



2024 COURSE CATALOG

CO-CREATING A WORLD
THAT WORKS FOR EVERYONE

OUR LEARNING TRACKS:

**SOCIAL
JUSTICE AND
EQUITY**



MORE COMING SOON

**LIFE-
AFFIRMING
& WELLBEING**




MORE COMING SOON

**INDUSTRY
SPECIFIC:
EARLY EDUCATION
AND CARE**



**CREATING
VALUE THROUGH
INCLUSIVE
CULTURES (CVIC) ®**





**CENTERING TEACHER GROWTH
& DEVELOPMENT IS THE
SUREST WAY TO ACHIEVE
POSITIVE CHILD OUTCOMES.**



**EARLY EDUCATION AND
CHILDCARE COURSES**



INDUSTRY SPECIFIC: EARLY EDUCATION & CARE

ALL KINDS OF FAMILIES: SUPPORTING LGBTQ CHILDREN & FAMILIES THROUGH STORY, ART, & CONVERSATION

EEC Core Competency: Partnering with Families and Communities. Broaden your understanding of basic terms, concepts, and issues relevant to LGBTQ children and families. Learn how to integrate positive, non-threatening LGBTQ topics into your program. Explore concrete strategies, including storybooks and art activities, to support LGBTQ children and families. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132741

\$1,000

Two hours

Social Justice & Equity

BULLYING

EEC Core Competency: Guiding and Interacting with Children. The participants will gain the skills necessary to explore types of bullying and identify signs and risk factors. We will examine the effects of bullying and learn appropriate intervention strategies. The participants will learn either in person or virtually via zoom. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132760

\$1,000

Two hours

Social Justice & Equity

WORKING WITH FAMILIES FROM DIVERSE BACKGROUNDS

Reflect on how we define and experience culture (our own and others). Examine the links between values, beliefs and practices, how they differ among various cultures. Create a cultural lens that allows for openness, understanding and acceptance. Gain confidence and competence in forging positive relationships with families from many diverse cultures. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussion and or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132744

\$1,000

Two hours

Social Justice & Equity

ENGAGING DIVERSE LEARNINGS

EEC Core Competency: Learning Environments and Curriculum. Learn how to maximize the engagement of all children in your program. Discover accommodations and modifications you can make to help engage children with special needs. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132745

\$1,000

Two hours

Social Justice & Equity

GENDER BIAS AND THE HIDDEN MESSAGES WE SEND

EEC Core Competency: Learning Environments and Curriculum

- Discover how gender bias in early childhood reaches beyond the ways we socialize; bias is embedded in the books, materials, and lessons we share, and teacher interactions with children.
- Identify how gender bias can be part of the hidden curriculum of lessons taught implicitly to children, and through the everyday functioning of their classroom and learn strategies to recognize and overcome these. Explore how gender identity becomes established. Gain an understanding of and strategies for working with children who do not seem to fall within the norm and our role in supporting them. Learn practical techniques on how to respond to parents and how to counter potential bias by other children or staff.

Course 1132756

\$1,000

Two hours

Social Justice & Equity

WORKING WITH CHILDREN WHO HAVE EXPERIENCED TRAUMA

EEC Core Competency: Guiding and Interacting with Children: Examine the variety of situations that young children face that cause them stress and anxiety (for example, divorce, homelessness, loss, parent in the military, etc.), and learn strategies that you can use to help children experiencing trauma more fully live their lives.

Course 1136159

\$1,000

Social Justice & Equity





WORKING WITH AT-RISK FAMILIES & CHILDREN

EEC Core Competency: Partnering with Families and Communities

- Learn what defines an at-risk family, and the value of establishing a relationship to support them
- Examine the importance of cultural awareness in providing support, and how to learn about individual families based on a relationship rather than assumptions
- Learn routines and rituals that increase learning time, decrease disruptions, and improve classroom management.

Course 1136160

\$1000

Social Justice & Equity

BUILDING POSITIVE RELATIONSHIPS WITH YOUNG CHILDREN

EEC Core Competency: Guiding and Interacting with Children:

- Gain an understanding of the importance of positive relationships and how relationships impact children's growth and development
- Learn how positive relationships promote children's language, social-emotional, and cognitive development.
- Discover and practice strategies to incorporate positive relationships throughout your program environment and daily routines

Course 1136033

\$1000

Two hours

CREATING A "YES" ENVIRONMENT TO PROMOTE POSITIVE BEHAVIOR AND EXPLORATION

The participants will learn how to identify some common classroom difficulties and challenges. Examine elements and benefits of a "yes" environment. They will gain the skills and strategies necessary to create a positive classroom environment for all. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussion and or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132742

