

Learning Opportunities
For
Persons Working with Children 0-3 years
and Their Families



Presented by:
Michigan Unified System of Learning
For Providers of Services to
Children (Prenatal to 3) and Their Families

2004

What is the Michigan Unified System of Learning?

The Michigan Unified System of Learning (Michigan USL) was created to provide a statewide system of learning opportunities for those providing services and supports to young children (prenatal-3 years) and their families in order to strengthen and optimize the developmental outcomes of the child.

Michigan USL supports learning opportunities through the use of existing training, technical assistance, and consultation efforts. It is designed to join training, technical assistance, consultation, and formal academic learning opportunities to maximize opportunities for the individual service provider to receive formal recognition of their professional development.

Who Are the Michigan USL Partners?

Julie Banfield
CCRESA Early On®
Training & Technical Assistance

Renée DeMars-Johnson
Michigan Department of Education

Norma Eppinger
Michigan 4 C's

Brooke Foulds
Michigan Association of Infant Mental Health

Kay Loftus
Children's Charter of the Courts of Michigan

Mary Ludtke
Michigan Department of Community Mental Health

Deborah Marciniak
Child Care Expulsion Prevention Initiative

Nancy Peeler
Michigan Department of Community Health
Division of Family & Community Health

Deborah Strong
Children's Trust Fund

Deborah Weatherston
Michigan Association of Infant Mental Health

Included in this booklet are several trainings that are offered throughout the state on an ongoing basis. It is our hope that this book will grow to include all trainings available for service providers that work with families and their children prenatal to 3 years.

If you have any questions about this booklet or have trainings that you would like to see included please contact Deborah Jensen. She can be reached at:

Children's Charter of the Courts of Michigan
324 N. Pine St., Suite 1
Lansing, MI 48933
Phone: (517) 482-7533
Fax: (517) 482-2626
Email: deborahjensen@childcert.org

Home Visiting in the Childbearing Year: Understanding Relationship Development During Pregnancy, Birth, and the Postpartum Year

This training focuses on events in pregnancy that affect a woman's transition to motherhood including factors that disturb or obstruct the formation of maternal identity. Strategies are provided for home visitors to support women and their partners during pregnancy. Labor and delivery, the importance of labor support, and strategies to enhance the early developing attachment relationship as well as postpartum depression will be discussed in detail. This training also discusses the signs and symptoms of postpartum depression, its effects on mothers, fathers, infants, and families. This training will also address parental grief and strategies to support grieving parents as they care for young children as well as strategies to reduce the risks of relationship disturbance and the impact of loss.

Target Audience

This training is designed for home visitors from multiple disciplines and programs who work with families during their pregnancy, through labor and delivery, and/or with families during the first year of life. The focus is on understanding and supporting relationship development during the prenatal and postnatal period.

Contact Information

Priscilla Tait, MS, RN, CNM
(231) 861-8055
pristait@txbi.net



Home Visiting Where Substance Use or Domestic Violence are Issues

This training focuses on situations in which home visitors find themselves providing support services to infants and toddlers in homes where substance use and domestic violence are of concern. The focus of the training will be on how the home visiting relationship can support the parent and reduce risk to the parent-child relationship when parents are dealing with these issues. Home visitor decision-making with regard to child, family, and worker safety will be discussed

Target Audience

This training is designed for home visitors from multiple disciplines and programs who work with families. Any person who serves families with children birth to three years of age in Michigan or is interested in increasing his/her competency in working with infants, toddlers, and their families is eligible to attend this training.

Contact Information

Priscilla Tait, MS, RN, CNM
(231) 861-8055
pristait@txbi.net



Great Beginnings Start Before Birth

This training gives providers strategies for supporting families during the prenatal period. The prenatal period offers a great window of opportunity for the home visitor to establish a trusting relationship and focus on mother and father prior to the baby's birth. Based on best practice standards, with a special focus on the psychosocial issues facing expectant parents, home visitors will learn how to help parents enhance prenatal bonding, stimulate brain development and reduce stress, thereby increasing healthy parent-baby outcomes.

Target Audience

This training is designed for home visitors from multiple disciplines and programs who have the opportunity to work with families during the prenatal period. The focus is on psychosocial issues facing prenatal families and how home visitors can best support these families.

