

**CAPITAL AREA EARLY CHILDHOOD TRAINING INSTITUTE
THE PENNSYLVANIA STATE UNIVERSITY
2003-2004 REPORT**

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Introduction

This report reviews the major initiatives of the *Capital Area Early Childhood Training Institute* for the 2003-2004 fiscal year.

The Capital Area Early Childhood Training Institute (CAECTI) was created as a result of the convening activities of the Greater Harrisburg Foundation and its community partners. The Institute is a community-based initiative to provide training and information to parents and childcare providers of children birth through five years of age. Located in Harrisburg, the Institute serves parents and childcare providers in Dauphin, Cumberland, Perry, Adams, York, Lebanon, Lancaster, Franklin, and Centre Counties. The Institute is empowered by a broad-based community advisory board with representatives from local and state government, citizens, social service and child care providers, local foundations, and other professionals working in research and service in early childhood.

The four primary goals of the Institute are: 1) coordinate and develop training opportunities for parents and childcare providers; 2) disseminate information to parents and childcare providers regarding training opportunities; 3) serve as advocates for high-quality infant and toddler training opportunities in the region; 4) serve as a regional clearinghouse for infant and toddler training information.

The Institute develops and coordinates training sessions throughout the region, including: on-site mentoring and consultative sessions; workshops for caregivers and parents of infants, toddlers and preschoolers; seminars for directors of child care programs; and an annual summer training institute. The Institute provides technical assistance in this region in support of the child care providers participating in the Keystone Stars Quality Improvement Program. The Institute has a website: www.caecti.org, which lists available training opportunities in the eight-county area, as well as provides links to other websites containing information for parents and care providers. The Institute advocates for and helps develop high-quality early childhood education training programs for childcare providers and parents throughout the region and the state. The Institute also coordinates with other early childhood training institutes and initiatives.

Parent Mentoring Program using the Hanen Program® for Parents

The following is a brief summary of the Capital Area Early Childhood Training Institute's Parent Mentoring Program using the Hanen Program® for Parents which was conducted in Spring 2004 using the Hanen Centre guidebook, "It Takes Two to Talk".

In this family-focused program, parents learned to interact and communicate with their child during everyday activities and routines in ways that promote social communication and language learning. The model is based on the philosophy that language is best learned in the natural environment and that parents are the best facilitators of their child's language learning. Parent involvement not only promotes the child's language learning, but enhances the parent-child relationship.

The program was recommended for parents of children ranging in communication abilities. It is suitable for parents of children who are responding at a reflexive level, children who are nonverbal, children who are using single words; children who are using two-three word phrases often combined with a severe articulation component and have a receptive language delay; children who are using alternative forms of communication and children who, though verbal, use echolalia and seldom interact or participate in conversation.

Program Format

This year, 18 parents and one grandparent of 17 children participated in "*It Takes Two to Talk* - The Hanen Program® for Parents. Facilitated by a Hanen-Certified Speech Language Pathologist, the program lasted 14 weeks including orientation, pre-program consultation and 9 weekly group-training sessions of 2 hours each. Group sessions were offered in the evenings to accommodate the needs of the majority of the group. Group sessions involved experiential learning and a combination of interactive lectures, analysis of videotaped parent child interactions, small and large group discussions and hands-on practice. Parents' prior knowledge and experience was drawn upon, adult learning styles accommodated, and group concerns and interests were addressed. Since the Hanen Programs took place over a period of time, parents also gained valuable support from other parents in the group.

The program also included optional participation in 3 individual video feedback sessions in the family's home or in a child care center interspersed between the group training sessions. During these sessions, which lasted approximately 1 ½ to 2 hours, parents were videotaped interacting with their child as they attempted to apply the strategies they learned during the group sessions. Parents were given on-the-spot coaching and guidance so they were able to modify the strategies while the interaction was taking place. The videotapes were then viewed immediately and discussed with the speech-language pathologist, with additional recommendations provided.

Program Goals

The primary goals of the parent program were to provide:

- Education – to help parents understand how communication develops and how to use everyday situations and interactions to promote their child’s ability to interact and communicate
- Prevention – to teach parents specific strategies to create a language-rich, highly interactive environment for children.
- Support - to provide parents with a forum for sharing ideas and concerns with other parents.

