



# TRIBAL MANAGEMENT ♦ ♦ ♦ ♦ ♦ INSTITUTE ♦ ♦ ♦ ♦ ♦

Tuesday, March 19 – Friday, March 22, 2019 ♦ Kansas City Marriott Downtown ♦ Kansas City, MO



## Training and Professional Development

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# Session Objectives

- Explore training and professional development activities that move programs and services from compliance to excellence.
- Learn how to implement training and professional development activities that effectively meet the professional development needs of CCDF staff and providers.
- Engage in peer-networking opportunities during this session to share learned management strategies.

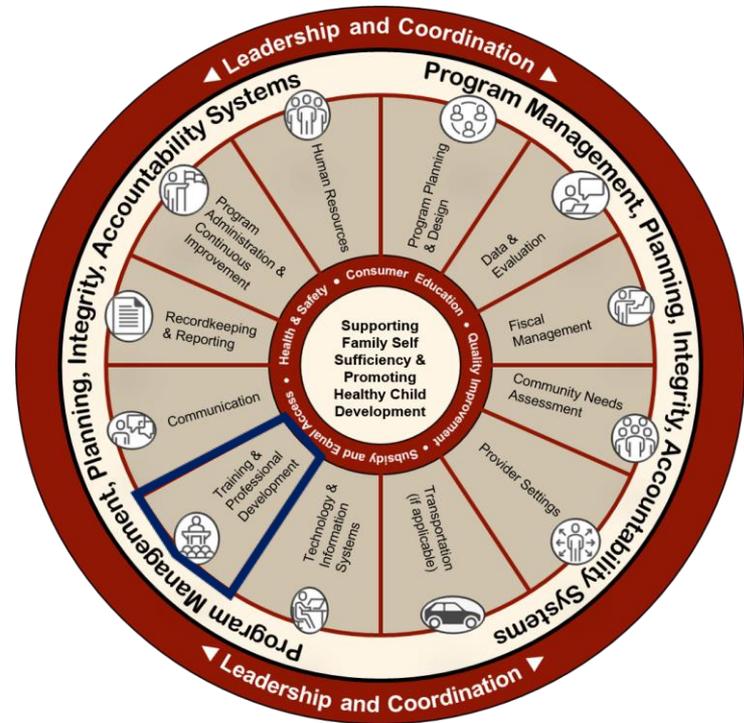


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# Tribal Child Care Management Systems Framework







# Protect the Health and Safety of Children in Child Care

(1) Accessible pre-service or orientation training in health and safety standards appropriate to the setting and age of children served that addresses: (i) Each of the requirements relating to matters described in § 98.41(a)(1)(i) through (xi) and **specifying critical health and safety training that must be completed before caregivers, teachers, and directors are allowed to care for children unsupervised**; (ii) At the Lead Agency option, matters described in §98.41(a)(1)(xii); and (iii) **Child development, including the major domains (cognitive, social, emotional, physical development and approaches to learning)**;

(2) Ongoing, accessible professional development, aligned to a progression of professional development, including the minimum annual requirement for hours of training and professional development for eligible caregivers, teachers, and directors, appropriate to the setting and age of children served, that: (i) Maintains and updates health and safety training standards described in § 98.41(a)(1)(i) through (xi), and at the Lead Agency option, in § 98.41(a)(1)(xii)

Excerpted from Child Care and Development Fund, 45 C.F.R. § 98.44(b) (2016), emphasis added.



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# Topics in Health and Safety Standards

1. Prevention and control of infectious diseases (including immunizations)
2. Prevention of sudden infant death syndrome and use of safe sleeping practices
3. Administration of medication, consistent with standards for parental consent
4. Prevention and response to emergencies due to food and allergic reactions
5. Building and physical premises safety, including identification of and protection from hazards, bodies of water, and vehicular traffic
6. Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment;
7. Emergency preparedness and response
8. Handling and storage of hazardous materials and the appropriate disposal of biocontaminants
9. Appropriate precautions in transporting children, if applicable
10. Pediatric first aid and cardiopulmonary resuscitation [CPR]
11. Recognition and reporting of child abuse and neglect

Excerpted from Child Care and Development Fund, 45 C.F.R. § 98.41 (2016).



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# Check-In

Why does enhancing workforce and professional development matter?



