Trainer News - August 2014

Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction, and skillful execution; it represents the wise choice of many alternatives.

-Willa A. Foster

Greetings from The Nevada Registry!

Hello Registered Trainers,

Welcome to the fall 2014 issue of the Trainer Newsletter. Be sure to keep reading for important updates, reminders, resources, an opportunity to provide feedback and a chance to win a great prize as part of our 10th Anniversary Celebration!

10th Anniversary Celebration

2014 marks 10 years that The Nevada Registry has been in operation. We have been engaged in a year-long celebration by offering special opportunities for our membership to participate in monthly recognition promotions. Registered trainers are every bit as important to the growth and success of the Registry as our members, so we'd like to invite you to join in the fun!

It's easy! All you have to do is send us a quick email describing one of the greatest successes you have experienced as a trainer. It could be anything - positive feedback you received during or after a training, an effective teaching strategy, how you've inspired someone to improve their practice, etc. Anything that validates why you have chosen to become a trainer of adults.

The first 10 registered trainers* who send us their success story will receive one of our commemorative t-shirts and may also be featured in a future issue of the Trainer Newsletter. Don't delay - the deadline for submission is August 31, 2014.

*ECE trainers must also be in active Career Ladder status at the time of submission.

Training Approval Trivia

The Nevada Registry is fortunate to have the opportunity to dialogue with many ECE professionals on a daily basis through telephone calls, email communication and website inquiries. Through these conversations, we have the opportunity to learn about the challenges child care providers are facing, both in their businesses, but also as they seek to obtain professional development to meet their annual requirements for Licensing. As a data collection system, we naturally gather a vast amount of data as a function of the program, but we also gather a lot of anecdotal information about ways in which we can improve the training approval system, and more importantly, improve the professional development experience for ECE educators across the state.

As you plan future training, keep the following information in mind. The more we can do to develop training based on the expressed needs and interests of the workforce, the more we will be able to fill gaps and create meaningful professional development experiences that get carried in the classrooms where it matters most.

Did you know?

- 49% of all training approved to date has been in the Core Knowledge Area (CKA) of Health, Safety and Nutrition - not too surprising considering the initial courses required within 90 days of employment in child care are primarily health and safety related (CPR, First Aid, Child Abuse & Neglect, Signs and Symptoms of Illness, etc.)

- Only 2% of all training approved to date has been in the area of Observation and Assessment despite the fact that assessment is now required by [Child Care Licensing regulations](#) (NAC 432A.430).

- 90% of all training approved to date has been offered in Clark (68%) and Washoe (22%) county. 88% of all Registry members live in those 2 counties.

- One of the most frequently expressed concerns/frustrations from ECE professionals living in the Carson City, Gardnerville and Minden area is that there is not enough local training available. More often than not, they have to travel to Reno to obtain their professional development.

- Child Development, Ages and Stages and Wellness training are the topics that the Registry receives the most inquiries about. Signs and Symptoms of Illness training in outlying/rural areas is also in high demand.

New Policy Regarding In-Home Training

As of January 1, 2015, the Registry will no longer approve training that occurs in the private residences of registered trainers. This decision is based on the potential health, safety and liability risks that are present when individuals are invited into the private home of a trainer. Trainers who have traditionally conducted training in their homes can still provide training, so long as it occurs in a public location. Numerous

training location alternatives are available; often at low or no cost, such as libraries, community centers, churches, child care facilities, etc.

The Ethical Obligations, Responsibilities and Professional Expectations for Registered Trainers agreement has been updated to reflect this change. While you will not be required to resubmit a signed agreement at this time, all individuals registering as trainers from this point forward will be required to sign the updated form (dated August 2014) at the time of registration. In addition to this notice, information about the new policy has been made available on the 'For Trainers' and 'General Approval Policies' pages of our website and on the blog. Please feel free to contact our office if you have any questions.

Training Approval Reminders

Training Summaries
Please remember to provide a Training Summary for each request you submit. This is a general description (in narrative form) of the content that will be covered. This is how you market your training to the early childhood community and describes what participants can expect to learn by attending. It's also what Child Care Licensing reviews when the content of training isn't obvious by title alone. The Training Summary is required in addition to an outline. Please do not write, "See Attached" in that space.

