



SPIRAL UP



FREQUENTLY ASKED QUESTIONS

1. *How often is Spiral Up offered?*

Spiral Up is offered five times a year: January, March, May, August, and October

2. *What does the program entail?*

The Spiral Up Academy is an 8-week program. It includes 7 weekly trainings on the following topics:

- i. Professionalism
- ii. Child Development and Building Family Partnerships
- iii. Creating Connections with Children
- iv. Promoting Learning Through Play
- v. Schedules, Routines, Transitions, and Rules
- vi. Effective Strategies for Social Emotional Development
- vii. Creating Joyful Classroom Environments

It also includes weekly 30-minute coaching sessions. Coaching sessions are guided conversations to help participants think about how they will adapt, adopt, and apply the information they've learned during the weekly trainings. The 8th week of the Spiral Up Academy consists of a "Coaching Transition Meetings" to transition coaching to directors (see #12 for more information on Coaching Transitions).

Finally, the Spiral Up Academy includes 9 self-directed courses to complete on Campus Extension and ProSolutions. Self-Directed trainings are the Nevada State Childcare Licensing Initial trainings such as Recognizing and Reporting Abuse & Neglect, Signs & Symptoms of Illness and Bloodborne Pathogens, etc. These trainings are separate from the weekly Zoom trainings.

3. *Who is eligible to join the program?*

Anyone in the state of Nevada who is required to complete their initial trainings for childcare licensing. This includes center-based, home childcare, FFNs, and accommodation facilities (gyms, casino childcare, etc.). Participants must be within their first 120 days (four months) of hire by the start date of the Academy.

All positions are welcome to join our program, including directors, assistant directors, administrators, lead/assistant teachers, floaters, cooks, and drivers, as long as they meet the 4-month hire date requirement.

4. *If new hires have finished all their initial trainings, can they still participate in the academy?*

Yes! Our program provides additional trainings that include valuable information and help prepare those new to childcare and even seasoned educators to work with young children in a classroom or home setting.

Nevada Childcare Licensing now requires new hires to complete all initial trainings within their first 90 days (3 months) of hire. We recognize that people hired in between sessions may pass their 90 days before the start of the next Academy. These participants are still welcome to be referred, but may have to complete most or all of their initial trainings before the Academy begins.

5. *If someone is new to my center but has been in the field for a while, can they still participate?*

If your new hire needs to renew any of their Nevada State Childcare Licensing training requirements, they may participate in the Spiral Up Academy. If they do not need to renew their training requirements but are interested in growing professionally, we recommend the Extension's CDA programs, which are offered to infant/toddler educators and preschool/home childcare providers as well. The CDA provides more in-depth training and coaching over 4 months.

6. *How can I apply/refer?*

- Center-based participants must be referred by their center director.
- Home-based childcare providers may refer themselves.
- FFNs must be referred by their sponsoring party (Their Urban League or Children's Cabinet representative)

7. *Is there a cost?*

The Spiral Up Academy is fully funded by county, state, and federal sources and is offered at no cost to participants or their sponsoring party.

The Spiral Up Academy DOES NOT include First-Aid/CPR training. This is not required to complete the Spiral Up Academy, but it is a requirement of Nevada State Childcare Licensing and must be completed for an additional cost. Spiral Up Coaches can assist participants and directors with finding approved CPR/First-Aid courses.

8. *What is required for participants to complete the Academy?*

To complete the Spiral Up Academy and receive a certificate of completion, participants must:

- i. Attend at least 6 of the 7 weekly trainings. Participants who miss more than one training may be removed from the program.
- ii. Complete and turn in certificates for all nine self-directed trainings by the end date of the Academy (the 8th week).
- iii. Attend weekly coaching sessions.
- iv. Complete a pre- and post-knowledge assessment.

9. *Does this program provide a credential?*

The Spiral Up Academy is not a credential program. Participants will receive 2 hours of Nevada Registry approved training credit for each training they attend (a total of 14 hours) and will receive a certificate of completion from the program if they meet the requirements for completion (see #8).