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## Stages of Implementation and Pathways for Meeting CCDF Requirements

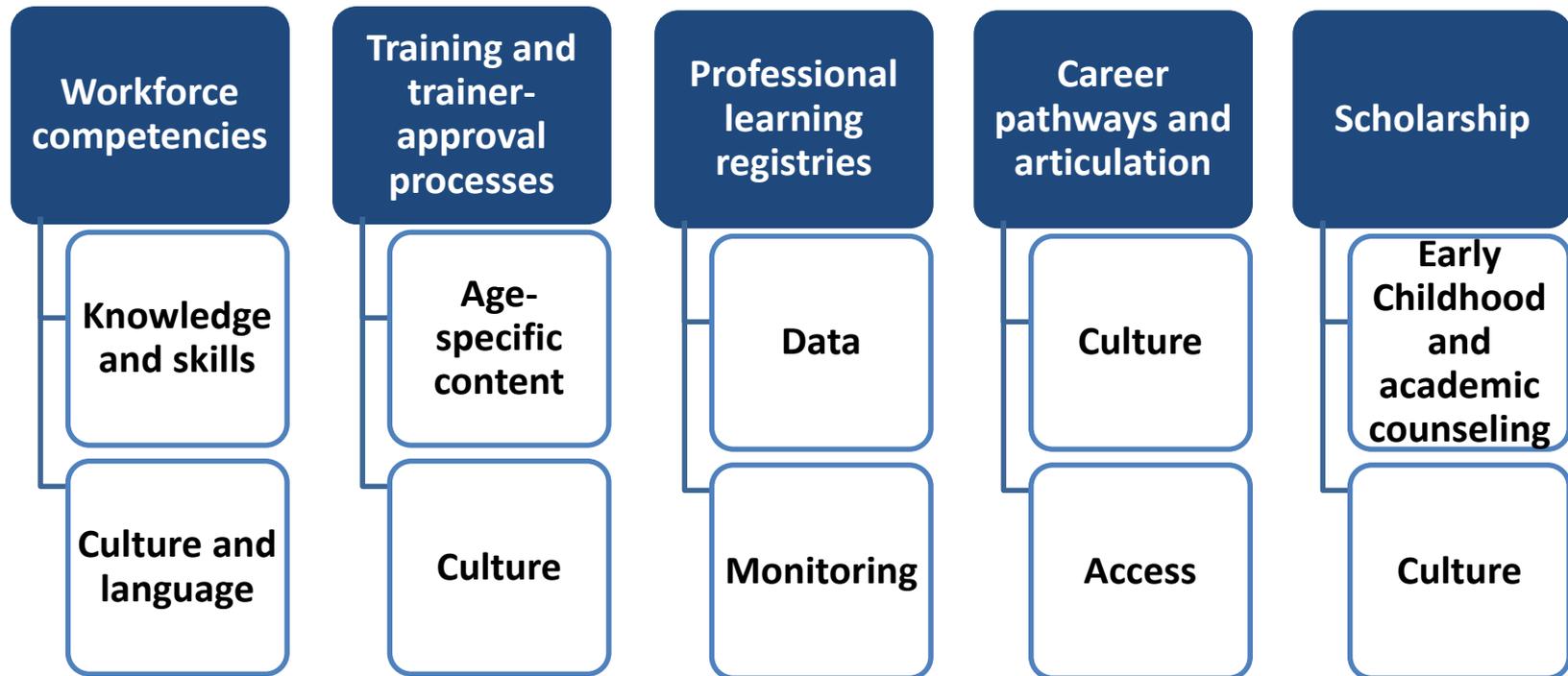


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# Professional Development and Learning Systems





# Think, Pair, Share

- Where are you in your professional development plans?
- Where do you want to be in your professional development plans?



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# Coordination Requirements

Tribal applicants shall **coordinate the development of the Plan and the provision of services**, to the extent practicable, as required by §§ 98.12 and 98.14 and:

- To the maximum extent feasible, with the Lead Agency in the state or states in which the applicant will carry out the CCDF program; and
- With other federal, state, local, and tribal child care and childhood development programs.

Excerpted from Child Care and Development Fund, 45 C.F.R. § 98.82 (2016), emphasis added.