Program Content

Program content was drawn from the Hanen Center parent guidebook “*It Takes Two to Talk*”. By participating in the program parents learned a number of practical strategies to foster their child’s communication skills and encourage language learning. For example, they learned how to identify their child’s conversational style and the roles they play during interactions with their children. One way they do this is by learning to OWL (Observe, Wait Listen). By learning to *observe* their child, parents became familiar with how and why the child communicates, thereby increasing their awareness of the child’s attempts to communicate and increasing their opportunities to respond to the child. By learning to *wait*, the parents learned to give the child the time and encouragement he/she needs to express him/herself. By learning to *listen*, the parents give the child their undivided attention and the encouragement to continue the “conversation”.

Parents also learned how to follow their child’s lead and respond in ways that promote interaction and establish a foundation for early conversations. They learned how to create and take advantage of everyday opportunities to help their child communicate and use language. Parents practiced techniques that help to keep the “conversation” going. For example, they learned to expand on what the child has communicated by repeating the child’s message and adding a new word or action. They learned to highlight information by using gestures, by providing repetition or by emphasizing key words. Parents also learned how to play with their child and use toys, books, music and creative activities as opportunities to enhance interaction and communication.

Summary

Parents of children with communication delays often feel they do not know what to do to help their children improve their communication skills. In addition, they are often coping with their own feelings associated with their child’s needs such as guilt, sadness and frustration. Often the focus can become what their child can’t do as opposed to the abilities their child has. *It Takes Two to Talk - The Hanen Program®* for Parents helps families focus on the skills that their child has and how to provide finely-tuned language models so the child can use these to progress to the next stage of communication. Parents assess their communication style and that of their child, and then learn and practice strategies and techniques that will help to foster growth in their child’s ability to communicate. The program empowers parents to make a significant

difference in their child's ability to communicate, often strengthening the relationship between parent, child and other family members.

Parent response to the program was extremely positive as reflected in their written evaluations upon completion of the last group session. Parents frequently expressed increased awareness of the communication skills of their child; they reported increased interactions that were more child initiated; they described decreased difficulties with behavior and improved eye contact. They reported ease in being able to use the strategies presented and value in being able to meet and share ideas with other parents dealing with some of the same child rearing issues. All parents felt their relationship with their children improved as a result of participating in *It Takes Two to Talk* - The Hanen Program® for Parents and would recommend it to others.

Child Care Certificate Program Training Series

The following certificate programs were provided in the FY 2003 – 2004 in Dauphin, Cumberland, Adams, York and Centre counties: Infant-Toddler Caregiver Certificate Program, Center-Based Child Care Provider Certificate Program, Center Director Certificate Program, Accreditation Certificate Program, Home-Based Provider Child Care Certificate Program, Language/Literacy Certificate Program and Inclusive Child Care Certificate Program. Additional training and mentoring projects were conducted by request for the Capital Beginnings Early Childhood Initiative, the Success By Six United Way of Cumberland County and the Perry County Local Planning Team. A total of 6,479.75 training hours were provided to child care providers through certificate program instruction and mentoring. An additional 5,419.5 hours of training were provided to training participants through additional single event trainings as requested by community agencies, training organizations and child care programs. See Appendix A for detailed data regarding these certificate programs.

Communications

Website— The ECTI website continues to be updated and new sections developed and added. There are two major sections to the website, one for parents, and one for caregivers. Parents can look at developmental milestones in the first five years of life, consider what to look for in high quality childcare for their infant, toddler, or preschooler, be alerted to upcoming events in the three county area, be informed of resource materials available from the Institute, and find hot links to various websites focused on issues of interest and concern to parents. Caregivers also have a resource library page, and a links page. In addition, they have pages regarding the mentoring program, research news, and a comprehensive training directory that lists all the training entities in the three county area.

The website is updated on a regular basis with the latest infant, toddler, and preschool information for parents and caregivers. We have designed an update function so that visitors will receive email notices when substantial updates occur on the site. The website also contains the Institute's publications that can be downloaded by visitors to the site.