10. *Does this Academy provide credit toward the CDA program?*

Yes! Participants who complete the Spiral Up Academy are eligible to receive up to 20 hours of training credit toward the Extension's CDA programs.

11. *If my employee leaves their center during a session, are they unenrolled from the Spiral Up Academy?*

We believe that the information we provide is valuable to anyone working in the childcare industry. Because of that, we do not unenroll participants who leave their employment during a Spiral Up session unless the participant requests to be dropped from the program.

12. *What is required of the director/Sponsoring party?*

All directors are required to attend a Spiral Up Director Orientation once. If a director has participated in an orientation during a previous session, they are not required to attend again.

Directors are also required to participate in a "coaching transition" meeting during the 8th week of the program. Details for the coaching transition are discussed during the director orientation, and materials are provided to continue supporting participants after the conclusion of the Spiral Up Academy.

Spiral Up team members will be in regular contact with directors throughout the program to ensure participants are successful. We ask directors to respond to communications from the Spiral Up team.

We ask directors to notify the Spiral Up Coordinator, Danielle Pertile (dpertile@unr.edu) about any changes in a participant's employment or work schedule that may affect Spiral Up participation.

13. *What sources of information have you used to develop this program?*

This Academy has been developed using the following primary sources:

- i. Developmentally Appropriate Practice by National Associations for the Education of Young Children (NAEYC) and other NAEYC articles and publications at naeyc.org
- ii. Powerful Interactions by A.L Dombro, J. Jablon, & C. Stetson
- iii. The National Center for Pyramid Model Innovations (NCPMI) challengingbehavior.org and Unpacking the Pyramid Model by Mary Louise Hemmeter, Ph.D., Michaelene M. Ostrosky, Ph.D., Lise K. Fox, Ph.D.

14. *I have an employee who does not speak English, can they participate?*

Currently, the Spiral Up Academy trainings are only offered in English, though we do have Spanish coaching available for participants who are more comfortable conversing in Spanish. However, to fully participate and get as much out of the program as possible, we recommend participants can understand and read English with intermediate fluency.

The Spiral Up team is developing a Spanish language Spiral Up Academy that we hope to launch in March 2024. This Academy will include all training and coaching in Spanish.

15. I have an employee who does not have internet/a computer/printer, can they participate?

The Spiral Up Academy is entirely virtual, trainings and coaching take place on Zoom, and self-directed trainings are completed on campus.extension.org and prosolutionstraining.com. Functional internet is a requirement to participate in the program.

We have found that our program, including the self-directed trainings, works best on a laptop or desktop computer. Participants may participate using a mobile phone or tablet, but Zoom may not have the same functionality.

A printer is not required to participate in the program. However, we do require participants to provide copies of their training certificates to their directors, and the best practice for doing this is printing a hard copy. Many directors will allow participants to print certificates using the printer at their childcare center.

16. Can directors sit in on weekly trainings and coaching sessions?

Directors are welcome to audit weekly training sessions if they give the trainer advance notice. However, Spiral Up coaches strive to create and maintain a safe, confidential space during coaching sessions and do not allow participation from outside sources.

During the 8th week of the Academy, directors are asked to participate in a coaching transition meeting, during which the coach will share with the director a short report on the participants' growth and possible next steps.

Spiral Up coaches will report to directors any unsafe/dangerous practices or practices that go against licensing/health department regulations that are shared during coaching or observed during a site-visit.

17. Does my participant have to complete the SIDS and Shaken Baby trainings if my center does not work with infants?

Yes, all participants are required to complete all 9 self-directed trainings. The reason for this is to give them skills and knowledge that is transferable in the industry, and to help them complete the total of 30 hours of training by the end of the Academy.

The University of Nevada, Reno is committed to providing a place of work and learning free of discrimination on the basis of a person's age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion (protected classes). Where discrimination is found to have occurred, the University will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.