Contact Information

Kay Loftus
Children's Charter of the Courts of Michigan, Inc.
(517) 482-7533
kayloftus@childcrt.org



Introduction to Relationship-Based Practice

This session provides an introduction to relationship-based practice with infants, toddlers, and families. This session provides information on culturally sensitive, reflective, relationship-based practice, why this approach is important, and how this approach impacts the effectiveness of services provided to infants, toddlers, and families. Also included in this session are discussions about relationship-based practice using vignettes/video clips to illustrate the variety of infants, toddlers, and families need service and opportunities for best practice responses.

Target Audience

Any person who serves families with children birth to three years of age in Michigan or is interested in increasing his/her competency in working with infants, toddlers, and their families is eligible to attend this training.

Contact Information

Deborah Weatherston
Michigan Association for Infant
Mental Health
(734) 287-1700 ext. 1134
Email: aa2233@wayne.edu



Reflective, Relationship-Based Supervision

This ongoing session provides an introduction to culturally sensitive, reflective, relationship-based supervision of program staff that work with infants, toddlers, and families. This session will discuss translating culturally sensitive, reflective, relationship-based philosophy to the supervisory relationship, why this approach is important for effective practice, and the conceptual “nuts and bolts”: listening, observing, holding, nurturing, and empathic responses. Group activities will also be presented that will emphasize listening to and learning from one another.

Target Audience

This training is designed for supervisors of program staff from multiple disciplines and programs who work with infants, toddlers, and families.

Contact Information

Deborah Weatherston
Michigan Association for Infant
Mental Health
(734) 287-1700 ext. 1134
Email: aa2233@wayne.edu



Healthy Families America Core Training (Family Support Worker, FSW)

Workers are trained in key concepts related to home visitation services: supporting healthy childhood growth and development, promoting positive parent-child relationships, enhancing family functioning by teaching parents solution-focused problem-solving skills, and improving family support system. Participants will: understand and be able to implement family-centered, strength-based services to families; understand the importance of correct documentation and provide correct documentation of services; understand how to assess, facilitate and document parent-child interaction; and understand the importance of professional boundaries and maintenance of a safe environment for both themselves and the families being served.

Supervisors/Program Managers will: know the characteristics of staff that will assess in attaining program services and goals; understand and implement the concept of respectful, reflective, and empowering supervision; and understand the significance of and mechanisms for quality, management and supervision.

Target Audience

This training is designed for home visitors from multiple disciplines and programs who work with families during pregnancy and with children 0-5 years of age.

Contact Information

Kay Loftus
Children's Charter of the Courts
of Michigan, Inc.
(517) 482-7533
Email: loftuskay@comcast.net



Healthy Families America Core Training (Family Assessment Worker, FAW)

Family Assessment Workers (FAW) are trained to administer the Kempe Family Stress Checklist (FSC), which is used by many HFA sites to systematically identify the families most in need of services and to whom home visitation services would be offered.

Participants will: accurately implement and score a family assessment tool and incorporate gathered information into a plan for family services; identify risk factors for abuse and neglect.

Target Audience

This training is designed for home visitors from multiple disciplines and programs who work with families.

Contact Information

Kay Loftus
Children's Charter of the Courts
of Michigan, Inc.
(517) 482-7533
Email: loftuskay@comcast.net



Healthy Boundaries

This training will focus on defining and identifying the importance of professional boundaries; identifying issues that challenge our professional boundaries; identifying the differences between professional and personal relationships; identify ways to re-establish boundaries; identify signs of burnout; identify boundary issues/violations among teams; and identify the supervisor's role in dealing with boundary issues and violations.

Target Audience

This training is designed for home visitors and center-based providers from multiple disciplines and programs who work with families.

Contact Information

Kay Loftus
Children's Charter of the Courts
of Michigan, Inc.
(517) 482-7533
Email: loftuskay@comcast.net



Social-Emotional Development in Infants and Toddlers

This training will focus on the relationships between infants and toddlers and their caregivers and the qualities of these relationships that allow caregivers to support and enhance social-emotional competence in infants and toddlers.

Target Audience

This training is designed for home visitors and center-based providers who provide services to families during pregnancy and families with children 0-5 years of age.

Contact Information

Kay Loftus
Children's Charter of the Courts
of Michigan, Inc.
(517) 482-7533
Email: loftuskay@comcast.net



Understanding Development to Improve Early Intervention

This 4-day seminar will focus on the latest brain research and how the information transfers into what we know about early child development. Participants will understand infant and toddler developmental milestones and how to develop appropriate interventions.