\$1000

Two hours

CREATING LITERACY RICH EXPERIENCES THROUGHOUT THE CURRICULUM

EEC Core Competency: Learning Environments and Curriculum. Discover how to infuse language and literacy experiences into all of your learning centers. Explore and share strategies to create spaces that support reading, writing and listening. Learn how to support families in creating language and literacy rich environments at home. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132758

\$1000

Two hours

CURRICULUM PLANING WITH INTENTIONALITY

EEC Core Competency: Learning Environments and Curriculum. Define the meaning of curriculum and explore how to link the goals and objectives of curriculum to your everyday activities. Discover how to use everyday interactions and observations to plan and individualize curriculum. Identify strategies to effectively utilize learning centers and explore hands on activities. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132757

\$1000

Two hours

ENHANCING DRAMATIC PLAY IN EARLY CHILDHOOD PROGRAMS

EEC Core Competency: Learning Environments and Curriculum

- Examine & reflect on current practices and opportunities provided in your daily program
- Discover materials, techniques, & activities to strengthen your Dramatic Play curriculum
- Learn ways to document success as well as address aspects of dramatic play experiences to refine

Course 1136038

\$1000

Two hours





FINE MOTOR SKILLS

EEC Core Competency: Understanding the Growth and Development of Children

- Learn about the ingredients that go into developing early functional hand skills.
- Identify “red flags” that may indicate problems and delays.
- Discover how to create activities (or adapt current ones) to support fine motor development that you can incorporate into your curriculum right away.

Course 1135963

\$1000

Two hours

GROSS MOTOR SKILLS DEVELOPMENT

EEC Core Competency: Understanding the Growth and Development of Children

- Learn and understand the six areas of gross motor development and what children need before their mind is ready for learning.
- Discover variations on gross motor activities you already do.
- Learn strategies for talking to parents about gross motor delays.

Course 1136041

\$1000

Two hours

HELPING YOUNG CHILDREN DEVELOP RESILIENCY AND SELF-ESTEEM

EEC Core Competency: Guiding and Interacting with Children

- Determine a common definition for “self-esteem”.
- Explore strategies and activities to help children develop confidence and motivation.
- Learn how to promote optimism and resiliency.

Course 1136043

\$1000

Two hours

INTRODUCTION TO SENSORY INTEGRATION

EEC Core Competency: Learning Environments and Curriculum. Gain a better understanding of sensory integration issues. Explore the environmental considerations that teachers must make for children who respond differently to sensory input. Discover easy, inexpensive and engaging activities that can easily be incorporated into your curriculum to foster a child’s ability to stay calm and enjoy learning. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132748

\$1000

Two hours

MANDATED REPORTERS

EEC Core Competency: Professionalism and Leadership

- Learn the requirements of reporting to DCF and how reports are handled
 - Discover strategies to provide support to young children in your program
- Learn the requirements of reporting to DCF and how reports are handled. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132749

\$1000

Two hours

MATH IS EVERYWHERE: LET’S USE IT

EEEC Core Competency: Learning Environments and Curriculum. Do you sometimes feel ill-equipped to foster the development of math in your program? You are not alone. This workshop will give you the confidence that you are already doing math. Come learn how to reframe activities to highlight math concepts and strategies for creating a math rich environment for the children in your program.

Course 1147283

\$1000

Two hours





SOCIAL & EMOTIONAL DEVELOPMENT

EEC Core Competency: Guiding and Interacting with Children. How YOU as an Educator can Shape the Course! This training will prepare participants with the skills, activities, and support for connecting social-emotional learning within early childhood. We will focus on competencies such as self-concept, self-regulation, social-awareness, cooperation/collaboration, problem-solving skills, building positive relationships, and making healthy decisions. We will explore children's literature, dynamic dialogic reading and various SEL activities built around that literature. Participants will learn practical strategies through collaborative small group discussions and how to incorporate fun, interactive physical education and cooperative games to provide a strong platform for integrating SEL standards into everyday curriculum. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132752

\$1000

Two hours

STRATEGIES FOR EFFECTIVE OBSERVATION & DOCUMENTATION

EEC Core Competency: Observations, Assessment and Documentation. Explore why, what, who, where and how we observe and record children's behavior. Practice observing and recording and learn how to develop individual children's goals to plan curriculum based on your observations. Learn ways to ensure you are objectively observing and recording without your own bias. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132753