Outreach and Collaboration—The Institute as the SDA for South Central Pennsylvania has partnered with the both the Capital Region and the Cumberland County United Way Early Childhood Initiatives to assist them in providing additional training opportunities for providers. The institute has been instrumental in convening an early childhood trainers' network that consists of all trainers in south central Pennsylvania. The institute has collaborated with the following organizations in south central Pennsylvania: ECELS and Visiting Nurse Association, Harrisburg Area Community College, Child Care Consultants, Inc., Penn State York, PROBE, Luthercare Child Care Programs, Focus on Our Future, Penn State Cooperative Extensions, Capital Area Intermediate Unit, Hershey Medical Center, Early Intervention Technical Assistance, Dauphin County MH/MR, Hempfield Associates, and the Capital Area Association for the Education of Young Children. The institute has provided and continues to receive requests from organizations outside the region as well, both statewide and nationally.

Summer Institute on Infant Mental Health

A summer institute was held in July 2004 in collaboration with Hershey Medical Center's Child Psychiatry Program. This day-long event brought together approximately 200 caregivers, parents and other early childhood professionals. The format of the day included a keynote address, followed by small workshops presented by professionals from the Hershey Medical Center and trainers from CAECTI, which gave the participants the opportunity to discuss issues in detail. This was a celebratory event for past training participants in which everyone had the opportunity to hear from Dr. William Klinger on the importance of maintaining a healthy outlook in our work in the early childhood arena by incorporating laughter and humor in our work each day.

This was an immensely successful event based upon the evaluations from the participants. Participant responses to the evaluation as well as discussions that occurred during the day provided us with key information on what training needs providers have and what issues they are most interested in as they continue to grow in their professional development.

For additional information or details regarding this report, please contact:

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Appendix A

Certificate Program Training Hours

Fall 03 Total Training Hours: **2739.75**

Spring 04 Total Training Hours: **3740**

FY 03-04 Total Training Hours: **6479.75**

Total Hours by Instructor:

Linda Kern: 1503.5

Barb Willier: 1441.75

Amy Zoellner: 872.5

Molly Wilson: 823

Jill Miller: 665

Roxie Nestlerode: 476.5

Kelly Kring: 425.5

Beth Witman-Pitzer: 272

Total Hours of Additional Training: 5419.5

Annual Report 2003 –2004

Fall Certificate Programs

Accreditation Mini Certificate Program

**Centre County
Instructor: Roxie Nestlerode
7/16/03 – 7/30/03**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Roxie	Total Hours
<i>20</i>	<i>18</i>	<i>12</i>	<i>27</i>	<i>77</i>
Number Trained	Number Trained	Number Trained		
<i>10</i>	<i>9</i>	<i>6</i>		

**Inclusive Child Care Certificate Program
Cumberland County
Instructor: Jill Miller
9/8/03 – 11/10/03**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Jill	Total Hours
<i>18</i>	<i>27</i>	<i>30</i>	<i>39</i>	<i>39</i>	<i>30</i>	<i>77</i>	<i>260</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
<i>6</i>	<i>9</i>	<i>10</i>	<i>13</i>	<i>13</i>	<i>10</i>		

**Infant/Toddler Certificate Program
Dauphin County
Instructor: Barb Willier & Molly Wilson
9/8/03 – 10/13/03**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6
<i>54</i>	<i>66</i>	<i>57</i>	<i>72</i>	<i>132</i>	<i>69</i>

Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained
<i>18</i>	<i>22</i>	<i>19</i>	<i>24</i>	<i>22</i>	<i>23</i>

Mentoring Hours: Barb	Mentoring Hours: Molly	Total Hours
<i>128</i>	<i>30</i>	<i>608</i>

YWCA Accreditation Certificate Program
York County
Instructor: Linda Kern
9/9/03 – 12/8/03

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Linda	Total Hours
<i>30</i>	<i>30</i>	<i>33</i>	<i>24</i>	<i>27</i>	<i>30</i>	<i>66.5</i>	<i>240.5</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
<i>10</i>	<i>10</i>	<i>11</i>	<i>8</i>	<i>9</i>	<i>10</i>		

Infant/Toddler 2 Certificate Program
Cumberland County
Instructor: Amy Zoellner & Molly Wilson
9/10/03 – 1/7/04

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Training Hours Session #7	Training Hours Session #8
<i>42</i>	<i>42</i>	<i>45</i>	<i>48</i>	<i>48</i>	<i>45</i>	<i>48</i>	<i>45</i>
Number	Number	Number	Number	Number	Number	Number	Number