Target Audience

This training is designed for *Early On*® Michigan Service Providers and Supervisors

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Ages and Stages

Participants will learn the rationale for using a screening tool to separate accurately the infants and toddlers who require more extensive evaluation from the children who do not. They will learn the structure of the ASQ, scoring, result interpretation, implementation in the home, home visiting/on-site protocol, how to discuss results with parents, and how to help identify follow-up activities for families.

Target Audience

This training is designed for *Early On*® Michigan Service Providers and Supervisors.

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Ages and Stages: Social-Emotional

Participants will learn information to specifically address the social and emotional behavior of children ranging in age from 3 to 66 months. Learning this tool will enable participants to identify infants and young children whose social or emotional development requires further evaluation to determine if referral for intervention services is necessary. This tool should be used in conjunction with the ASQ or another screening measure that provides information on a child's communicative, motor, problem-solving, and adaptive behaviors.

Target Audience

This training is designed for *Early On*® Michigan Service Providers and Supervisors.

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)
<http://eotta.cresa.org>.



Infant Toddler Developmental Assessment (IDA)

Individuals participating in this training will gain the ability to administer the IDA in a family-centered, culturally competent manner. They will be able to write an integrated multi-disciplinary report incorporating the results of the developmental evaluation, parent-child observation, developmental history, and parent-infant/child interaction. They will be able to form a relationship with the family through a family-centered interview. Participants will gain understanding of infant/child development as it impacts an individual child and utilize the results of the evaluation in writing meaningful outcomes for the IFSP. This is a 3-day training with a day 4 follow-up available. Participants are required to submit videotapes of their administration of the IDA and the parent interview.

Target Audience

This training is designed for *Early On*® Michigan Service Providers and Supervisors.

Contact Information

Clinton County Regional Educational Service
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<http://eotta.cresa.org>



The Devereux Early Childhood Assessment Program (DECA)

This presentation provides an overview of the DECA Program. The DECA program is a strengths-based assessment and planning system for children ages 2-5. Based on resilience theory, this comprehensive 5-step system is designed to support early childhood teachers, mental health professionals, and parents in their goal of helping children develop healthy social/emotional skills and reduce challenging behaviors. Central to the DECA Program is the DECA, a standardized, strengths-based assessment of within-child protective factors and screener for behavior concerns.

Target Audience:

This training is designed for child care directors, child care providers, and other early childhood providers who support quality improvements in early care settings.

The Devereux Early Childhood Assessment: Clinical Version (DECA-C)

This presentation provides information on the DECA-C, a standardized, norm-referenced behavior rating scale that assesses behaviors related to both social and emotional resilience and social and emotional concerns in preschool children ages 2 through 5. The primary purpose of the DECA-C is to support early intervention efforts to reduce or eliminate significant emotional and behavioral concerns in preschool children. The DECA-C may also be used to guide interventions, help identify children needing special services, assess outcomes, and help programs meet Head Start, IDEA, and similar standards.

The DECA-C is a 62-item scale that can be completed by either parents or teachers in about 15 minutes. Scoring is made simple by a user-friendly record form. Level B users are qualified to score and interpret the DECA-C. This will help to ensure proper use of the tool and results. For more information on Level B user qualifications, please go to:

<http://www.devereuxearlychildhood.org/docs/Level-B-Qualifications.pdf>.

Target Audience:

This training is designed for early childhood mental health practitioners, social workers and early childhood special educators.

Contact Information

Mary Mackrain
Child Care Expulsion Prevention Initiative
(248) 594-3250
Email: mackrain@aol.com



Nursing Child Assessment Satellite Training (NCAST)

NCAST, developed by Katherine Barnard and her colleagues at the University of Washington, involves the application of research findings to the assessment of interaction between parents and their infants. The program consists of 6 days with a cumulative 40-hours of instructions. Classes are presented through pre-recorded videotapes with onsite local instructors who are certified by the University of Washington. During these classes, participants have the opportunity to observe and score a variety of caregiver-infant interactions and apply this information in their clinical setting.

Target Audience

Professionals working in the area of maternal-child health including registered nurses, social workers, child abuse team members, mental health workers, day care personnel, pediatricians, early childhood educators, and student researchers

Contact Information

Joyce French Rogers, Ph.D.
Grand Valley State University
Kirkhof School of Nursing
Center for Continuing Nursing Education



Art: The Forgotten Language

This session will examine early childhood creativity and exploration through the “art senses” and the utilization of art project approaches that meld therapies of different types

Target Audience

Early Intervention Service Providers

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



The Dance of Partnership: Why Do My Feet Hurt?