\$1000

Two hours

UNDERSTANDING & RESPONDING TO CULTURAL INFLUENCES IN EARLY EDUCATION SETTINGS

EEC Core Competency: Guiding and Interacting with Children. Culture is everything and in this session you will have the opportunity to explore how one's culture influences routines, caregiving style, parenting choices, and professional responses to challenging situations. The participants will gain the skills necessary to ensure they understand cultural influences in their program and how to respond to them. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132754

\$1000

Two hours

Social Justice & Equity

ACTIVE BODIES, ACTIVE MINDS

EEC Core Competency: Learning Environments and Curriculum

- Examine how children's gross motor skills connect to and help support development in other domains (cognitive, language, social-emotional)
- Learn a variety of new games and transition activities, and how to incorporate other active experiences throughout the day
- Discover how to modify activities to accommodate children with differing abilities and learning styles

Course 1135964

\$1000

Two hours

BUILDING POSITIVE FAMILY PARTNERSHIPS

EEC Core Competency: Learning Environments and Curriculum. Define the meaning of curriculum and explore how to link the goals and objectives of curriculum to your everyday activities. Discover how to use everyday interactions and observations to plan and individualize curriculum. Identify strategies to effectively utilize learning centers and explore hands on activities. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1136032

\$1000

Two hours

CLASSROOM STRUCTURES

EEC Core Competency: Learning Environments and Curriculum

- Learn how to establish a developmentally appropriate classroom structure that includes transitions, schedules, and classroom rules
- Discover practical strategies for putting these structures into place in your program

Course 1136034

\$1000

Two hours





EMOTIONAL REGULATION

EEC Core Competency: Guiding and Interacting with Children

- Children's success in school and social relationships is significantly dependent on their ability to recognize, appropriately express and control their emotions.
- Discover the factors which affect the development of this vital skill. You will learn practical strategies to support young children in developing emotional regulation

Course 1136036

\$1000

Two hours

EXPLORING SCIENCE WITH YOUNG CHILDREN

EEC Core Competency: Learning Environments and Curriculum

Explore the role of the educator as a facilitator of teaching science concepts in a playful manner. Learn how to plan developmentally appropriate science curriculum for young children that connects to MA and NAEYC curriculum standards and guidelines. Children are fascinated by the world around them. They're endless "why" and "how" questions help us see their natural curiosity in action. For some of us, teaching science feels like an intimidating task. It need not be! Teaching science is not about having "the right answers" to children's questions. It is about being willing to partner with children on their journey of discovery. We are already doing science in our programs without realizing it. This hands-on workshop will focus on how to "get comfortable" and be inspired by what children can teach us about the world.

Course 1136039

\$1000

Two hours



HAVING DIFFICULT CONVERSATIONS WITH FAMILIES

EEC Core Competency: Partnering with Families and Communities. Examine the steps to take when preparing to approach parents with concerns about a child. Learn the skills needed to successfully convey your message, and how to deal with parental responses. Explore influences that affect parental reactions, and how to meet the parent "where they are." Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132746

\$1000

Two hours

THE IMPORTANCE OF ROUTINES AND RITUALS

EEC Core Competency: Learning Environments and Curriculum

- Discover why routines and rituals are important components of a quality early childhood program.
- Explore strategies to establish a variety of routines and rituals throughout your daily schedule.
- Share ideas to engage children and parents in planning special events.

Course 1136153

\$1000

Two hours

POSITIVE APPROACHES DISCIPLINE FOR YOUNG CHILDREN

EEC Core Competency: Guiding and Interacting with Children. Understand children's development and expectations of children's behavior at different ages. Learn about the purposes of limit setting and how to design positive, respectful limit setting strategies for the early childhood years. Examine the reasons behind behavioral outbursts/tantrums, and how to help children manage their anger. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132750

\$1000

Two hours





INTRODUCTION TO AUTISM SPECTRUM DISORDER (ASD)

EEC Core Competency: Understanding the Growth and Development of Children

- Learn the basics of (ASD) and its impact on young children's learning.
- Examine the benefits of inclusion and supports that assist children in inclusive settings.
- Explore ways to engage children with ASD through play and playful interactions.
- Share strategies for creating predictable environments and accommodations that help children with ASD participate effectively in their learning environment.

