



Pennsylvania Association for the Education of Young Children  
An Affiliate of **naeyc**

## Professional Development PD sessions for PennAEYC

Below is a partial listing of PD available on the “standard menu” of PD available from PennAEYC. PennAEYC will work with you to design a selections of PD classes to meet your staff needs. Please contact Rose Snyder ([rsnyder@pennaeyc.org](mailto:rsnyder@pennaeyc.org)) at 717-635-9026

### **1. PennAEYC: DAP: Building Family Partnerships - K3 C2 (Rose Snyder) 2hr**

In this course professionals will examine the importance of building family relationships. We will examine the NAEYC Developmentally Appropriate Principals for Family Engagement that influence how and why we engage with families. We will discuss Dr. Brazelton’s “Touchpoints” and look at effective ways to build family partnerships.

### **2. PennAEYC: Learning to Lead - K6 C2 (Rose Snyder) 2hr**

In this course professionals will examine the concepts of leadership. We will explore and compare various leadership characteristics that influence the way others view us as well as the way we view ourselves. Leadership is a responsibility of all ECE professionals! We will review the NAEYC developmentally appropriate practice (DAP) principals and explore how these can be applied to leadership models. We will briefly review leadership styles and the importance of knowing your personal leadership style and the styles of others you are trying to lead. Leaders influence others, we will explore positive ways to influence and inspire others on your professional journey in early childhood education.

Maybe you did not intend to be a leader but "ended up" a leader in your center or you were focused and planned carefully to become a leader, leadership in ECE is is one of the most important jobs you hold! No matter how you landed or intend to land in leadership you have a very specific responsibility to your program, colleagues, children and families. Come explore with us!



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**PennAEYC: Learning to Lead -A Four-Part Series K6 C2**

**Rose Snyder**

**4 sessions of 2hrs each**

This series is focused on the development of leaders in ECE. The sessions are reflective and sequential. Each session builds upon the previous session and are best when taken as a complete series. The purpose of the series is to identify and build leadership qualities in early childhood professionals.

**#1 Leadership...Who, me?**

In this session, we examine leadership and the leadership role of an early childhood professional. Student will identify the difference between Leadership and Management. We will briefly overview 5 leadership types and the qualities of each. Together we will examine attitudes and beliefs about leadership and the source of these beliefs. In this session, participants will discover the importance of creating a leadership vision.

**#2 Leadership...Maybe it's for me.**

In this session, the students will identify personal qualities of leadership and determine their own leadership style. Participants will examine personality and leadership temperaments to best identify how they lead and follow others as they journey through their professional life. In this session, we will reflect on past experiences and begin to look at the role of "leading on purpose" to make a difference.

**#3 Leadership...Leading others through relationships.**

In this session students will discuss the foundational belief that all learning takes place in supportive and nurturing environments. Nurturing and supportive environments include building strong reciprocal relations with your working team. Students will investigate leadership relationships and the role a leader plays in mentoring, coaching, empowering, following and inspiring growth and development for the ECE professional.

**#4 Leadership...Effective leadership, moving on and doing more!**

In this final session of the series the students will reflect on past sessions and develop a plan with a purpose. We will examine barriers that may arise and discuss ways to support and nurture your leadership. Participants will determine a personal plan for their leadership and identify one way to inspire other leaders within your program. Students will discuss ways to feed the leader inside of you as you move on and do more in your professional practice.



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**3. PennAEYC; DAP: The Basics – K1 C1  
(Rose Snyder) 2hr**

In this course professionals will examine Developmentally appropriate practice, often shortened to DAP, as an approach to teaching grounded in the research on how young children develop and learn and in what is known about effective early education. The DAP framework is designed to promote young children's optimal learning and development.

DAP involves teachers meeting young children where they are (by stage of development), both as individuals and as part of a group; and helping each child meet challenging and achievable learning goals.

Developmentally appropriate practice is the foundation for all NAEYC's work including—publications, training programs, conferences, accreditation of child care programs, and more.