Trained	Trained	Trained	Trained	Trained	Trained	Trained	Trained
<i>14</i>	<i>14</i>	<i>15</i>	<i>16</i>	<i>16</i>	<i>15</i>	<i>16</i>	<i>15</i>

Mentoring Hours: Amy	Mentoring Hours: Molly	Total Hours
<i>96.75</i>	<i>24</i>	<i>483.75</i>

YMCA-Dover Accreditation Certificate Program
York County
Instructor: Linda Kern
9/11/03 – 1/03/03

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Linda	Total Hours
<i>15</i>	<i>15</i>	<i>18</i>	<i>15</i>	<i>21</i>	<i>24</i>	<i>35</i>	<i>143</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
<i>5</i>	<i>5</i>	<i>6</i>	<i>5</i>	<i>7</i>	<i>8</i>		

Home-Based Child Care Provider
Cumberland County
Instructor: Beth Whitman-Pitzer
10/2/03 – 11/20/03

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Beth	Total Hours
<i>24</i>	<i>26</i>	<i>18</i>	<i>28</i>	<i>76</i>
Number Trained	Number Trained	Number Trained		
<i>12</i>	<i>13</i>	<i>9</i>		

**Director Level 1 Certificate Program
Dauphin County
Instructor: Kelly Kring & Barb Willier
10/2/03 – 12/4/03**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Training Hours Session #7
<i>57</i>	<i>60</i>	<i>57</i>	<i>60</i>	<i>57</i>	<i>45</i>	<i>45</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained
<i>19</i>	<i>20</i>	<i>19</i>	<i>20</i>	<i>19</i>	<i>15</i>	<i>15</i>

Mentoring Hours: Kelly	Mentoring Hours: Barb	Total Hours
<i>42</i>	<i>29.5</i>	<i>452.5</i>

**Director Mini Certificate Program
Centre County
Instructor: Roxie Nestlerode
10/21/03 – 12/2/03**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Roxie	Total Hours
<i>22</i>	<i>18</i>	<i>10</i>	<i>20</i>	<i>70</i>
Number Trained	Number Trained	Number Trained		
<i>11</i>	<i>9</i>	<i>5</i>		

Infant/Toddler Mini Certificate Program
Centre County
Instructor: Roxie Nestlerode
11/3/03 – 11/17/03

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Roxie	Total Hours
<i>60</i>	<i>51</i>	<i>51</i>	<i>41</i>	<i>203</i>
Number Trained	Number Trained	Number Trained		
<i>20</i>	<i>17</i>	<i>17</i>		

Infants and Toddlers Certificate
Dauphin County
Instructor: Molly Wilson
11/20/04 – 12/03/03

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Mentoring Hours: Molly	Total Hours
<i>21</i>	<i>13.5</i>	<i>6</i>	<i>22.5</i>	<i>63</i>	<i>126</i>
Number Trained	Number Trained	Number Trained	Number Trained		
<i>14</i>	<i>9</i>	<i>4</i>	<i>15</i>		

Spring 2004 Certificate Programs

Accreditation Certificate Program

**York County
Instructor: Linda Kern
11/3/03 – 4/21/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Linda	Total Hours
27	27	27	24	27	27	28	187
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
9	9	9	8	9	9		

**Accreditation Mini Certificate Program
York County
Instructor: Linda Kern
1/6/04 - 4/13/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Mentoring Hours: Linda	Total Hours
18	18	15	18	5	74
Number Trained	Number Trained	Number Trained	Number Trained		
6	6	5	6		

**Accreditation Certificate Program-End of the Rainbow
York County
Instructor: Linda Kern
1/13/04 – 5/25/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Linda	Total Hours
81	69	63	66	69	66	27	441
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
27	23	21	22	23	22		

**Infant/Toddler 2 Certificate Program-Harrisburg
Dauphin County**

**Instructor: Amy Zoellner & Molly Wilson
1/13/04 – 3/30/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Training Hours Session #7	Training Hours Session #8
<i>51</i>	<i>48</i>	<i>45</i>	<i>45</i>	<i>45</i>	<i>45</i>	<i>45</i>	<i>39</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained
<i>17</i>	<i>16</i>	<i>15</i>	<i>15</i>	<i>15</i>	<i>15</i>	<i>15</i>	<i>13</i>