Course 1136046

\$1000

Two hours

Social Justice & Equity

UNDERSTANDING THE TIES BETWEEN TEMPERAMENT & BEHAVIOR

EEC Core Competency: Guiding and Interacting with Children. Child behavior is the result of the interplay between nature and culture. Based upon the research of Thomas and Cress, discover how temperament, and those uniquely individual personality characteristics influence, and are influenced, by social interactions. Participants will discover how temperament, and those uniquely individual personality characteristics influence behavior. Through discussion and self-assessment participants will explore their own temperaments, chart their current classroom temperaments to support children in reaching a strong potential for positive social-emotional development. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132755

\$1000

Two hours

MAKING CIRCLE TIME A MEANINGFUL PART OF YOUR DAY AGAIN

EEC Core Competency: Learning Environments and Curriculum

- Examine how to create circle time activities that facilitate critical social and learning opportunities for children with various learning styles and temperaments.
- Discover how to develop goals for Circle Time that support your overall curriculum.
- Learn strategies to make Circle Time a more meaningful part of your day.

Course 1136102

\$1000

Two hours

MUSIC AND MOVEMENT

EEC Core Competency: Learning Environments and Curriculum

- Discover how to utilize music and movement to enhance comprehensive development, support creative expression, build confidence and self-esteem, and foster teamwork in diverse learners.
- Identify benefits of using music and movement with young children.
- Learn new ways to incorporate music and movement in everyday activities and routines.

Course 1136372

\$1000

SPEECH DEVELOPMENT IN YOUNG CHILDREN

EEC Core Competency: Understanding the Growth and Development of Children

- Identify the typical sequence of early childhood speech and language development and red flags.
- Develop strategies that support developmentally appropriate speech & language skills.
- Learn how to implement strategies and accommodations for young children with developmental communication delays.

Course 1136114

\$1000





TOOLS FOR CALMING CHILDREN

EEEC Core Competency: Guiding and Interacting with Children

- Understand why behavioral outbursts/tantrums occur and how to handle them.
- Learn techniques to teach children anger management and skills for self-soothing.

Course 1136117

\$1000

UNDERSTANDING AND DEALING WITH ADHD

EEEC Core Competency: Understanding the Growth and Development of Children

- Learn how to recognize the core symptoms that might indicate ADHD.
- Explore strength-based classroom interventions.
- Discover strategies to facilitate bridging school to home.

Course 1136118

\$1000



UNDERSTANDING CHILDREN WITH SPECIAL NEEDS AND THEIR FAMILIES

EEC Core Competency: Understanding the Growth and Development of Children and Youth

- Examine a variety of challenges that families face when advocating for their children with Special Needs.
- Learn strategies beneficial in creating a culture of inclusion for children and families.
- Develop emotional intelligence regarding interactions with families and children with Special Needs.

Course 1136119

\$1000

USING SIGN LANGUAGE WITH YOUNG CHILDREN

EEC Core Competency: Guiding and Interacting with Children. Child behavior is the result of the interplay between nature and culture. Based upon the research of Thomas and Cress, discover how temperament, and those uniquely individual personality characteristics influence, and are influenced, by social interactions. Through discussion and self-assessment participants will explore their own temperaments, chart their current classroom temperaments and discover ways to provide a “goodness of fit” to help children reach a strong potential for healthy, positive social-emotional development.

Course 1136374

\$1000

Two hours

WORKING WITH CHILDREN W/ AN INDIVIDUALIZED EDUCATION PLAN (IEP)

EEC Core Competency: Partnering with Families and Communities

- Identify the various types of special needs
- Examine what is in an IEP (Individual Education Plan)
- Explore specific strategies for adapting activities for children on IEPs with physical, occupational, speech and language, or cognitive goals

Course 1136156

\$1000

Two hours

TOOLS FOR CALMING CHILDREN

EEEC Core Competency: Guiding and Interacting with Children

- Understand why behavioral outbursts/tantrums occur and how to handle them.
- Learn techniques to teach children anger management and skills for self-soothing.

Course 1136117

\$1000



INTRO TO GRAPHIC DESIGN ON CANVA

Learn how to create stunning graphics for your business, classroom or personal life. Our graphic designer Valerie Diaz from Raices Media Co. will guide you through this fun and interactive workshop. No prior design experience? No problem! Canva's user-friendly features make it accessible to everyone, regardless of skill level. We'll guide you through the step-by-step process of creating stunning designs that will impress your audience and elevate your personal or professional projects.

Course 1147284

\$1000

Two hours

CURRICULUM FOR INFANTS & TODDLERS

The participants will gain the skills: Learn how curriculum planning for infants and toddlers differs from planning for preschool. Explore elements that need to be considered and experiences that are important in planning a responsive curriculum. Discover how to individualize the curriculum to meet each child's needs within the group. EEC Core Learning Competency: Learning Environments and Curriculum. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, directors, and people who work with young children.