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# CCDF Requirements That Impact States and Tribes



**Consultation on  
CCDF Plan**



**Access to training  
and professional  
development**



**Coordination to  
increase access to  
continuity of care**



**Leveraging existing  
child care to  
increase the supply  
and quality of child  
care services**



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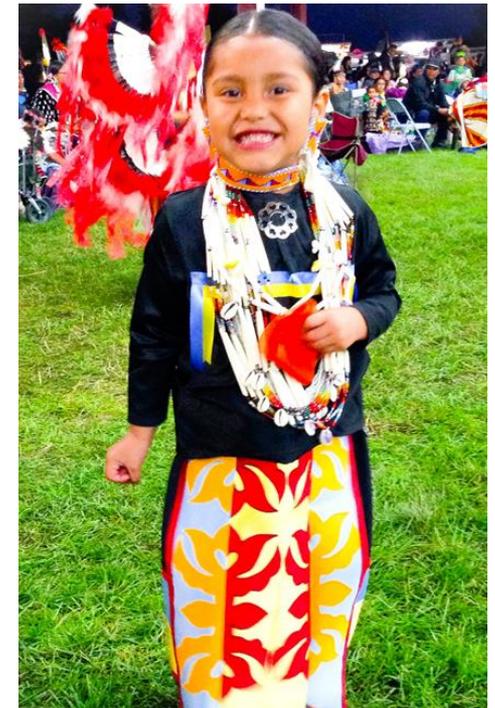




# Ensure That Required Training and Professional Development Are Accessible

States are required to give tribal providers access to training and professional development systems to

- ensure culturally responsive training,
- provide access to career pathway systems to support child development credentials or degrees, and
- coordinate training to be accessible to and inclusive of tribal providers.



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# Health and Safety Training Walkabout Activity

- Who are your partners for implementation of the 11 required health and safety training topics?

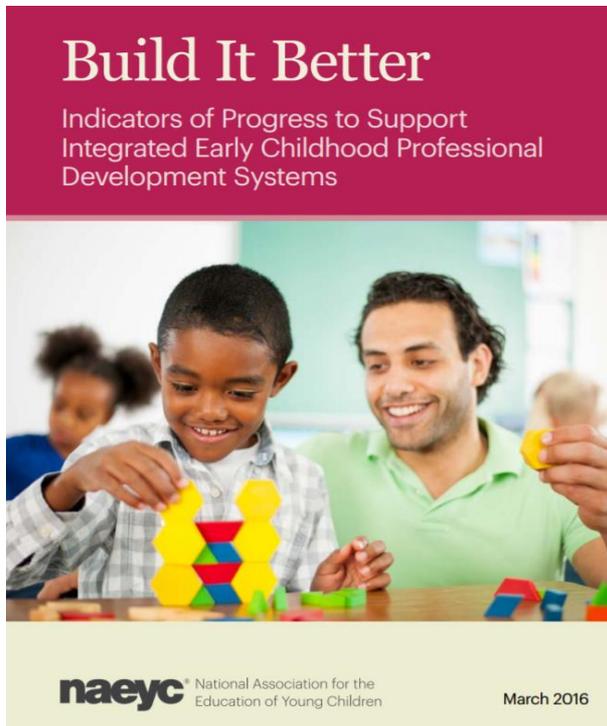


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# *Build It Better: Indicators of Progress to Support Integrated Early Childhood Professional Development Systems*



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[http://www.naeyc.org/files/naeyc/Build%20It%20Better\\_For%20Web.pdf](http://www.naeyc.org/files/naeyc/Build%20It%20Better_For%20Web.pdf)



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# Virtual Tour

- Early Childhood Learning and Knowledge Center. (n.d.). Professional development systems [Web page]. Retrieved from <https://eclkc.ohs.acf.hhs.gov/professional-development/article/professional-development-systems>
- Early Educator Central. (n.d.). Home [Web page]. Retrieved from <https://earlyeducatorcentral.acf.hhs.gov/>



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# Discussion

How do our training and professional development plans address the knowledge and skills needed to meet our program's goals and objectives?



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# Taking the Training Home

- What is one key takeaway you have from this session?
- How do you plan to put that takeaway into action once you're home?
- What technical assistance might you need to support you in implementing your takeaway?





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# Thank You



**National Center on Tribal  
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