The ECE Trainer Request for Training Approval form has been updated and is now available as a fillable PDF (which means you can type right into the form rather than hand-writing the information). The remaining training approval request forms are in the process of being updated as well. All forms are currently available on the 'Forms' page of our website.

Basic Orientation Training
It's back to school time which means there is a lot of new staff coming on board and a lot of great staff training occurring. Please remember that training that is specific to the policies and procedures (basic orientation) of a center cannot be approved for child care training hours. The policies and procedures implemented by a center

related to the operations of the facility, employee expectations, enrollment procedures, etc. are seen as separate and distinct from general child care training that is required on an annual basis. While the information is certainly important for new staff and in some cases, required by [Child Care Licensing regulations](#) (NAC 432A.320), the content isn't specifically related to the direct care of children and therefore cannot be approved for child care training hours. A good rule of thumb to follow is that if the content is so specific to the operations of a particular program or facility that it would not be applicable to someone attending your training from another center or program, it's probably "policy and procedure" focused and not eligible for training hours/approval.

Coming Soon!
Training Feedback Form

Feedback is one of the best ways for you as a trainer to determine what is working well in your trainings and to identify areas where additional growth could help enrich the training experience for your participants. As a training approval system, it's also the best way for us to know what is working well throughout the state and where additional support and guidance might be helpful.

We all know that its human nature to provide feedback when something goes wrong; however, we want to start hearing from our members when something goes RIGHT! To help encourage and facilitate these conversations with training attendees, a new feature of our website, the training feedback form, will soon be available on the '[Training Calendar](#)' and '[For Trainers](#)' pages of our website.

The goal of this new form is to provide training attendees a more formal avenue for communicating with the Registry about their training experience; good, bad, or indifferent. The information received through the feedback form will give us a way to recognize and highlight trainers who are implementing good training practices. Feedback from the field also helps us identify potential problem areas and opportunities to provide additional support to trainers. More than anything we just want to hear from the early childhood community; what's working well, what could be improved, how trainers are meeting their professional development needs and expectations, etc.* Gathering more of this type of information will help us create a

higher quality training approval system, which in the end, benefits everyone involved, especially the children who are in the care of the individuals you are training.

Help Wanted!

The feedback form (in draft form) currently contains a series of specific questions tied to a specific event (date of training, name of trainer, etc.,) and the trainer agreement (did the training start on time, cover the advertised content, etc.). A section for the individual to describe how the training met their expectations is also included. Are there other types of questions; that if answered, would benefit you as a trainer - both as a way to validate what you are doing well and to help you identify areas for growth? If you have ideas to share, specific strategies that you have found to be effective in soliciting meaningful feedback, etc., please **send your input to our email address with the subject line, "Feedback Form Input" by August 31st.** Each trainer providing input will receive a small gift as a token of our appreciation. We look forward to hearing from you!

*Please note that while the feedback we receive through the feedback form will be shared with you; the names of the individuals providing the feedback will not be disclosed, regardless of the nature of the feedback.

Thank you for being an integral part of The Nevada Registry's training approval system. Thanks to YOU, over 42,000 Registry-approved trainings (equating to over 114,000 hours of training), have been provided statewide since 2004!

🚩 Do you Facebook?

We launched our official [Facebook page](#) in March of this year. If you haven't already done so, be sure to "Like" our page. In addition to the blog, it's a great way to stay informed about Registry-specific as well as industry-related news.

🚩 Trainer Directory

The [Trainer Directory](#) is a way for registered trainers/sponsors to advertise their services, but more importantly, it helps early childhood professionals connect with trainers that are available to meet the specific professional development needs of their staff.

Updates

👥 Membership Count

6,111 active members

📅 For Trainers

We've dedicated a page on the Registry [website](#) just for registered trainers.

[Check it out!](#)

📌 Job Board

Advertise an opening or view current job opportunities.

[View Listings](#)

✏️ Letter to the Editor

Do you have feedback for the Registry? Submit your thoughts to us.

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Federal Reserve Backs Child Care

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