



1. Agency Contact Information

- A. Name of the agency that wishes to provide or cosponsor the training. An independent trainer can be his/her own agency if not associated with another agency.
- B. Name of the contact person for the agency to receive notification of decision.
- C. Address of the agency.
- D. E-mail Address of the contact person to receive notification of decision.
- E. Name of the instructor who will conduct the training session.
- F. Phone number of contact person
- G. Qualifications of the Instructor – CCR&R are required by the Iowa CCR&R Network Policies and Procedures to ensure instructors meet minimum quality standards. In order to accomplish this, CCR&R will refer to the Instructor's application and qualifications. If the proposed instructor is not already approved by CCR&R, he/she will need to complete and submit an Instructor Application to CCR&R.

2. Training Approval Application Checklist

- A. Indicate that you have completed the application and included all required attachments. Please do not submit originals as the application and materials will not be returned.

3. Training Information

- A. Title – The title of the training should be brief and should clearly indicate the content of the training.
- B. Description - In 50 words or less, provide a description that clearly and accurately describes the training content.
- C. Format/Structure – Indicate the delivery method of this training (group setting, ICN, etc.).
- D. Number Clock Hours– Indicate the number of clock hours offered for this training. The minimum allowable is one clock hour.
- E. CEU's – Indicate if CEU's are being provided. If CEU's are being provided, indicate the number of hours offered and who is providing the CEU certificates.
- F. Target Audience – Indicate the audience who the training is designed for. Also specifically describe the intended audience.
- G. Training Level – Indicate the audience experience level this training was developed for. Also provide explanation for the experience level indicated.
- H. Author Information – If the agency has purchased or is utilizing a 'pre-packaged' curriculum or any curriculum that he/she has not written for the purposes of this training approval application, the author information shall be submitted.
- I. Content Areas – Indicate the applicable content area that the training topic best meets. Only one content area should be selected for each one hour of training. If more than one competency is identified, each competency and the number of hours of content delivery for each goal must be specified in the Instructional Plan and be listed on the certificate awarded at the end of the training. Child Care Resource & Referral will issue the certificates. Content areas related to the Child Development Associate (CDA) credential.

J. Instructional Plan and Content Outline – An instructional plan should include the following:

- a) CCR&R may provide an example outline and instructional plan to the instructor upon request.
- b) Competency-Based Learning Objectives – At least three learning objectives should be included. Each learning objective must be written from the perspective of what the participant will be expected to do in the training. The learning objectives should be clearly stated, realistic, measurable, and move the participants toward the outcome. The instructor should be able to determine that the learning objectives are met while participants are in the training session. The learning objectives should be in logical and sequential order and should drive the training session.

Sample learning objectives include:

1. The participant will *identify* three developmental characteristics of infants.
 2. The learner will *demonstrate* appropriate hand washing techniques.
 3. Participants will be able to *describe* the relationship between environmental variables, children's challenging behaviors, and social emotional development.
- c) Content Outline – This should specify the details regarding the information that will be presented. All content that will be presented to participants in the training must be included in the content design.
- Content, exercises, examples, etc. logically connect to the sections that come before and after and relate to the real world of early care and education.
 - Objectives/key concepts are repeated and/or revisited often.
 - Content should consider participant's previous knowledge with an appropriate level of depth for the audience level.
 - Appropriate exercises are utilized including: opener, closing, activities relevant to the content throughout, instructions are clear with reference to key points, activities to identify/answer questions.

If content will be presented in the form of handouts, Power Point presentations, or transparencies, etc. a copy must be submitted. If the content includes the use of a video, the content of the video or a copy of the video must be referenced. If content seems incomplete, the application will be denied.

Content must be consistent with developmentally appropriate practice (DAP) as defined by NAEYC, WestEd, and the National Health & Safety Performance Standards. The content must be consistent with Iowa regulatory standards and the Iowa Early Learning Standards. The content must also support each objective and content area indicated.

- d) Time and Sequence – The sequence of events/activities, as described in the content design, should be consistent with the objectives, supportive of the objectives, and logical. Time estimates for each instructional activity should be indicated on the Instructional Plan. Trainers should consider the amount of actual time the activities will take. The outline should have adequate content to support the time requested for approval.
- e) Training Methods – Content with a variety of methods strengthen key concepts. Several (at least two) training methods that reflect a variety of learning styles must be included in the training and reflected in the content outline.
 - Training methods should be sensitive to the needs of adult learners and should be appropriate for the content presented.
 - Structure of the course should provide opportunities for support with peers, ongoing interactions, and timely feedback.
 - Content with direct concrete experiences allow participants to apply the learning to their work as early care and education professionals.
 - Content with small group activities allow participants to move beyond understanding to application and evaluation.

- f) Diversity – In addressing diversity, content should include internal dimensions (age, gender, physical ability, race, etc.) as well as external dimensions (geographic location, work experience, etc.). Diversity should be evident in content, materials, examples, case studies, and/or activities.
 - g) Core Values – Early childhood education is a unique and valuable stage of human life. The content should recognize that children are best understood and supported in the context of family, culture, community, and society. The content should respect the dignity, worth, and uniqueness of each individual (child, family, colleague).
 - h) Assessment of Learning– Assessment of learning outcomes provides an opportunity for the audience and the instructor to assess progress toward objectives. Assessment of learning outcomes should occur throughout the training. The instructor should indicate what techniques will be used to measure the learning objectives. Activities in training are also ways to assess participants knowledge and skills in the content (short tests, action plans, observation, discussion, reflections, interviews, follow up, etc.) Some assessment techniques include rubrics, observation, group discussion, etc.
 - i) Materials List – a list of materials (flip chart, projector, video, books, handouts, Power Point presentations, etc.) needed in the training should be included as a separate list or included in the content design corresponding to each activity. All materials must be indicated.
 - j) Evaluation of Training – An evaluation of the training and the trainer should be conducted so participants may evaluate the effectiveness in meeting their needs. The evaluation will also provide the trainer with feedback to adapt or modify the course. Trainers will utilize the CCR&R evaluation form which will be provided.
 - k) Reference List – References used to develop the training should be cited using one of the professional formats. A minimum of three (3) references should be cited and at least (2) two should be less than five (5) years old. The following information should be included: author, date of publication, title or periodical, publisher (or web site address).
4. **Read and sign the Agency Agreement.** Be sure to enclose the signed agency Agreement with the Training Approval Application.
5. **Submitting the Request** – submit the Child Care Training Approval Form and additional requested materials in writing and/or electronically to:

Carol Jensen, Regional Training Coordinator
West Central Community Action
Child Care Resource & Referral
PO Box 709
Harlan, IA 51537
712-755-7381 or 800-945-9778
Fax: 712-755-7827
<mailto:cjensen@swiowachildcare.org>

If the materials are submitted in both electronic and written formats, CCR&R will not begin review until all materials are received. Training is not approved retro actively. Please submit a complete Request for Child Care Training Approval Application a minimum of 60 days prior to the intended training date. CCR&R will issue a decision within 30 business days of receiving a complete Request for Child Care Training Approval Application.