Course 1135708

\$1000

Two hours

ENVIRONMENTAL EDUCATION FOR PRESCHOOL

In this course you will learn how to examine the benefits of outdoor education, and how to provide it throughout the year. Learn how to weave the Massachusetts Pre-K STEM Standards throughout your curriculum and environment. Engage in activities that will help you develop developmentally appropriate curriculum and enhance your outdoor experiences. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, directors, and people who work with young children.

Course 1135716

\$1000

Two hours

CREATING CONVERSATIONS WITH YOUNG CHILDREN

You will discover the importance of engaging in real conversations with young children. We will examine how conversations help support literacy and language skills as well as social-emotional development and learn new strategies to increase rich conversations throughout the day. EEC Core Competency: Learning Environments and Curriculum. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, directors, and people who work with young children.

Course 1136035

\$1000

Two hours

BEYOND BEHAVIOR MANAGEMENT

You will learn how to adapt behavior management strategies reflected in current research regarding the increasing complexity of young children's behaviors. You will examine the full spectrum of effective approaches to children's behavior - from developmental to challenging, and from prevention through crisis intervention. We will develop the structures and supports to help all children thrive! The participants will learn either in person or virtually. EEC Core Competency: Guiding and Interacting with Children. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers & admin.

Course 1136031

\$1000

Two hours





ENGAGING HARD TO REACH CHILDREN

This course will help you gain a better understanding of “hard to engage” children, identify and practice strategies to use in your program. We will learn trouble shooting strategies and how to determine if a referral is needed. EEC Core Competency: Guiding and Interacting with Children. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, directors, and people who work with young children.

Course 1136037

\$1000

Two hours

GOSSIP IN THE WORKPLACE

A little chit-chat with coworkers is harmless; however, when it crosses the line into gossip it's important to know the difference, and the problems that can arise. Gossip can erode trust and morale and ruin a program. Through some thought provoking activities, participants will understand the difference between small talk and gossip, ways to avoid it, and how to handle it! The participants will learn either in person or virtually via zoom. EEC Core Competency: Professionalism and Leadership. Participants will learn through facilitator presentations, group discussion and or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, and school directors.

Course 1136040

\$1000

Two hours

HOT BUTTON ISSUES FOR TODDLERS

You will examine the developmental expectations for issues such as biting, toilet-training, sharing, and tantrums. Discover effective strategies to deal with these issues in a positive, developmentally appropriate way. Explore how to best communicate with parents about these issues. EEC Core Competency: Understanding the Growth and Development of Children. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers & admin.

Course 1136044

\$1000

Two hours

PROCESS ART

You will learn how to ignite children's creativity through “process art”. Examine what constitutes the process art experience and how it helps to support a multitude of skills. Discover how easy and inexpensive it is to provide process art experiences and explore with multiple mediums to make a masterpiece of your own. EEC Core Learning Competency: Learning Environments and Curriculum. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers, administrators, school directors, and others who work with children.

Course 1136103

\$1000

Two hours

UNDERSTANDING AND DEALING WITH SEPARATION ANXIETY

You will learn to explore the developmental foundations of separation anxiety. You will discover strategies that will help the child, parents and teachers all successfully navigate through this difficult period. EEC Core Competency: Understanding the Growth and Development of Children. The participants will learn either in person or virtually via zoom. Participants will learn through facilitator presentations, group discussions, and/or small group breakout rooms. 2hr participation is required with no assignments or projects due. Designed for teachers & admin.

Course 1136031

\$1000

Two hours

TEAM DEVELOPMENT PRACTICES

This training forms the foundation of teamwork necessary to create an environment that fosters wellbeing for all members. Team members will discuss and share their experience of challenges and work together to support their resolution. Team members will increase their emotional intelligence, their capacity for self-awareness and self-regulation and their ability to handle stress and uncertainty with greater ease. Learning Objectives: Know, understand, recognize, and honor the Human Survival Skills Understand Unconscious Drivers and how they inform our interpretations of the world. Ultimately we will work to create a safe space for team members to bring their authentic selves and create a greater sense of connectedness on the team. Explore the concept of trust and what behaviors contribute to increased and diminished trust.

Course 1135894

\$5,500.00

Four hours

Life-Affirming Practices





CLASSROOM ACCOUNTABILITY: APPLY OUR LEARNING IN REAL TIME

This course develops participants ability to integrate course learning to real-time applications of learning outcomes, acquired skills and best practices for EEC.