This session will provide enhanced insight and understanding of the unique dimensions, which complicate the working partnerships, from both the parent and the professional perspectives. The participants will learn practical strategies, which promote partnerships and have time to reflect on parent/professional partnerships. Objectives include strengthening interpersonal and communication skills that foster trust and result in successful working relationships and to renew person commitments to forming partnerships.

Target Audience

Early Intervention Service Providers

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)

<http://eotta.cresa.org>



Comparison of *Early On*® and Special Education: Likenesses and Differences

This session looks at the similarities and differences between Michigan Special Education and Early On® Michigan, including the philosophies behind each and how they impact the way services are delivered. The Session will look at the differences between services and programs and how outcomes/goals are written.

Target Audience

Early Intervention Service Providers and Supervisors

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Early On® Professional Development Tools

This workshop highlights a new personnel development planning process designed specifically for *Early On*® Michigan. The process is based on a partnership between supervisors and staff members that helps focus on learning on areas that will make the greatest difference for the person and the organization. You will explore actual steps in the development planning process and get hands-on experience with the development planning tools.

Target Audience

Early Intervention Service Providers and Supervisors

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Procedural Safeguards

Procedural Safeguards' training is required by Part C of the Individuals with Disabilities Education Act. These safeguards are intended to protect the interests of families with infants and toddlers with special needs and those of the *Early On*® System. Participants will learn to explain procedural safeguards to families and to support an active adherence to, and an understanding of these safeguards through their practice in *Early On*®. The training will cover confidentiality, notice/native language, consent, administrative resolution of hearings, and complaint procedures.

Target Audience

Early Intervention Service Providers Supervisors

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Individualized Family Services Plan Outcomes in Natural Environments

The purpose of this session is to develop skills that will enable participants to develop outcomes with families clearly, succinctly, and according to the federal requirements. The session will assist participants in addressing parents' concerns and results of the developmental evaluation. The content will help participants create strategies to use in a child's daily life as well as determine services needed to support those strategies. Follow-up available.

Target Audience

Early Intervention Service Providers and Supervisors

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Transition

This session will provide participants with knowledge of the legal requirements for transitioning children out of Early On® as well as methods and procedures, which will assist in making this process family-friendly. Pertinent procedural safeguards and the content of the transition conference will be discussed.

Target Audience

Early On® Michigan Service Providers and Supervisors

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Early On® Institute

The EO Institute is designed for those new to the system. The first day includes: history of Part C of the Individuals with Disabilities Education Act (known as *Early On*® in Michigan); the philosophy behind EO; the IFSP process; timelines, eligibility, referral, evaluation, outcomes, early intervention services; and service coordination. Day 2 focuses on procedural safeguards and family/professional partnerships.

Target Audience

New *Early On*® Service Providers

Contact Information

Clinton County Regional Educational Service Agency (CCRESA) *Early On*® Training and Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Service Coordination: Roles and Skills

This session addresses the *Early On*® family-centered process that encourages and supports the family's capacity to enhance their child's potential within each family's unique context.

Target Audience

Early On® Michigan Service Providers

Contact Information

Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)
<http://eotta.cresa.org>



Promoting the Social and Emotional Development of Infants, Toddlers and Young Children In Care Settings

This presentation will provide information, stories, and experiences demonstrating how we can promote the social and emotional development of young children by building quality environments for infants, toddlers, preschoolers, and the adults who care for them. The importance of 1) relationship, 2) parent partnerships, 3) activities, 4) daily routines, and 5) social and emotional developmental milestones will be explored.

Target Audience

Child care providers and other early childhood providers

Contact Information

Mary Mackrain
Child Care Expulsion Prevention Initiative
(248) 594-3250
Email: mackrain@aol.com



Early Childhood Mental Health Consultation in Child Care

Mental health, like physical health, is an essential part of a person's identity. Research shows that early promotion of social and emotional health from birth to five is the key to school readiness. The goal of Michigan's early childhood mental health consultation initiative (Child Care Expulsion Prevention) is to build quality early care and learning environments and to support adults in nurturing the social and emotional health of the infants, toddlers, and young children in their care. This workshop will guide participants through the ongoing development of the CCEP initiative and describe the two key CCEP approaches: child-centered, family focused consultation and programmatic consultation. The workshop will utilize a PowerPoint presentation, small and large group interaction, videotape, and case vignettes for presentation of material.