Mentoring Hours: Amy	Mentoring Hours: Molly	Total Hours
<i>49.75</i>	<i>55</i>	<i>467.75</i>

**Accreditation Certificate Program-Children’s First York County
Instructor: Linda Kern
1/17/04 – 5/12/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Linda	Total Hours
<i>57</i>	<i>63</i>	<i>63</i>	<i>60</i>	<i>54</i>	<i>63</i>	<i>58</i>	<i>418</i>
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
<i>19</i>	<i>21</i>	<i>21</i>	<i>20</i>	<i>18</i>	<i>21</i>		

**Center-Based Mini Certificate Program
Dauphin County
Instructor: Barb Willier
1/20/04-2/3/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Barb	Total Hours
33	39	18	7.5	97.5
Number Trained	Number Trained	Number Trained		
11	13	6		

Language Literacy Certificate Program
Cumberland County
Instructor: Jill Miller
2/2/04 – 4/5/04

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Jill	Total Hours
63	60	60	57	42	30	93	405
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
21	20	20	19	14	10		

Infant/Toddler Mini Certificate Program
Centre County
Instructor: Roxie Nestlerode
2/4/04 – 3/3/04

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Roxie	Total Hours
17.5	15	21	9	62.5
Number Trained	Number Trained	Number Trained		
7	6	7		

Director Mini Certificate Program
Instructor: Roxie Nestlerode
2/10/04 – 4/06/04

Training Hours Session	Training Hours Session	Training Hours Session	Mentoring Hours: Roxie	Total Hours

#1	#2	#3		
26	20	18	0	64
Number Trained	Number Trained	Number Trained		
13	10	9		

**Home-Based Child Care Provider
 Language Development
 Cumberland County
 Instructor: Beth Whitman-Pitzer
 2/12/04 – 3/25/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Mentoring Hours: Beth	Total Hours
26	26	26	24	102
Number Trained	Number Trained	Number Trained		
13	13	13		

**Director Certificate Program
 Dauphin County
 Instructor: Kelly Kring & Barb Willier
 2/12/04 – 3/25/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Training Hours Session #7
48	57	51	54	51	48	57
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained
16	19	17	18	17	16	19

Mentoring Hours: Kelly	Mentoring Hours: Barb	Total Hours
10	15	391

**Home-Based Child Care Provider
Mini-Certificate Program
Perry County
Instructor: Beth Whitman-Pitzer
3/30/04 – 5/11/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Mentoring Hours: Beth	Total Hours
22	20	18	16	18	94
Number Trained	Number Trained	Number Trained	Number Trained		
11	10	9	8		

**Preschool Certificate Program
Dauphin County
Instructor: Barb Willier
4/19/04 – 6/7/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Barb	Total Hours
39	42	39	42	39	33	31.25	265.25
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
13	14	13	14	13	11		

**Accreditation Certificate Program
Instructor: Amy Zoellner
Adams County
3/13/04 – 5/11/04**

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Mentoring Hours: Amy	Total Hours
75	75	54	63	63	33	363

Number Trained	Number Trained	Number Trained	Number Trained	Number Trained
25	25	18	21	21

Preschool Certificate Program
Cumberland County
Instructor: Barb Willier
4/6/04-6/15/04

Training Hours Session #1	Training Hours Session #2	Training Hours Session #3	Training Hours Session #4	Training Hours Session #5	Training Hours Session #6	Mentoring Hours: Molly	Total Hours
69	48	36	36	36	27	56	308
Number Trained	Number Trained	Number Trained	Number Trained	Number Trained	Number Trained		
23	16	12	12	12	9		

FALL ADDITIONAL TRAININGS

Title of Workshop	Trainer	Number of Hours	Date	# of Participants	Total Hours
Mentoring at HACC, Child Play Center	Amy Zoellner	6	7/03-9-03	1	6
PA Pathways Orientation Training for Trainers -TOT	Kathy Stennett and Kelly Kring	6	8/1/03	18	108
DAP	Barb Willier	1.5	8/4/03	4	6
Supervision Training	Molly Wilson	3	8/5/03	23	69
Classroom Management	Molly Wilson	3	8/11/03	25	75
Brain Research Infant/Toddler Institute	Linda Kern	1.5	8/14/03	23	34.5
Infant/Toddler Institute	Roxie Nestlerode	1.5	8/14/03	25	37.5
Infant/Toddler Institute	Barbara Carl	1.5	8/14/03	25	37.5
Accreditation Update	Linda Kern	2	8/22/03	12	24
Supervision Training	Barb Willier	3	8/29/03	15	63