Course content includes a deep dive into skills needed to improve communication and to establish an aligned team. Through observation of team dynamics and active participation in training sessions, the instructor will assist in making improvements as opportunities arise in applied learning scenarios in the classroom..

Learning Objectives:

- You will learn problem solving skills so that peer-to-peer accountability and effective communication will be created.
- The participants will learn in person with no assignments or projects due.
- Designed for anyone working with teams and in a leadership capacity.

Course 1139584

\$10,000.00

Sixteen hours





LIFE-AFFIRMING, WELL-BEING AND SOCIAL JUSTICE COURSES

WELLBEING IS ROOTED IN A DEEP UNDERSTANDING OF HUMAN RIGHTS AND EQUITY.



SOCIAL JUSTICE & EQUITY

INCORPORATING DIVERSITY INTO YOUR ENVIRONMENT & CURRICULUM

EEC Core Competency: Learning Environments and Curriculum. Discover and reflect on how culture, values and beliefs impact our work with children and families. Identify strategies to weave diversity throughout the curriculum. Learn how to choose and use appropriate materials and activities to support diversity. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132747

\$1000

Two hours

Industry Specific: Early Education & Care

LIFE-AFFIRMING PRACTICES

COPING WITH EVERYDAY STRESS

EEC Core Competency: Health, Safety and Nutrition

- Learn the warning signs of stress, and how it affects us (both positively and negatively).
- Examine how to develop resiliency.
- Discover the benefits of Mindfulness, and practical techniques to practice it.

Course 1135701

\$1000

Two hours

Industry Specific: Early Education & Care

CREATING AND SUSTAINING A VISION FOR YOUR PROGRAM

EEC Core Competency: Professionalism and Leadership. Identify how to create a vision for your program that reflects your beliefs and values. Develop strategies to weave your vision through all the components of your program. Discover how to get your staff invested and engaged in implementing a common vision that supports developmentally appropriate practice. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132743

\$1000

Two hours

Industry Specific: Early Education & Care

CULTIVATING MINDFULNESS

EEC Core Competency: Health, Safety and Nutrition. Discover the meaning and benefits of Mindfulness. Explore a variety of strategies to cultivate Mindfulness into your everyday life. The participants will gain the skills necessary to learn therapeutic techniques by teaching ones focusing on awareness in the present moment, calmly acknowledging and accepting one's feelings and thoughts. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132759

\$1000

Two hours

Industry Specific: Early Education & Care

PROFESSIONALISM: DRAWING THE LINES BETWEEN PROFESSIONAL BEHAVIORS, BOUNDARIES, & GOSSIP

EEC Core Competency: Professionalism and Leadership:

- Participants will develop a professional identity by exploring the best practices models for professional behavior and professional boundaries.
- You will leave with a clear professional identity and the ability to utilize that for addressing the needs of the program and the profession.
- We will explore the challenges presented using professional boundaries and the outcomes of the choices professionals make. Understand the dynamics of conflicts within the workplace and how to apply general ethical principles to guide our day to day interactions with peers, families and children. Designed for teachers, administrators, school directors, and others who work with children as part of their business.

Course 1132751

\$1000

Two hours

Industry Specific: Early Education & Care





RELATIONSHIPS MATTER

EEC Core Competency: Professionalism and Leadership

- Explore how differences in communication styles can cause misunderstandings or difficulties in collaborations.
- Learn how to empower yourself to reduce tension, minimize confrontation and conflict, restore relationships, enhance communication, and manage team dynamics.

Course 1136111

\$1000

Two hours

Industry Specific: Early Education & Care

SUPPORTING EXECUTIVE FUNCTION SKILLS

EEC Core Competency: Understanding the Growth and Development of Children

- Learn about the definition of Executive Function, and “red flags” in its development.
- Discover a variety of classroom strategies and curriculum ideas to support the development of executive function skills in young children.

Course 1135962

\$1000

Two hours

Industry Specific: Early Education & Care

TAKING CARE OF OURSELVES

We dedicate ourselves to the children in our care often without considering our individual needs. Learning ways to take care of ourselves is important for our wellbeing both inside and out of the classroom. Topics to be discussed Include: Understanding strengths and challenges, prioritizing in our lives Goal setting in the classroom, time management, tools for reducing stress.

Course 1136116

\$1000

Two hours

Industry Specific: Early Education & Care





SLEEP HYGIENE: CREATING HABITS FOR A GOOD NIGHT’S SLEEP..EVERY NIGHT

Spoiler alert - bedtime routines are not just for kids! This course investigates what sleep hygiene is and looks like, as well as sleep deprivation and how to prevent it, in an experience involving videos, group and dyad discussions, and a quiz to determine your chronotype. Participants will be provided with information and resources to improve the length, quality, and short and long term impact of their sleep.