Target Audience

Child care providers and other early childhood providers

Contact Information

Mary Mackrain
Child Care Expulsion Prevention Initiative
(248) 594-3250
Email: mackrain@aol.com



Knowing Ourselves and Connecting with Families

The participants will learn the value of reflective practice in building relationships with families who are parenting young children. They will apply the principles of reflective practice in working with families. They will learn the challenges of mental illness, cognitive impairments, and unstable living conditions and how they impact the early relationship and interactions between the parent/caregiver and child. Participants will learn strategies to support functioning and healthy parent-young child relationships. These sessions will also support practitioner self-care.

Target Audience

Early Intervention Service Providers serving families with young children.

Contact Information

Michigan Association for Infant Mental Health and
Clinton County Regional Educational Service
Agency (CCRESA) *Early On*® Training and
Technical Assistance (EOT&TA)

<http://eotta.cresa.org>



Growing Great Kids (GGK)

Growing Great Kids is a comprehensive curriculum that supports the development of nurturing and empathetic parent-child relationships for 0-3 year olds. It focuses on child development and health, provision of care, parenting concerns and dynamics of parent-child and family relationships. Information is anchored in activities and interactive discussions. The curriculum provides a framework for supervision specific to age appropriate development and parenting issues.

Target Audience

Home visitors in programs that work with families prenatally and with children 0-3 years of age and child care providers. Supervisors of home visiting staff and trainers of childcare providers are trained and they in turn train staff.

Contact Information

Kathy Flanagan
Great Kids, Inc.
(715) 848-7206
www.greatkidsinc.org



Parents in Parenting Education (PIPE)

The Parents in Parenting Education (PIPE) model is a preventive intervention for parenting educators. This program is to increase the emotional availability and relationship building skills of parents with their babies and toddlers.

Target Audience

Workers in programs serving families with children 0-3 years of age. The training is held in Denver, CO.

Contact Information

Betty J. Yancey, RN, BSN
Nurse Consultant
Michigan Nurse Family Partnership Program
(517) 290-6186



Building Strong Families

This curriculum is to help parents and caregivers develop the knowledge and skills necessary to assist children in reaching their fullest potential. The curriculum is made up of four units:

- “How Kids Develop”
- “Helping Kids Behave”
- “Playing to Learn”
- “Smart Living”

Target Audience

Home visitors working with limited resource (low literacy, low income) parents with children 0-3 years of age.

Contact Information

Jaime E. Dugan, Associate Program Leader
Family & Consumer Sciences
Michigan State University Extension
(517) 432-7692
duganj@msue.msu.edu



Minnesota Early Learning Design (MELD)

This is a group-based program that focuses on developing peer leadership in the provision of child development information and sharing of ideas and methods among participants. The group must provide childcare, food, and transportation for group meetings. The groups are peer run. Clinton County is the only county in Michigan that currently has a MELD for Young Moms Program.

Target Audience

The target audience is organizations providing groups for parents. Cost is \$18,000 for a MELD franchise to become a MELD program. This included the curriculum, training for the site coordinator, a replication manager who provides ongoing support and opportunities for other programming.

Contact Information

Family Resource Center
St. Johns, MI
(989) 224-1173
mbarks@edzone.net



Parents as Teachers (PAT)

This curriculum includes home visit outline, handouts for families with children prenatal-5 years.

Target Audience

Home visitors working with families prenatally-5 years of age.

Contact Information

Life Services System
Holland, MI
(616) 396-7566
lss-cis@iserv.net



Michigan Child Care Futures

A professional development program of the Michigan 4C Association

Child care providers working on their professional development may choose either an informal pathway – taking trainings offered by Michigan 4C (MI4C) regional agencies – or a more formal route by taking classes for credit at a college or university. Many choose a combination of both, because both can lead to a CDA credential, and in some cases, even contribute to an associate degree.

The Michigan Child Care Futures classes are offered by the 15 regional 4C agencies. Classes count for college credit in some cases – ask about that when you call 1-866-4CHILDCARE for a schedule or to register.

Child care providers who want to take regular college courses may be eligible for T.E.A.C.H. Early Childhood® Michigan scholarships that help pay for the costs at participating colleges and universities. Find out more when you call 1-866-MI-TEACH.

Sample classes include:

- The Basics of Child Care
- Mini Courses (5-hour courses developed based on community needs)
- Advanced Topics in Child Care
- Caring for Infants (3-part series)
- Caring for Children

Target Audience

Child care providers.

Contact Information

Michigan 4C Association
(866) 424-4532