Creative Expressions	Amy Zoellner	3	8/29/03	24	72
Environment, Room Arrangement, Health, and Safety	Barb Willier	3	8/29/03	22	66
PA Pathways Orientation Training for Trainers	Roxie Nestlerode	6	9/10/03	13	78
Difficult Toddler Behavior YAAEYC	Linda Kern	2	9/27/03	30	60
CBK/PDR	Kathy Stennett	3	10/2/03	13	39
Understanding Behavior, Transitions and Lesson Planning	Molly Wilson	5	10/11/03	27	135
Creative Experiences	Amy Zoellner	3	10/13/03	46	138
NAEYC/DAP	Barb Willier and Molly Wilson	3	10/13/03	45	135
PA Pathways Orientation	Kathy Stennett	6	10/15/03	16	96
October Director Roundtable: Staff Turnover	Kelly Kring and Kathy Stennett	2	10/17/03	15	30
CBK/PDR	Linda Kern	3	10/29/03	10	30
PA Pathways Orientation Training for Trainers	Roxie Nestlerode	6	11/1/03	4	24
Bellefonte YMCA In-Service Child Observation	Roxie Nestlerode	1.5	11/11/03	21	31.5
CBK/PDR	Kathy Stennett	2	11/11/03	10	20
Developing Program Policies	Roxie Nestlerode	2	11/12/03	20	40
Adult Learning Principles	Kelly Kring	7	11/19/03	10	70
Facility Training Plan	Linda Kern	3	11/19/03	10	30
CBK/PDR for Directors	Roxie Nestlerode	3	11/20/03	25	75
Developing a Child Care Facility Training Plan	Roxie Nestlerode	3	11/20/03	30	90
Making a Difference Director's	Kathy Stennett	2	11/21/03	15	30

Roundtable					
Ready for School	Roxie Nestlerode	3	11/21/03	23	69
Responsive Caregiving	Barb Willier	2	12/3/04	28	56
Environment & Room Arrangement	Barb Willier	2	12/17/04	21	42

SPRING ADDITIONAL TRAININGS

Title of Workshop	Trainer	Number of Hours	Date	# of Participants	Total Hours
Infant/Toddler Assessment	Barb Willier	2	1/14/04	22	44
Making The Most of Routines - EYLY Conference	Roxie Nestlerode	1.25	1/24/04	26	32.5
Learning Through Messes – EYLY Conference	Roxie Nestlerode	1.5	1/24/04	50	75
Creative Expressions	Amy Zoellner	3	2/2/04	26	78
Creative Expressions	Amy Zoellner	2.5	2/9/04	8	20
Responsive Caregiving for a Quality Program	Barb Willier	2	2/13/04	12	24
Conducting a Quality Assessment of Your Program	Kelly Kring	3	2/16/04	14	42
DAP	Barb Willier	3	2/16/04	15	45
Building Blocks of Infant Curriculum – Part 1	Roxie Nestlerode	3	2/17/04	14	42
PA Pathways Orientation Training for Trainers	Kathy Stennett	7	2/18/04	12	84
CBK/PDR for	Kathy Stennett	3	2/19/04	23	69

