and their families

Cost: \$300,000 to implement the Safe Babies Court Teams in its entirety. Customized technical assistance options are also available, and may be at a lower cost.

DC:0-3R-Practitioner Preparation Training

Preparing mental health clinicians to use DC:0-3R in diagnosing very young children's mental health and developmental disorders.

Overview: 2-day training prepares mental health clinicians to use Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood: Revised Edition (ZERO TO THREE, 2005). Participants gain knowledge in core principles of infant mental health and take part in an in-depth, interactive exploration and application of the multi-axial diagnostic classification system.

Target Audience: Mental health clinicians qualified to diagnose mental health disorders.

Training Cost: \$8,725 includes training, materials for up to 30 participants and travel costs for trainer.

Technical Assistance

Customized Technical Assistance Available to States: In addition to the specific professional development opportunities outlined above, ZERO TO THREE offers customized technical assistance to meet state's needs in 1) establishing coordinated, comprehensive services and policies focused on infants and toddlers or 2) ensuring inclusion of infants and toddlers in broader system-building efforts. The organization's diverse and extensive experience enables us to support infant-toddler initiatives customized to each state's unique perspective.

Technical assistance topics include:

- Developing a comprehensive infant-toddler policy agenda
- Selecting strategies that will best support infants and toddlers in your state
- Ensuring effective governance and coordination of early childhood services
- Developing a system to support home visiting services and integrating it into the broader early childhood system
- Expanding EHS services in your state and integrating them into the broader early childhood system
- Embedding a developmental approach to child welfare services for infants, toddlers, and their families, including implementation of Safe Babies Court Teams

Technical assistance can be delivered through various approaches including on-site visits or off-site consultation via conference calls or webinars. Possible technical assistance roles include:

- Resource on exemplary models or practices in other states and communities
- Assistance in using ZERO TO THREE's self-assessment tools
- Group facilitation
- Assistance in replicating other states'/communities' models
- Presentations on the national context or specific initiatives

For more information, contact Barbara Gebhard, Assistant Director of Public Policy, at bgebhard@zerotothree.org.

ZERO TO THREE: National Center for Infants, Toddlers and Families
1255 23rd Street, NW, Suite 350, Washington, DC 20037
| Phone: (202) 638-1144 | www.zerotothree.org