Course 1147133

\$2,500.00

Two hours

“HEALTHY RELATIONSHIPS: IMPROVING THE QUALITY OF YOUR PERSONAL AND PROFESSIONAL CIRCLES”

Social support can protect people in crisis from a wide variety of pathological states, from low birthweight to death, as well as buffer the negative stressful impact of critical life events including divorce, loss, and chronic illness. In this experience, participants will review 12 components of healthy relationships, participate in group and dyad discussions, and obtain resources. Participants will leave with deeper insight into how their personal and professional relationships can become healthier every day.

Course 1147134

\$2,500.00

Two hours



EMOTIONAL INTELLIGENCE: DEVELOPING A DAILY PRACTICE

Roosevelt wisely said, “No one cares how much you know, until they know how much you care.” This course explores the value of understanding and managing emotions through Goleman’s Theory on Emotional Intelligence (EI), which includes strategies such as self-management, empathy, and active listening. Participants will engage in group and dyad discussions as well as exercises to strengthen their current skills and build a daily emotional intelligence practice.

Course 1147135

\$2,500.00

Two hours

PHYSICAL ACTIVITY: UNDERSTANDING THE BARRIERS AND OPPORTUNITIES TO AN ACTIVE LIFESTYLE”

The American Heart Association recommends at least 30 minutes, 5 days a week of moderate-intensity aerobic activity. In today’s busy world, this course considers how to incorporate physical activity into our daily lives, and the short and long term benefits associated with it. Participants will engage in stretching and movement exercises, discussions and reflections, complete a quiz to determine current barriers, and obtain resources to begin improving their level and quality of physical activity.

Course 1147136

\$2,500.00

Two hours

THE BASICS OF EMOTIONAL REGULATION FOR ADULTS

There’s a lot of information out there about how to help kids manage their feelings, but many of us were not raised with that knowledge and are now trying to learn how to self-regulate as adults. This course focuses on a more profound awareness of what emotional regulation is, and how it looks or doesn’t look in ourselves and others. Participants will engage in a variety of experiences including videos, exercises, and group discussions to provide a foundation for emotional regulation and begin developing a daily calming practice.

Course 1147137

\$2,500.00

Two hours





EVERYONE NEEDS LEADERSHIP TRAINING.

**CREATING
VALUE THROUGH
INCLUSIVE CULTURES (CVIC)[®]**

**AN INCLUSIVE LEADERSHIP PROGRAM THAT WILL
TRANSFORM YOUR TEAM**



CREATING VALUE THROUGH INCLUSIVE CULTURES (CVIC) ®

LEARNING TO LEARN

This foundational training of the G3 CVIC® model sets the context for everything we teach. Participants are led through an understanding of the way in which we uniquely see and engage with the world and how to become conscious and experiential learners to get the most out of any learning experience. We focus on self-awareness and intentional practices that can be built upon over time.

Starting at \$5,500

Four hours

Life-Affirming Practices

STRENGTHS-BASED LEADERSHIP

This training facilitates the creation of a culture of strengths-based development that focuses on continual growth and improvement for all. In transformational, strengths-based workplaces, culture is borne of a shift from the old ways of managing people to the right ways of developing them. Using the Clifton Strengths assessment, participants will uncover which talents they rely on to build relationships, think strategically, execute plans and influence others to accomplish goals. Learning Objectives: - Understand Balconies & Basements - Learn how to implement Strengths Finder tools - Be aware of the Raw form and Mature form of each strength - Learn how to utilize the Action Planning Guide.

Course 1134724

Starting at \$5,500

Four hours

Life-Affirming Practices

AUTHENTIC COMMUNICATION

Dive deep into the framework for Authentic Communication, and the interpersonal challenges that arise. How do our strengths influence our communication skills? How are we hardwired to communicate? Where does self and peer accountability relate to the authentic communication process? Learn to develop a win-win agreement using the authentic communication process, to create lasting success. Learning Objectives: - Learn the dynamics of an Authentic Conversation - Learn the elements of a Responsible Clearing - Learn the practice of FeedForward and how it impacts team and individual fulfillment and results as the foundation of accountability - Develop the power of moving from Justified to Empowered language.