Directors					
Mentoring at OIC	Amy Zoellner	6	3/04-6/04	1	6
Building Blocks of Infant Curriculum – Part 2	Roxie Nestlerode	3	3/2/04	13	39
Making the Most of Routines - CAAEYC Conference	Roxie Nestlerode	1.25	3/6/04	48	60
Sign Language CAAEYC Conference	Amy Zoellner	1.25	3/6/04	30	37.5
Culture CAAEYC Conference	Barb Willier	1.25	3/6/04	12	15
Communicating With Parents CAAEYC Conference	Beth Whitman-Pitzer	1.25	3/6/04	26	32.5
Developing a Child Care Facility Training Plan	Roxie Nestlerode	3	3/10/04	13	39
CBK/PDR for Directors	Roxie Nestlerode	3	3/10/04	18	54
PA Pathways Orientation Training for Trainers	Roxie Nestlerode	3	3/17/04	17	51
CBK/PDR for Directors	Kathy Stennett	3	3/23/04	10	30
CBK/PDR	Kathy Stennett	2	3/25/04	15	30
CBK/PDR for Directors	Roxie Nestlerode	3	3/30/04	22	66
Developing a Child Care Facility Training Plan	Roxie Nestlerode	3	3/30/04	21	63
Preparing Infants and Toddlers for Change - CSAEYC Conference	Roxie Nestlerode	1.5	4/3/04	10	15
Routines – Ruts or Paths – CSAEYC Conference	Roxie Nestlerode	1.5	4/3/04	17	25.5
Building Blocks of Toddler Curriculum – Part 1	Roxie Nestlerode	3	4/6/04	40	120
CBK/PDR	Linda Kern	3	4/6/04	19	57

CBK/PDR	Kathy Stennett	3.5	4/8/04	13	45.5
Building Blocks of Toddler Curriculum – Part 2	Roxie Nestlerode	3	4/13/04	36	108
CBK/PDR for Directors and Caregivers	Roxie Nestlerode	3	4/14/04	6	18
CBK/PDR for Directors	Kathy Stennett	2.5	4/15/04	4	10
Creative Activities for Toddlers HLC Conference	Amy Zoellner	1.5	4/24/04	70	105
Sign Language for Infants HLC Conference	Amy Zoellner	1.5	4/24/04	40	60
CBK/PDR for Directors	Roxie Nestlerode	3	4/29/04	8	24
PA Pathways Orientation Training for Trainers	Kathy Stennett	7	4/29/04	21	147
PA Pathways Orientation Training for Trainers	Roxie Nestlerode	6	5/1/04	9	54
Building Blocks of Toddler Curriculum – Part 1	Roxie Nestlerode	3	5/5/04	13	39
CBK/PDR for Directors	Molly Wilson	3	5/5/04	20	60
The Child Who Wanders/Dabbles	Molly Wilson	2	5/5/04	38	76
Adult Learning Principals	Kelly Kring	6	5/6/04	15	90
Routines – Ruts or Paths - TIU/Juniata ECE/EI Conference	Roxie Nestlerode	2	5/6/04	31	62
Building Blocks of Toddler Curriculum – Part 2	Roxie Nestlerode	3	5/11/04	12	36
Developing a Child Care Facility Training Plan	Molly Wilson	3.5	5/13/04	14	49
The Child Who Appears Anxious/Aloof	Molly Wilson	2	5/19/04	37	74
Supervision Training	Barb Willier	3	5/19/04	36	108
CBK/PDR for Directors and	Kathy Stennett	2	5/20/04	13	26

Caregivers					
Facility Training Plan-TOT Training	Roxie Nestlerode	6	5/21/04	18	108
Understanding Temperamental Traits	Barb Willier	2	5/25/04	21	42
Infant-Toddler Mentor Model	Kelly Kring, Amy Zoellner Molly Wilson Barb Willier Linda Kern Roxie Nestlerode	10	5/25/04 5/26/04	10	100
CBK/PDR-Professional Development	Kathy Stennett	1	6/1/04	16	16
The Child Who is Ignored	Molly Wilson	2	6/2/04	35	70
Infant-Toddler Mentor Model	Kelly Kring Barb Willier	10	6/2/04 6/3/04	22	220
Discovery CDC In-Service Child Observation	Roxie Nestlerode	1.5	6/7/04	14	21
Developing a Child Care Facility Training Plan	Roxie Nestlerode	3	6/8/04	12	36
Developing a Child Care Facility Training Plan	Amy Zoellner	3	6/8/04	12	36
Developing a Child Care Facility Training Plan	Molly Wilson	3	6/9/04	9	27
Developing a Child Care Facility Training Plan	Kelly Kring Amy Zoellner	3	6/10/04	15	45
Supervision Training	Barb Willier	3	6/21/04	23	69
Infant-Toddler Mentor Model	Kelly Kring Barb Willier Molly Wilson	10	6/28/04 6/29/04	15	150
Planning Curriculum	Molly Wilson	3	6/30/04	25	75