**4. PennAEYC: Understanding "Y": Generational Differences in the Work Place -  
K6 C2 (Rose Snyder) 2hr**

In this course professionals will examine questions about generational differences in the workplace. It is important to better understand the needs and differences of various generational age groups so that professionals are best able to communicate and support children. We will discuss the influences of various generational differences as well as the often-mistaken assumptions we have regarding specific age groups. This course is designed to challenge your current beliefs about various age groups and challenge you to think differently about generational differences to best support continuous quality improvement of the professional

**5. PennAEYC: Interactions for Meaningful Relationships - K1 C2  
(Rose Snyder) 2hr**

In this course professionals will examine the importance of building strong and intentional relationship with young children. We will examine the role of secure, reciprocal relationships have in a child's development. Providers learn how relationships and classroom practices support the social and emotional bond that is necessary for optimal human development. We will identify ways in which an environment containing strong/secure relationships builds self-confidence and encourages creative thinking.



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**6. PennAEYC: Look, Listen and Record: DAP Observation - K4 C2  
(Rose Snyder) 2hr**

In this course professionals examine Developmentally Appropriate Practices and core components of DAP as it relates to observations. We will examine the deeper reasons for observation, practitioner attitudes about observation and how to use observations in effective ways that will support children and families. Participants will examine basic components of DAP and the 3 primary components in the use observation as a tool to enhance curriculum and support children and families. (This is NOT a mechanics of observation.)

**7. PennAEYC: Let's Talk-Understanding Cultural Competence – K3 C1  
(Rose Snyder) 2hr**

In this course professionals will have the opportunity to examine the definition of CULTURAL COMPETENCE as established by a team of ECE professionals from across the state. Participants will discuss the meaning of cultural competence and the journey to understanding others. This session is an interactive discussion about attitudes and personal reflections designed to help participants grasp the meaning of cultural competence and their role in creating an environment where all people are valued and respected for who they are and what they bring to the community.

**8. PennAEYC: Understanding Cultural Competence-An Anti Bias Approach -  
K3 C2 (This session has components of the above but dig a little deeper)  
(Rose Snyder) 3hr**

In this course professionals will examine personal attitudes that influence how we respond to others. We will examine the way our approach and understanding of cultural differences impacts children in our care. We will explore the meaning of culture and ideas about roles, values and the common misconceptions made about roles in various cultures. We will discuss circles of identity and how we see ourselves as part of a culture. We will look at the base of bias and intersecting aspects of privilege, oppression and domination. We will examine the NAEYC Concepts of Cultural Competence and Benchmarks for Quality.

**9. PennAEYC: Using the NAEYC Code of Professional Ethics – K6 C2  
(Rose Snyder) 2hr**

In this course professionals will examine the NAEYC Professional Code of Ethics, the various components and identify the impact the code has on our professional beliefs and practices. We will review the NAEYC Professional Code and history examine the role it plays in the standards for quality early childhood education. Participants will engage in activities that offer opportunities to examine the **NAEYC Professional Code of Ethics** through a variety of scenarios.



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**10. PennAEYC: Using your Observation to Support Intentional Teaching - K4-C2  
(Rose Snyder) 2hr**

In this course professionals will identify key components of DAP that will support intentional teaching. Participants will examine the components of observation, developmentally appropriate practice and compare tools/strategies that support ongoing collection and use of student observation that leads to intentional teaching and positive outcomes for children. Bring a sample observation with you to this interactive session. We will discuss ways to use the information collected with families as a tool to involve families in the planning process for improved outcomes for children and improved family engagement.

**11. PennAEYC: Advocacy Basics - K6 C1  
(Tracy Weaver-LIMITED LOCATIONS) 2hr**

In this course professionals will review and explore issues of Advocacy and the important role they have as advocated in ECE. While federal and state legislators are talking about increasing support for early childhood programs, we ALL must do our part to help them understand the why early care and education is so important to children, their families and our communities. You want to talk to your legislators, business and civic leaders and involve your colleagues in the process, but you don't know where to start? PennAEYC can help. This session will show you where to start and how to get momentum going at your facility and in your community.