Course 1134723

Starting at \$5,500

Four hours

Life-Affirming Practices

PRIORITY VS. PREFERENCE: ACCOUNTABILITY, TIME MANAGEMENT & GOAL SETTING

In this training the following topics will be covered: organizational strengths; what is integrity, and why is it critical to our success; organizational Core Values and how are they being lived; self and peer accountability; the value of language and the difference between justified and empowered language; setting & achieving goals using our Goal Setting Formula for success. Learning Objectives: - Identify Authentic Leadership Criteria - Determine Ways to Create Accountability - Impact of Time Management - Creating & Achieve Goals - Creating an Action Plan.

Course 1134722

Starting at \$5,500

Four hours

Life-Affirming Practices

ART OF LISTENING

In this training, participants will gain understanding of the importance of Active listening, what it is and what it is not; learn the 5 Listening Styles, and how we use them; practice Empathic Listening and the difference between being listened to versus being understood; and look at what matters most in conversation, beyond the words we use. Learning Objectives: - Embody Generous listening - Access Curious questioning - Practice Direct communication - Gain Knowledge of the 5 Listening Styles - Practice and learn to apply Empathic Listening Skills - Learn how to do a Responsible Clearing - Celebrating diversity

Course 1133981

Starting at \$5,500

Four hours

Life-Affirming Practices



REGENERATIVE LEADERSHIP

In this training, participants will: consolidate all the learning from the previous 4 training sessions and learn the crucial elements of regenerative leadership practices; learn the importance of focus and measurement of key performance indicators; and understand the way in which the interconnectedness of teams and people affects all elements of an organization. Learning Objectives: - Reconnect on previous learning - Brainstorming and innovation - Five behaviors of a cohesive team - Trust and integrity - Organizational Health - Establishing High Functioning Teams - Everybody wins.

Course 1134721

Starting at \$5,500

Four hours

Life-Affirming Practices

TRAIN THE TRAINER - T3

This course develops participants in leadership skills to create a lasting effect on their lives and communities. Content will include but not limited to: goal setting, commitment, responsibility, purpose, relationship and emotional intelligence. Bringing awareness to human survival skills and blind spots, participants then can create alternative practices to live from a place of purpose and authenticity. They will go beyond their preconceived limitations, recognize their core intentions and values, to then take actions towards goals to create results in their lives. As a team, a sustainable practice of accountability and effective communication will be created as foundation to walk away with after the training has completed.

Course 1127028

Starting at \$7,500

Twenty hours

Life-Affirming Practices

LEADERSHIP ACADEMY

This course develops participants in leadership skills to create a lasting effect on their lives and communities. Content will include but not limited to: goal setting, commitment, responsibility, purpose, relationship and emotional intelligence. Bringing awareness to human survival skills and blind spots, participants then can create alternative practices to live from a place of purpose and authenticity. They will go beyond their preconceived limitations, recognize their core intentions and values, to then take actions towards goals to create results in their lives. As a team, a sustainable practice of accountability and effective communication will be created as foundation to walk away with after the training has completed.

Course 1134725

Starting at \$7,500

Sixteen hours

Life-Affirming Practices





INNOVATIVE CAPITAL: GET 100% REIMBURSED FOR LEARNING IN MASSACHUSETTS

ABOUT THE WORKFORCE TRAINING PROGRAM

The Massachusetts Workforce Training Fund Program helps address business productivity and competitiveness by providing resources to businesses to fund training for current and newly hired employees.

The Workforce Training Fund is for businesses of all sizes, but its major focus is small to medium-sized businesses. We are here to help you make an investment in your employees' skills and your future.

Comm Corp offers two types of grants to support the training needs of businesses across the state. See below to learn how each program can help your employees and business today!



***ASK US ABOUT REIMBURSEMENT IN OTHER STATES OR ABROAD.**

Workforce Training Fund Program Grants to Massachusetts employers to train current and newly hired employees

Express Program Streamlined Access Smaller-Scale

- \$20,000 maximum / year
- 3-week lead time
- Apply for additional training as needed
- Express Course Directory*

**100% Rebate
Small Businesses
(up to 100 employees)**

full reimbursement, up to \$3,000 / person / course

General Program Large-Scale: 2-Yr Training Projects Strategic & Customized

- \$200,000 maximum / 2-year grant
- 90-day lead time
- Customized training plan
- Company must match grant funds \$1-to-\$1 (includes wage/fringe paid to trainees)
- Outcome tracking & reporting required
- Applicant works w/ trainer(s) of choice
- Company of any size may apply

We Need: A copy of a Certificate of Good Standing from the Massachusetts Department of Revenue





G Express Grant Timeline



FOR MORE INFORMATION:

- G3WORKS.COM
- HELLO@G3WORKS.COM