**12. PennAEYC: Advocacy- Beyond the Basics - K6 C2  
(Tracy Weaver-LIMITED LOCATIONS) 2hr**

Let's agree, increasing support for early childhood programs is critical and we ALL must do our part to help leaders understand why it is so important to children, their families and our communities. You have experience with advocacy and want to do more, but you are looking for ideas for effective outreach? This session will help you think through the process you currently use and where to go from there to build even more momentum in your community with business, civic and legislative leaders

**13. PennAEYC: Building Community Support for Early Education -K6 C1  
(Tracy Weaver-LIMITED LOCATIONS) 2hr**

Talking with people in everyday situations, such as at the market, gym or post office, can help you build good will within your community. Implementing the concept of "friendraising" can help you build early learning champions in your community through unlikely allies. Attend this session and learn about how you can begin to develop these relationships and how it can be used in advocating for children.



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**14. PennAEYC: Using Social Media to Advocate for Children - K6 C2  
(Tracy Weaver-LIMITED LOCATIONS) 2hr**

Social media can be an effective tool in advocating for what you want. However, it is important to use these platforms appropriately to achieve the desired outcome. This session will help you learn effective ways to use social media to advocate for children and early education to get positive attention you need for your cause or program.

**15. PennAEYC: Engaging School Boards in Early Education - K6 C1  
(Tracy Weaver-LIMITED LOCATIONS) 2hr**

Have you wondered if your school district's board of education is aware of your program or if they have any concept of what early education really is? Perhaps you want to strengthen your connection to your local district? This session will help you gain a better understanding the role school boards can play in early education and how to partner with school districts to reinforce the work you have already done and what other ideas you can implement to better serve children and families.

**16. Core Knowledge Competencies and Big Ideas Framework  
(CKC-STARs Core Requirement)**

This session provides ECE professionals with an introduction to the PA Keys' professional development system and two new resources that have been developed for practitioners' use. Participants will learn how the Core Knowledge Competencies (CKC) and the Big Ideas Framework/Individual Professional Development Plan (IPDP) documents can be used to help ECE professionals assess and chart their education, professional development needs, and accomplishments. *\*This session meets the requirements of the Keystone STARs Core Series for CBK/PDR.*

**17. PennAEYC: DAP Curriculum: Building a Strong Learning Experience for Children - K2 C2 (Rose Snyder) 2hr**

In this fast-paced PD course professionals will examine elements of DAP learning experiences for young children. We will discuss elements like intentionality, learning materials, physical environment, individualism, and relationships using the PA Early Learning Standards as a framework for instruction/content and Environmental Rating Scales (i.g. ECERS, ITERS) and NAEYC DAP Framework as resources for environments/experiences. If you have copies of these tools please bring them with you as they may be helpful during the conversation.



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**18. PennAEYC: Loving Places and Learning Spaces for Infants and Toddlers - K2 C2 (Rose Snyder) 2hr**

In this course professionals will examine the necessary components for high quality Infant and toddler care. We will focus on the importance of attachment and relationships in quality infant and toddler care and the role relationships play in infant toddler learning and development. We will examine aspects of the ITERS and PA Early Learning Standards. We will explore and share ideas to build a strong developmentally appropriate learning environment that supports healthy and intentional infant and toddler development. We will focus on the importance of attachment and relationships in quality infant and toddler care.

**19. PennAEYC: ECE, What's it Really Worth? Determining the True Cost of Care and Paying a Fair Wage D6/8 C3 Offered in 2 or 3hr. versions (Rose Snyder and/or Tracy Weaver)**

In this course professionals will examine ECE: and it's worth and investment in quality care. It is essential that we investigate the true cost of care if we ever plan to pay a fair wage in early education. In this session providers, will begin to dive into the issues related to the true cost of care and paying for quality. Providers will examine the aspects to determine the true cost of care. It is important to understand all components of what it really costs to offer quality care and then begin to identify ways that make changes to support the true cost of care. Together we will review funding streams and discuss how to maximize funding levels, review the associated expenses related to quality care and examine a necessary shift in the way we think about the cost of quality care. ECE professionals will learn about the true cost of care and ways to advocate for funding to support that TRUE COST of quality care.

**\*\*Additional Sessions are developed throughout the year. The PennAEYC office of Educational Services is proud to deliver a variety of topics designed assist your team in meeting their professional needs. Our instructors are happy to discuss your PD needs on an individual level. Please contact Rose Snyder at [rsnyder@pennaeyc.org](mailto:rsnyder@pennaeyc.org) or at 717-635-9026 for more information or to schedule a personal consultation.**